

BRATISLAVA UNIVERSITY OF ECONOMICS AND BUSINESS

FACULTY OF ECONOMICS AND FINANCE

SELF-REPORT OF DISSERTATION

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Self-report of Dissertation

**Impact of Social Partnership Development on Employment, Labor
Mobility and Wage Growth**

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1. An Overview of the current status of the issues addressed in the dissertation at home and abroad

The issues of social dialogue and social partnership constitute a significant area of research within labour relations, industrial relations, labour market studies, and social policy. Their importance stems primarily from their role in coordinating the interests of employees, employers, and the state, thereby contributing to social stability, labour market governance, and the formulation of socio-economic policies. Within modern democratic societies, social dialogue is regarded as a mechanism through which different socio-economic interests can be reconciled and transformed into consensual solutions that support both economic competitiveness and social cohesion.

In the European context, social dialogue has developed into one of the key pillars of the European social model. It is closely associated with principles such as participation, cooperation, and consensus-building, and is often viewed as an essential component of democratic governance. The growing complexity of labour markets, technological change, demographic developments, and economic crises have further increased interest in understanding the role of social dialogue and the conditions under which it can effectively contribute to labour market stability and socio-economic development.

Social dialogue is generally understood as a process of communication, consultation, negotiation, and cooperation among representatives of employees, employers, and public authorities. Depending on the institutional and legal context, it may take bilateral or tripartite forms and may be conducted at national, sectoral, regional, or enterprise levels. Within European industrial relations systems, social dialogue is commonly linked to collective bargaining and social partnership, which provide institutional channels for the representation of organised interests.

Academic literature approaches social dialogue and social partnership from several complementary perspectives. One group of studies focuses primarily on normative and legal aspects, analysing legislative frameworks, institutional arrangements, and international standards governing labour relations. Such research emphasises the importance of legal guarantees for social partner participation and highlights the role of social dialogue in maintaining industrial peace and social stability. Within this perspective, considerable attention is devoted to collective

bargaining rights, consultation mechanisms, and the institutional position of trade unions and employer organisations.

A second stream of research focuses on institutional and comparative analyses. These studies examine the functioning of industrial relations systems, structures of collective bargaining, representativeness of social partners, and the organisation of tripartite cooperation. Comparative approaches frequently distinguish between highly coordinated systems of social partnership and systems characterised by lower levels of institutional coordination. The degree of coordination is considered one of the most important factors explaining differences in labour market governance and socio-economic outcomes among countries.

Particular attention in comparative research is devoted to the concept of industrial relations systems. Industrial relations are understood as a broader framework encompassing social dialogue, collective bargaining, labour legislation, and other institutional mechanisms regulating employment relations. Research in this area highlights that the effectiveness of social dialogue depends not only on legal regulations but also on the overall architecture of industrial relations and the capacity of institutions to facilitate cooperation among social partners.

The literature frequently identifies Austria as a representative example of a highly coordinated system of social partnership. The Austrian model is characterised by a high level of institutionalisation, extensive collective bargaining coverage, strong and representative social partner organisations, and stable forms of cooperation between employers, employees, and public authorities. Social dialogue in Austria plays a significant role not only in labour relations but also in broader socio-economic policymaking, wage coordination, and labour market regulation.

By contrast, the countries of Central and Eastern Europe are usually classified as post-transformational industrial relations systems. Their development was strongly influenced by the transition from centrally planned to market economies, which fundamentally transformed labour market institutions, collective bargaining structures, and employer–employee relations. Although these countries have gradually established the legislative and institutional prerequisites for social dialogue, many continue to face challenges related to representativeness, collective bargaining coverage, and the continuity of cooperation among social partners.

In the Slovak Republic, research on social dialogue and social partnership has focused primarily on the development of tripartite cooperation, labour legislation, collective bargaining, and the position

of social partners within socio-economic governance. Existing studies analyse the institutional development of social dialogue since the beginning of economic transformation, the establishment of the Economic and Social Council of the Slovak Republic, and changes in collective bargaining arrangements.

Research findings suggest that Slovakia possesses a relatively comprehensive legislative framework and formally established institutions of social dialogue. However, scholarly discussions frequently point to a discrepancy between the formal existence of these institutions and their actual functioning in practice. Particular attention is devoted to issues such as lower collective bargaining coverage, limited organisational capacity of social partners, political discontinuities, and the fluctuating influence of social dialogue on public policymaking. These characteristics distinguish the Slovak model from more coordinated systems such as Austria.

The Czech Republic shares several characteristics with the Slovak Republic, including its post-transformational development trajectory, legislative framework, and institutional structure. Nevertheless, comparative analyses suggest that the Czech system demonstrates a somewhat higher degree of continuity and stability in social dialogue processes. These differences highlight the importance of institutional quality and implementation capacity when assessing the effectiveness of social dialogue.

