



Place and date: Ljubljana, 15. 5. 2013  
Application Number: VP/2012/00/0232  
Agreement Ref. Number: VS/2012/0426

**ROUND TABLE PLATFORM  
PROJECT TRASDEM-  
Empowerment of social dialogue in trade sector as a contribution to the  
overarching EU employment and social policy challenges**

**COUNTRY: SLOVENIA**

TOPICS	FILL IN WITH YOUR DATA, DESCRIPTION, COMMENTS OR TABLES
<b>I. GENERAL COUNTRY INFORMATION – latest statistic data</b>	
Population number	2.058.123 (SURS, as of 1.10.2012)
Active population number	912.929 (SURS, February 2013)
Retired population number	600.464 (ZPIZ, March 2013)
Persons in employment - total (in paid employment, self-employed persons)	788.863 (SURS, February 2013)
Persons in employment – trade sector (in paid employment, self-employed persons)	105.528 (SURS, February 2013)
*Persons in employment – by sex in total	TOTAL: 817.311 Men: 452.062 Women: 365.249 (SURS, 2011)
*Persons in employment – by sex in trade sector	TOTAL: 109.157 Men: 52.429 Women: 56.728 (SURS, 2011)
*Registered unemployed persons/total population	Registered unemployed persons: 124.066 (SURS, February 2013) Population number: 2.058.123 (SURS, as of 1.10.2012) $124.066/2.058.123 = 6,03\%$
*Registered unemployed persons/active population	Registered unemployed persons: 124.066 (SURS, February 2013) Active population number: 912.929 (SURS, February 2013)



	124.066/912.929 = 13,6%																													
*Registered unemployed persons by age groups	<table border="1"> <tr> <td>&lt; 17 years</td> <td>147</td> <td>0,1%</td> </tr> <tr> <td>18 – 24 years</td> <td>11.126</td> <td>9,0%</td> </tr> <tr> <td>25 – 29 years</td> <td>18.065</td> <td>14,6%</td> </tr> <tr> <td>30 – 39 years</td> <td>28.628</td> <td>23,1%</td> </tr> <tr> <td>40 – 49 years</td> <td>25.168</td> <td>20,3%</td> </tr> <tr> <td>50 – 59 years</td> <td>37.483</td> <td>30,2%</td> </tr> <tr> <td>&gt; 60 years</td> <td>3.449</td> <td>2,8%</td> </tr> <tr> <td>TOTAL</td> <td>124.066</td> <td>100,0%</td> </tr> </table>			< 17 years	147	0,1%	18 – 24 years	11.126	9,0%	25 – 29 years	18.065	14,6%	30 – 39 years	28.628	23,1%	40 – 49 years	25.168	20,3%	50 – 59 years	37.483	30,2%	> 60 years	3.449	2,8%	TOTAL	124.066	100,0%			
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	12 - 23 months	20.484	16,5
	24 - 35 months	12.064	9,7
	3 - 4 years	12.510	10,1
	5 - 7 years	5.023	4,0
	> 8 years	4.282	3,5
	TOTAL	124.066	100,0
Source: Employment service of Slovenia, february 2013			
<b>II. GENERAL INFORMATION ON SOCIAL DIALOGUE</b>			
<b>Social dialogue on national level (if it is organised)</b>			
<ul style="list-style-type: none"> <li>• legal basis</li> </ul>	Rules on the Operation of the Economic and Social Council		
<ul style="list-style-type: none"> <li>• attendants</li> </ul>	<ul style="list-style-type: none"> <li>• <u>Government of the Republic of Slovenia</u></li> <li>• <u>Employers:</u> <ul style="list-style-type: none"> <li>○ The Association of Employers of Slovenia</li> <li>○ Chamber of Commerce and Industry of Slovenia</li> <li>○ Chamber of Craft of Slovenia</li> <li>○ Association of Craft Activity Employers of Slovenia</li> <li>○ Slovenian Chamber of Commerce</li> </ul> </li> <li>• <u>Employees:</u> <ul style="list-style-type: none"> <li>○ Association of Free Trade Unions of Slovenia</li> <li>○ Pergam Confederation of Trade Unions of Slovenia</li> <li>○ The Confederation of Unions '90 of Slovenia</li> <li>○ The Confederation of New Unions of Slovenia – NEODVISNOST</li> <li>○ The Slovenian Federation of Unions – Alternativa</li> <li>○ The Union of Workers of Slovenia – Solidarnost (Solidarity)</li> <li>○ Confederation of Public Sector Trade Unions of Slovenia</li> </ul> </li> </ul>		
<ul style="list-style-type: none"> <li>• scope of action</li> </ul>	<p>The ESC shall monitor the situation in the economic and social spheres, raise it for discussion and form relevant positions and proposals concerning these areas and the areas that are of broad importance for all three partners. Notably, the basic fields of the ESC operation shall be: the social agreement; social and compulsory insurance rights, such as pensions, disability allowances, social assistance, compensations, etc; employment and labour relations issues; collective bargaining system; prices and taxes; the economic system and policy, legal security; co-operation with the International Labour Organisation and the Council of Europe and other related institutions in the European</p>		