Another important area of research concerns the relationship between social dialogue and labour market outcomes. Existing studies indicate that social dialogue may contribute to employment stability, labour market adaptability, wage coordination, and crisis management. In coordinated systems, social dialogue is often associated with stronger labour market resilience and greater predictability of socio-economic decision-making. However, research findings also suggest that the effects of social dialogue are neither automatic nor uniform across countries. Their magnitude depends on institutional arrangements, the quality of social partner cooperation, and the ability of negotiated outcomes to be implemented in practice.

Despite the extensive body of literature devoted to social dialogue, social partnership, collective bargaining, and industrial relations, the actual impact of social dialogue quality on socio-economic outcomes remains only partially explored. Most studies focus on legislative frameworks, institutional structures, collective bargaining arrangements, or descriptive analyses of social partnership systems. Comparatively less attention has been devoted to measuring the quality

of social dialogue itself and examining how differences in quality influence labour market developments.

Existing research rarely analyses social dialogue as a multidimensional phenomenon encompassing legislative, institutional, representational, and outcome-based dimensions simultaneously. Consequently, there remains a limited understanding of how variations in social dialogue quality affect employment, labour mobility, and wage development, particularly within post-transformational economies.

This research gap forms the basis for the present dissertation. Unlike existing studies that predominantly focus on formal institutional characteristics, the dissertation approaches social dialogue as a multidimensional concept whose quality can be systematically assessed and empirically linked to selected socio-economic indicators. By combining comparative analysis with a benchmarking approach and by examining the cases of Slovakia, the Czech Republic, and Austria, the dissertation seeks to contribute to a deeper understanding of the relationship between social dialogue quality, labour market governance, and socio-economic development.

2. Aim and focus of the dissertation

The aim of the dissertation entitled “*The Impact of the Development of Social Partnership on Employment, Labour Mobility, and Wage Growth*” was to critically evaluate the impact of social dialogue and social partnership on selected socio-economic indicators in the Slovak Republic, to identify the challenges, opportunities, and risks associated with the functioning of this system, and, based on a comparison with international experience, to formulate prospective options for its improvement under Slovak conditions. The analysis focused on employment, labour mobility, and wage formation, which represent key dimensions of labour market functioning.

In addressing the research problem, the study was based on the assumption that social dialogue does not influence socio-economic outcomes directly, but rather through its quality, institutional maturity, and its capacity to generate implemented outcomes. For this reason, the objective of the dissertation was not limited to describing the existence of social dialogue, but extended to its analytical evaluation and the identification of mechanisms through which it may or may not contribute to labour market stability.

A crucial methodological step in the dissertation was the definition of the main objective and the formulation of analytical and synthetic partial

objectives, which collectively contribute to the achievement of the main research aim:

- characterize the nature, levels, and principles of social dialogue and social partnership
- critically evaluate the development and current state of social partnership in the Slovak Republic over the past 15–20 years
- identify the impacts on selected areas, namely employment, labour mobility, and wage growth
- assess the functioning of social partnership in Slovakia and in selected countries
- based on the results and experience of the compared countries, formulate prospective options for improvement.

Building on the main objective of the dissertation, which is to examine and critically assess the impacts of social dialogue and social partnership on selected socio-economic indicators in the conditions of the Slovak Republic, to identify the challenges, opportunities, and risks of the system, and—based on a comparison with selected countries—to formulate prospective avenues for its improvement, the following research questions are formulated in the dissertation:

RQ1: What is the development, structure, and quality of social dialogue and social partnership in the Slovak Republic over the past 15–20 years

RQ2: What differences exist in the quality and functioning of social dialogue between the Slovak Republic, the Czech Republic, and Austria?

RQ3: To what extent is the quality of social dialogue associated with the employment in the analysed countries?

RQ4: What is the relationship between the quality of social dialogue and the development of wage indicators, in particular the minimum wage, in the Slovak Republic and the comparator countries?

RQ5: How does the quality of social dialogue influence the conditions for labour mobility?

RQ6: What challenges, opportunities, and threats characterise the current system of social dialogue in the Slovak Republic?

The research questions were derived from the logical sequence relationship of research subject – scientific problem – research objectives – research questions, and served as a guiding framework for

scientific inquiry (Ochrana, 2019). The answers to the individual research questions were subsequently sought through a combination of qualitative and quantitative research methods, in particular through benchmarking of social dialogue quality, as well as trend, correlation, and regression analyses, and comparative evaluation of selected countries.

3. Methodology of work and research methods

The achievement of the main objective and the partial objectives of the dissertation was ensured through the application of several mutually complementary research methods. Given the complexity of the issue of social dialogue and social partnership, the methodological framework of the study was based on a combination of theoretical and empirical approaches, as well as on a mixed research design in which both qualitative and quantitative analytical methods were significantly represented.

In this dissertation, social dialogue is understood as a dynamic and multidimensional process that cannot be analysed in isolation using a single method. The selected methodology therefore made it possible not only to describe its development and current state but also to critically evaluate its actual impacts on selected socio-economic areas, specifically employment, labour mobility, and the formation of wage conditions.

Based on the formulated research questions and theoretical foundations, the following hypotheses were established:

H1: Higher quality of social dialogue is associated with positive employment development in the conditions of the Slovak Republic.

H2: Higher quality of social dialogue is associated with more favourable conditions for labour mobility.

The application of a combined and quantitatively oriented methodological framework in this dissertation was based on the identified research gap in the existing literature. Social dialogue is frequently described in available studies through normative statements emphasising its importance or through institutional and legal analyses focusing primarily on its legislative framework and formal tripartite mechanisms. However, less attention has been devoted to its systematic measurement and empirical evaluation, particularly in terms of linking

legislation, institutional arrangements, the representativeness of social partners, and the actual outcomes of social dialogue.

Moreover, existing studies on the Slovak Republic often analyse social dialogue in isolation or only at a descriptive level, without systematic comparison with countries sharing a similar developmental context, such as the Czech Republic, or with countries characterised by highly developed systems of social partnership, such as Austria. At the same time, the literature lacks quantitative analyses that would empirically test the relationship between the quality of social dialogue and socio-economic outcomes, particularly employment, labour mobility, and wage indicators, using trend, correlation, and regression methods within a comparative framework.

In order to address this gap, this dissertation introduces the construction of a benchmarking index of social dialogue quality and applies quantitative analytical methods that enable a systematic examination of the dynamics and intensity of relationships between social dialogue and selected socio-economic indicators, both over time and in an international comparative context.

The Benchmarking Index of Social Dialogue Quality (BISDQ) was developed as an original analytical tool aimed at quantifying the quality of social dialogue as a complex and predominantly qualitative institutional phenomenon. The construction of the index is based on the assumption that the mere existence of social dialogue is not sufficient for evaluating its effectiveness, and therefore its quality must be assessed through a set of relevant dimensions and indicators. The BISDQ was designed to transform qualitative characteristics of social dialogue into a measurable variable, thereby providing a foundation for its comparative and empirical analysis.

In constructing the index, four key dimensions were identified, reflecting the essential aspects of social dialogue functioning. The first dimension is the legislative framework, which evaluates the quality of legal regulations governing social dialogue and collective bargaining. The second dimension concerns institutional capacities, including the functioning of tripartite bodies, the stability of institutions, and the level of coordination among actors. The third dimension focuses on the representativeness of social partners, capturing the degree of organization and their ability to represent interests. The fourth dimension relates to the outputs of social dialogue, reflecting tangible results in the form of agreements, collective bargaining outcomes, and their implementation.

Each of these dimensions was subsequently operationalized through a set of sub-indicators, which allow for a more detailed capture of

individual aspects of the examined phenomenon. Given the qualitative nature of most indicators, a scoring system was applied, whereby individual sub-indicators were assigned values based on expert judgement (expert judgement scoring). This approach made it possible to account for the complexity and contextual nature of social dialogue, while ensuring the comparability of results across the analysed countries.

Within the construction of the index, weights were assigned to individual dimensions and sub-indicators in order to reflect their relative importance within the overall assessment. These weights were determined on the basis of expert judgement, with the aim of capturing the significance of different aspects of social dialogue without overemphasizing any single dimension. The individual values were subsequently aggregated into a composite index, which takes the form of a synthetic indicator enabling cross-country comparison.

The BISDQ index constructed in this way provides a comprehensive representation of the quality of social dialogue and allows for the identification of differences across countries, as well as for monitoring its development over time. At the same time, it served as a basis for further quantitative analyses, within which the relationship between the quality of social dialogue and selected socio-economic indicators was examined, particularly employment, labour mobility, and wage development.

In the theoretical part of the dissertation, general scientific methods were primarily applied for the development of the theoretical foundations of social dialogue, social partnership, and collective bargaining.

In defining the basic concepts and principles of social dialogue, social partnership, and social partners, the method of abstraction was used. By abstracting from specific empirical manifestations, a general theoretical framework was developed, serving as a foundation for the analytical and empirical parts of the dissertation.

To decompose the researched issue into individual elements, the method of analysis was applied, particularly in evaluating the legislative framework, institutional arrangements of social dialogue, and the position of social partners. Subsequently, the method of synthesis was used to integrate partial findings into a coherent understanding of the functioning of social dialogue in the Slovak Republic.

The methods of induction and deduction were employed in transitioning between empirical findings and general conclusions. Induction was mainly used to derive conclusions from statistical data and empirical

observations, while deduction served to verify theoretical assumptions through confrontation with real data.

Among specialised theoretical methods, the method of comparison played a significant role. It was used to compare the functioning of social partnership and social dialogue in the Slovak Republic and in selected countries. The comparative approach enabled the identification of systemic differences, common features, and transferable elements of good practice.

In the analytical part of the dissertation, the desk research method was applied as a secondary analytical approach. This involved the processing of existing scientific publications, expert studies, legislative documents, and statistical data from both domestic and international institutions. This method provided the basis for the theoretical foundation of the research problem as well as for the subsequent quantitative empirical analysis.

In defining the fundamental concepts and legal framework of social dialogue, a secondary analytical method based on the analysis of legal and normative documents was used, along with a legal-analytical approach. The analysis was based on the legal system of the Slovak Republic, particularly on the Labour Code, the Act on tripartite consultations at the national level, and the Act on collective bargaining. The methods of induction and deduction were applied to identify general principles of social dialogue and to confront them with specific legal provisions and practical functioning of the system.

In describing the historical development of social partnership and social dialogue within the European Union, the historical-analytical method was used, along with an analysis of key political and legal documents, such as the Single European Act, the Treaty on the Functioning of the European Union, and International Labour Organization conventions. The development of social partnership and social dialogue in the Slovak Republic was examined through the study of historically oriented literature, allowing for the identification of continuity and discontinuity in the institutional structure of social dialogue.

In the empirical part of the dissertation, several quantitative analytical methods were applied to examine the actual manifestations of social dialogue and its impacts. The empirical analysis was based on the processing of secondary statistical data and their systematic evaluation in both temporal and comparative contexts.

As part of the empirical analysis, analytical observation of socio-economic indicators was used, involving long-term monitoring of changes in employment, labour mobility, and wage indicators in relation to developments in the quality of social dialogue. This approach did not

represent field observation in the sense of primary empirical research but rather systematic analytical monitoring of recurring patterns and trends based on available statistical data and institutional outputs.

Another empirical method applied in the dissertation was observation, used in several parts of the analysis, particularly in tracking socio-economic indicators and the practical functioning of social dialogue. Observation made it possible to identify recurring behavioural patterns of social partners and the responses of the social dialogue system to changes in the political and economic environment.

A further part of the dissertation consists of empirical research based on a mixed research design, in which quantitative methods were applied to analyse the impacts of social dialogue on selected socio-economic areas, specifically employment, labour mobility, and wages, with a particular emphasis on the minimum wage.

In the quantitative part of the dissertation, the following analytical methods were applied:

- correlation analyses and cross-correlation matrices to identify relationships between the quality of social dialogue and selected indicators
- trend analyses to evaluate the stability and volatility of the development of the observed variables
- simple regression analysis to quantify the relationship between the quality of social dialogue and the minimum wage
- a benchmarking approach through which an original index of social dialogue quality was constructed
- comparative analysis between the Slovak Republic and selected countries

The results of the quantitative research are presented using descriptive statistics and subsequently interpreted within a broader socio-economic context.

For the synthesis of findings from the theoretical, empirical, and comparative parts of the dissertation, a SWOT analysis of social dialogue in the Slovak Republic was applied at the final stage of the methodological process. This analytical method enabled the systematic identification of strengths and weaknesses of the existing social dialogue system, as well as the opportunities and threats arising from its internal functioning and the external socio-economic environment. The SWOT analysis was constructed on the basis of the results of trend, correlation, and regression analyses, as well as a comparison with social dialogue systems in the Czech Republic and Austria, and findings obtained through interrogative research methods.

The outputs of the SWOT analysis served as a methodological bridge between the analytical and the proposal-oriented parts of the dissertation. On this basis, key determinants of the functioning of social dialogue in the Slovak Republic were identified, and specific recommendations for improving its effectiveness were subsequently formulated. These recommendations focus particularly on strengthening the link between social dialogue and wage policy, enhancing collective bargaining, increasing the representativeness of social partners, and stabilising social dialogue beyond political cycles. The proposed measures are grounded in the empirical findings of the dissertation and in the experience of the compared countries, and are designed to be realistic and applicable within the conditions of the Slovak Republic.

4. Structure of the dissertation

The dissertation thesis was structured into five main chapters, an introduction, a conclusion, and a list of references. The structure of the thesis corresponded to the defined objective, which was to examine and critically evaluate the impacts of social dialogue and social partnership on selected socio-economic indicators in the conditions of the Slovak Republic, to identify the main challenges, opportunities and risks of their functioning, and, based on a comparison with selected European Union countries, to formulate proposals for their further development and improvement.

In the first chapter, we focused on the current state of the addressed issue, with particular emphasis on the theoretical definition of social partnership and social dialogue, their nature, principles, functions, and their significance for socio-economic development.

In the second chapter, we analysed the development of social dialogue in the Slovak Republic, examining in detail its formation, institutionalisation, legislative framework, and the development of collective bargaining, while identifying the key stages, trends, and challenges affecting its functioning.

In the third chapter, we defined the objective of the dissertation, formulated research questions and hypotheses, and described the applied scientific methods, data sources, and analytical procedures, including the construction of selected indicators and approaches for evaluating the impacts of social dialogue.

In the fourth chapter, we focused on the analysis of the impacts of social dialogue on selected socio-economic areas, namely employment, labour mobility, and wage growth, using a set of quantitative indicators, while

also evaluating the role of individual social partners and their influence on socio-economic development. Within the analytical part, we also applied a benchmarking approach, which enabled us to assess the position of the Slovak Republic in an international context.

In the fifth chapter, we conducted a comparative analysis of social dialogue in selected European Union countries, examining their institutional arrangements, mechanisms, and impacts, and identifying elements applicable to the Slovak context.

5. The results of the work

The dissertation focused on examining and critically assessing the impact of social dialogue and social partnership on selected socio-economic indicators in the Slovak Republic. The research combined theoretical analysis, comparative assessment, benchmarking methods, and quantitative techniques in order to evaluate both the quality of social dialogue and its relationship with labour market outcomes.

One of the principal outcomes of the dissertation is the development of the Benchmarking Index of Social Dialogue Quality (BISDQ), which enabled the systematic evaluation of social dialogue quality through four interconnected dimensions: legislative framework, institutional capacity, representativeness of social partners, and the outcomes of social dialogue. The construction of the index was based on the assumption that the quality of social dialogue cannot be assessed solely through its formal legislative anchoring but must also reflect its institutional functionality and ability to generate implemented outcomes.

The application of the BISDQ revealed substantial differences among the analysed countries. Austria achieved the highest values across all dimensions of the index, reflecting a highly coordinated and institutionalised system of social partnership. The Czech Republic occupied an intermediate position, demonstrating relatively stable institutional arrangements but lower levels of coordination compared with Austria. Slovakia recorded the lowest overall score, particularly in the dimensions of representativeness, institutional continuity, and the practical outcomes of social dialogue. These findings indicate that the quality of social dialogue is determined not only by formal institutions but primarily by their capacity to facilitate cooperation among social partners and translate negotiations into socio-economic outcomes.

The comparative analysis further demonstrated that the Slovak model of social partnership is characterised by a discrepancy between formal

institutional arrangements and their practical effectiveness. Although Slovakia has developed a relatively comprehensive legislative framework and formally established tripartite institutions, the empirical results suggest that social dialogue often performs a consultative rather than a genuinely coordinating role. The quality of social dialogue therefore appears to be constrained by weak representativeness, fragmented social partner structures, and limited implementation of negotiated outcomes.

A major part of the empirical research was devoted to examining the relationship between social dialogue quality and selected labour market indicators. The analyses identified a positive relationship between higher levels of social dialogue quality and employment development. Countries with stronger social partnership systems demonstrated greater labour market stability and a higher capacity to respond to economic fluctuations and crisis situations. The findings suggest that social dialogue contributes to labour market resilience by facilitating coordination and consensus-building among key actors. This effect was most pronounced in Austria, where social partnership constitutes an integral element of labour market governance.

The results obtained for Slovakia revealed a weaker relationship between social dialogue quality and employment performance. Although social dialogue contributes to labour market coordination, its influence remains limited compared with more institutionalised systems. The findings indicate that employment developments in Slovakia are more strongly affected by broader macroeconomic conditions and political interventions than by systematic social partner coordination.

The dissertation also examined the relationship between social dialogue quality and labour mobility. The analyses demonstrated that social dialogue affects primarily the nature and quality of labour mobility rather than its overall level. In coordinated systems, labour mobility is more frequently linked to career advancement, professional development, and voluntary labour market transitions. In contrast, labour mobility in Slovakia appears to be more closely associated with economic uncertainty, wage disparities, and regional labour market imbalances. These findings suggest that higher-quality social dialogue contributes to the creation of more stable and sustainable labour market trajectories.

In the field of wage formation, particular attention was paid to minimum wage development. The results showed that the influence of social dialogue on wage determination varies significantly across countries. In Austria, wage-setting processes are strongly coordinated through

collective bargaining mechanisms, contributing to wage stability and predictability. In Slovakia, however, minimum wage development is influenced predominantly by governmental intervention and political decision-making. Regression analyses did not confirm a statistically significant relationship between BISDQ values and minimum wage growth, indicating that collective bargaining plays a relatively limited role within the Slovak wage-setting system.

An additional outcome of the dissertation was the SWOT analysis of social dialogue in the Slovak Republic. The analysis identified several strengths, including a formally established legislative framework, functioning tripartite institutions, and compatibility with the European social model. At the same time, significant weaknesses were identified, particularly the low representativeness of social partners, insufficient collective bargaining coverage, weak continuity of social dialogue processes, and limited influence on policymaking. Opportunities for improvement include strengthening sectoral collective bargaining, enhancing the analytical and professional capacities of social partners, and increasing the integration of social dialogue outcomes into labour market and social policy. Major threats include the continued politicisation of social dialogue, declining trade union density, labour market fragmentation, and the risk that social dialogue remains largely formal without generating meaningful socio-economic outcomes.

The overall synthesis of the research findings confirms that the principal weakness of social dialogue in the Slovak Republic is not the absence of legislation or institutional structures, but rather their limited effectiveness in practice. The results demonstrate that high-quality social dialogue is associated with more stable labour market outcomes, stronger coordination mechanisms, and greater capacity to respond to socio-economic challenges. At the same time, the research indicates that the Slovak system of social partnership possesses significant but underutilised potential. Strengthening institutional continuity, representativeness, collective bargaining structures, and the implementation of negotiated outcomes would contribute substantially to enhancing the quality and effectiveness of social dialogue and, consequently, to supporting sustainable socio-economic development.

The findings of the dissertation therefore confirm that the quality of social dialogue matters not merely as an institutional characteristic but as an important determinant of labour market governance and socio-economic performance. They also provide a basis for formulating recommendations aimed at improving the functioning of social partnership in the Slovak Republic and increasing its contribution to

labour market stability, wage coordination, and long-term economic and social development.

6. Conclusion

The objective of the dissertation was to examine and critically evaluate the impact of social dialogue and social partnership on selected socio-economic indicators in the conditions of the Slovak Republic, to identify the challenges, opportunities, and risks associated with the functioning of this system, and, based on a comparison with international experience, to formulate prospective options for its improvement. Particular attention was focused on employment, labour mobility, and wage formation, which represent key dimensions of labour market functioning and, at the same time, areas in which the quality and effectiveness of social dialogue are most clearly manifested.

In the theoretical part of the dissertation, it was confirmed that social dialogue and social partnership in modern European economies are understood as fundamental institutional mechanisms for coordinating interests between employers, employees, and the state. At the same time, it was highlighted that the importance of social dialogue cannot be assessed solely on the basis of its formal anchoring in legislation or the existence of tripartite structures.

The decisive factor of its effectiveness proved to be the quality of social dialogue itself, that is, its ability to generate stable, predictable, and implementable outcomes that are reflected in the actual functioning of the labour market.

The empirical part of the dissertation was based on the construction of a benchmarking index of social dialogue quality and on the application of quantitative analytical methods. The results obtained made it possible to systematically compare the quality of social dialogue in the Slovak Republic, the Czech Republic, and Austria. Despite operating within the same regulatory framework of the European Union, significant differences in institutional maturity and practical functionality of social partnership were identified. Austria was confirmed as a highly coordinated and stable model of social dialogue, the Czech Republic as

a model of medium-level functionality, and the Slovak Republic as a system with persistent capacity and performance deficits.

The analysis of the impact of social dialogue on employment showed that social dialogue does not function as a direct mechanism for job creation, but primarily as a stabilising and coordinating instrument. In environments with a higher quality of social dialogue, this mechanism is reflected in the ability of the labour market to mitigate the negative effects of economic shocks and to ensure greater stability of labour relations. In the conditions of the Slovak Republic, however, this potential has been manifested only to a limited extent, as the development of employment has been determined to a greater degree by macroeconomic and political factors than by systematic coordination through social dialogue.

Similar conclusions were identified in the analysis of labour mobility. While in countries with well-developed social partnership labour mobility tends to have a predominantly qualitative character—being associated with career progression and adaptation to economic changes—in the Slovak Republic it is more often driven by job insecurity, low wages, and limited collective bargaining coverage. In this context, social dialogue performs only a limited stabilizing function, and its capacity to influence the quality of labour mobility remains underdeveloped.

The results of the analysis of wage formation, particularly the minimum wage, highlight the dominant role of the state in the Slovak system of wage regulation. In many cases, the minimum wage substitutes for the relatively weak role of collective bargaining and has become the primary instrument of wage policy. The process of determining the minimum wage is highly politicized, reducing the predictability of wage development and undermining the legitimacy of social dialogue. Empirical findings confirm that the relationship between social dialogue quality and minimum wage development is weaker and less stable in the Slovak context than in countries with a higher degree of coordination in social partnership.

The empirical analysis indicates that the hypotheses were confirmed to varying degrees depending on the analysed indicator. Hypothesis H1, which focuses on the relationship between the quality of social dialogue and the development of the minimum wage, was only partially

confirmed, as the identified relationship was positive but statistically insignificant and economically weak, pointing to the dominant influence of political and legislative decision-making. In contrast, Hypothesis H2 was confirmed, as the results demonstrated a strong positive relationship between the quality of social dialogue and employment development, thereby confirming its importance for the functioning of the labour market. Overall, it can be concluded that the quality of social dialogue has a differentiated impact across individual areas of the labour market. Its most pronounced effect is observed in employment, while its influence on wage regulation and labour mobility is more limited or mediated.

Based on the obtained results, it can further be concluded that the main challenges of social dialogue in the Slovak Republic do not primarily stem from the legislative framework, but rather from its practical implementation, the low representativeness of social partners, the discontinuity of social dialogue processes, and the weak linkage between its outputs and public policy-making. As a result, social dialogue in the Slovak context often fulfils a consultative or legitimizing function rather than acting as a fully effective mechanism for coordinating socio-economic development.

In conclusion, the findings confirm that strengthening social dialogue in the Slovak Republic does not primarily require further legislative interventions, but rather a qualitative transformation in the functioning of social partnership. The key areas identified include the strengthening of sectoral collective bargaining, increasing the representativeness of social partners, stabilizing social dialogue beyond political cycles, and systematically linking its outputs to labour market decision-making processes.

The dissertation contributes to the advancement of knowledge by shifting the study of social dialogue from a predominantly normative and descriptive approach toward an analytical evaluation of its quality and its real socio-economic impacts. At the same time, it establishes a methodological framework applicable for further academic research and provides an analytical basis for the formulation of public policies aimed at strengthening social dialogue as an instrument for promoting a stable, inclusive, and sustainable labour market in the Slovak Republic and the broader Central European region.

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The Impact of Social Dialogue on Minimum Wage and Employment/ Miriama Dubovská. In: *Globalization, Development and Ecological Transition*, 2026.

The Quality of Social Dialogue As a Determinant of Labour Market Stability in the Slovak Republic / Miriama Dubovská. In: *Globalization, Development and Ecological Transition*, 2026.

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Vplyv vybraných aspektov na pracovnú mobilitu a dopady Industry 4.0 na procesy zamestnanosti v rámci partnerstva EURES-T Beskydy /Eva Rievajová, Miriam Dubovská. In: Vplyv Industry 4.0 na tvorbu pracovných miest 2019: Proceedings of Scientific Papers from International Scientific Conference, Trenčín, 2019. Registered: Web of Science

Vplyv životných podmienok na pracovnú mobilitu v rámci partnerstva EURES-T Beskydy/ Eva Rievajová, Miriam Trebichalská. In: Vplyv Industry 4.0 na tvorbu pracovných miest: zborník odborných príspevkov z medzinárodnej vedeckej konferencie, 22.novembra 2018, Hotel Krym (Trenčianske Teplice, Slovenská Republika, 2018. Registered: Web of Science

Súčasný stav a vývoj sociálneho dialógu v kontexte meniacich sa požiadaviek na pracovnú silu /Eva Rievajová, Miriam Trebichalská. In: Revue sociálno -ekonomického rozvoja, 2019.

Aspekty pracovnej mobility v oblasti EURES-T Beskydy s akcentom na vybrané pracovné a životné podmienky/Eva Rievajová, Miriam Trebichalská. In: Grant Journal, 2019

9. Summary

The dissertation focused on examining and critically assessing the impact of social dialogue and social partnership on selected socio-economic indicators in the Slovak Republic. Special attention was paid to the relationship between the quality of social dialogue and labour market outcomes, particularly employment development, labour mobility, and wage formation. The research was complemented by a comparative analysis of the Slovak Republic, the Czech Republic, and Austria in order to identify similarities, differences, and potential directions for improving the Slovak model of social partnership.

The theoretical part of the dissertation analysed the concepts of social dialogue, social partnership, industrial relations, collective bargaining, and the role of social partners within labour market governance. Particular attention was devoted to the historical development of social

partnership in the Slovak Republic, its institutional framework, and its position within the broader European social model. The literature review revealed that although social dialogue is widely recognised as an important component of labour market regulation, relatively limited attention has been devoted to the systematic measurement of its quality and its relationship with socio-economic outcomes.

To address this gap, the dissertation developed the Benchmarking Index of Social Dialogue Quality (BISDQ), which enabled a multidimensional assessment of social dialogue through the evaluation of legislative, institutional, representational, and outcome-based dimensions. The application of the index demonstrated significant differences among the analysed countries, confirming that Austria represents a highly coordinated model of social partnership, while Slovakia exhibits lower levels of institutional effectiveness and coordination despite possessing a formally established legislative framework.

The empirical analyses confirmed that the quality of social dialogue is associated with labour market performance, particularly in the area of employment stability. The findings suggest that social dialogue contributes primarily through its stabilising and coordinating functions rather than through direct effects on labour market indicators. The relationship between social dialogue quality and wage formation proved to be weaker in Slovakia, where wage-setting processes remain strongly influenced by state intervention. The analysis of labour mobility further demonstrated that higher-quality social dialogue is associated with more sustainable and career-oriented labour market transitions.

The dissertation also identified a substantial discrepancy between the formal existence of social dialogue institutions and their practical effectiveness. The findings indicate that the principal limitations of social dialogue in the Slovak Republic are not legislative in nature but rather institutional and implementation-related. In particular, weak representativeness of social partners, limited continuity of social dialogue processes, and insufficient integration of negotiated outcomes into public policymaking were identified as key barriers to the effective functioning of social partnership.

Overall, the dissertation confirms that the quality of social dialogue constitutes an important determinant of labour market governance and socio-economic performance. The research highlights the need to strengthen institutional capacity, collective bargaining structures, representativeness, and implementation mechanisms in order to enhance the effectiveness of social dialogue in the Slovak Republic. The findings provide both a theoretical contribution to the study of social dialogue and a practical basis for formulating recommendations aimed

at improving social partnership within the Slovak socio-economic environment.

10. Extended abstract in the Slovak language

Cieľom dizertačnej práce je preskúmať a kriticky zhodnotiť dopady sociálneho dialógu a sociálneho partnerstva na vybrané socio-ekonomické indikátory v podmienkach Slovenskej republiky, identifikovať výzvy, príležitosti a ohrozenia ich fungovania a na základe komparácie s vybranými krajinami formulovať perspektívne možnosti ich ďalšieho rozvoja. Práca vychádza zo skúmania teoretických poznatkov o podstate sociálneho dialógu, sociálneho partnerstva a kolektívneho vyjednávania, z analýzy ich historického vývoja a z hodnotenia ich súčasného postavenia v systéme priemyselných vzťahov a na trhu práce.

Dizertačná práca je rozdelená do štyroch kapitol. Prvá kapitola sa venuje teoretickým východiskám skúmanej problematiky, pričom charakterizuje sociálny dialóg, sociálne partnerstvo, sociálnych partnerov a priemyselné vzťahy. Súčasťou kapitoly je aj kritické zhodnotenie vývoja sociálneho partnerstva v Slovenskej republike vrátane postavenia kolektívneho vyjednávania. Druhá kapitola vymedzuje cieľ práce, výskumné otázky, vedecké metódy a metodologický rámec výskumu. Osobitná pozornosť je venovaná konštrukcii benchmarkingového indexu kvality sociálneho dialógu (BISDQ), prostredníctvom ktorého bola operacionalizovaná kvalita sociálneho dialógu v komparatívnom kontexte. Tretia kapitola obsahuje charakteristiku skúmaných krajín a vytvára analytický základ pre následné porovnávanie Slovenskej republiky, Českej republiky a Rakúska. Štvrtá kapitola je venovaná empirickému výskumu, analýze získaných výsledkov, diskusii zistení a SWOT analýze zameranej na hodnotenie kvality sociálneho dialógu.

Empirická časť práce je založená na využití komparatívnej analýzy, benchmarkingového prístupu, trendových, korelačných a regresných analýz. Prostredníctvom benchmarkingového indexu kvality sociálneho dialógu boli hodnotené legislatívne, inštitucionálne, reprezentatívne a výsledkové aspekty sociálneho dialógu v skúmaných krajinách. Výsledky benchmarkingu potvrdili existenciu významných rozdielov medzi krajinami, pričom Rakúsko dosiahlo najvyššie hodnoty vo všetkých sledovaných oblastiach a predstavuje príklad vysoko koordinovaného modelu sociálneho partnerstva. Česká republika sa nachádza na strednej úrovni a Slovenská republika dosiahla najnižšie

hodnoty, najmä v oblasti reprezentatívnosti sociálnych partnerov, kontinuity sociálneho dialógu a jeho schopnosti generovať stabilné a implementované výsledky.

Výsledky práce poukazujú na diferencovaný vplyv kvality sociálneho dialógu na jednotlivé oblasti trhu práce. Najvýraznejší efekt sa prejavil v oblasti zamestnanosti, kde krajiny s vyššou kvalitou sociálneho dialógu vykazovali stabilnejší vývoj a vyššiu schopnosť reagovať na hospodárske výkyvy. V prípade pracovnej mobility sa ukázalo, že kvalita sociálneho dialógu ovplyvňuje najmä charakter mobility, pričom vo vysoko koordinovaných systémoch je mobilita viac spojená s profesijným rozvojom a menej s neistotou pracovných podmienok. V oblasti miezd a minimálnej mzdy boli identifikované rozdiely medzi krajinami s rozvinutým kolektívnym vyjednávaním a krajinami, kde dominantnú úlohu zohráva štátna regulácia. Výsledky regresných analýz naznačili, že vzťah medzi kvalitou sociálneho dialógu a vývojom minimálnej mzdy je v podmienkach Slovenskej republiky slabší a menej stabilný než v krajinách s vyššou úrovňou koordinácie sociálneho partnerstva.

SWOT analýza potvrdila, že sociálny dialóg v Slovenskej republike disponuje viacerými silnými stránkami, predovšetkým existenciou legislatívneho rámca a inštitucionálnych štruktúr. Zároveň však identifikovala významné slabé stránky súvisiace s nízkou reprezentatívnosťou sociálnych partnerov, slabšou implementáciou výsledkov sociálneho dialógu a častou závislosťou od politických rozhodnutí. Medzi hlavné príležitosti patrí posilnenie kolektívneho vyjednávania, profesionalizácia sociálnych partnerov a využitie skúseností krajín s rozvinutým sociálnym partnerstvom. Za najvýznamnejšie ohrozenia možno považovať politizáciu sociálneho dialógu, pokles odborovej organizovanosti a pretrvávajúce formálneho fungovania sociálneho dialógu bez výraznejšieho dopadu na rozhodovacie procesy.

Získané poznatky potvrdzujú, že hlavnou bariérou efektívnosti sociálneho dialógu v Slovenskej republike nie je absencia legislatívneho alebo inštitucionálneho rámca, ale jeho nedostatočná implementácia, slabšia koordinácia a obmedzené prepojenie výstupov sociálneho dialógu na tvorbu verejných politík. Práca zároveň poukazuje na význam kvality sociálneho dialógu ako faktora podporujúceho stabilitu trhu práce a poskytuje analytický základ pre formulovanie odporúčaní zameraných na zvýšenie efektívnosti sociálneho partnerstva v podmienkach Slovenskej republiky.