	<p>Union and EU Member States; workers' co-management; trade union rights and freedoms.</p> <p>Apart from the areas that call for tripartite dialogue, the ESC may also discuss other issues that are not subject to tripartite dialogue but are related to economic and social matters.</p> <p>Within the scope of its work, the ESC shall: participate in the preparation of the legislation and give relevant opinions and recommendations; provide initiatives for the adoption of new acts or the amendment of those in force; form positions and opinions concerning the working documents, drafts of and proposals for decrees, orders and acts; form positions and opinions on the budget memorandum and the state budget.</p> <p>The ESC shall submit its proposals, recommendations and opinions to the National Assembly, the National Council, the expert and wider public.</p> <p>The decisions adopted by the ESC shall be binding for authorities and working bodies of all three partners.</p>
<ul style="list-style-type: none"> <li>working principle (sessions, debates,....)</li> </ul>	sessions, working groups
<b>Social dialogue on regional level (if it is organised)</b>	<b>Not organised</b>
<ul style="list-style-type: none"> <li>legal basis</li> </ul>	
<ul style="list-style-type: none"> <li>attendants</li> </ul>	
<ul style="list-style-type: none"> <li>scope of action</li> </ul>	
<ul style="list-style-type: none"> <li>working principle (sessions, debates,....)</li> </ul>	
<b>Social dialogue in trade sector on national/regional level (if it is organised)</b>	
<ul style="list-style-type: none"> <li>legal basis</li> </ul>	<ul style="list-style-type: none"> <li>The Collective Agreements Act</li> <li>Statute or acts of participants/attendants</li> </ul>
<ul style="list-style-type: none"> <li>attendants</li> </ul>	<ul style="list-style-type: none"> <li><u>Employers:</u> <ul style="list-style-type: none"> <li>Slovenian Chamber of Commerce</li> <li>The Association of Employers of Slovenia</li> <li>Chamber of Commerce and Industry of Slovenia</li> </ul> </li> <li><u>Employees:</u> <ul style="list-style-type: none"> <li>Trade Union of Retail Workers of Slovenia – Association of Free Trade Unions of Slovenia</li> <li>Confederation of Trade Unions 90</li> <li>Council of Trade Unions Gorenjska</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>scope of action</li> </ul>	Collective Agreement for Slovenia's Trade Sector
<ul style="list-style-type: none"> <li>working principle (sessions, debates,....)</li> </ul>	sessions, trainings
<b>III. PUBLIC AUTHORITIES THAT COVER LABOUR</b>	



<b>RELATIONS, LABOUR MARKET AND EMPLOYMENT</b>	
<b>Ministry/-ies (name)</b>	<b>Ministry of Labour, Family, Social Affairs and Equal opportunities</b>
<ul style="list-style-type: none"> <li>sectors and directorates - list</li> </ul>	<ul style="list-style-type: none"> <li>Labour and Labour Rights Directorate <ul style="list-style-type: none"> <li>Division for employment relationship and other forms of work</li> <li>Pension and Labour Rights Division</li> <li>Health and Safety at Work Division</li> </ul> </li> <li>Labour Market and Employment Directorate <ul style="list-style-type: none"> <li>Division for Employment, Social Entrepreneurship and Migrations</li> <li>Lifelong Learning Division</li> <li>Finance Division</li> <li>European Social Fund and other EU Financial Instruments Service</li> </ul> </li> <li>Family Affairs Directorate</li> <li>Social Affairs Directorate</li> <li>Disabled, Veterans and War Victims Directorate</li> </ul>
<ul style="list-style-type: none"> <li>bodies within the ministry - list</li> </ul>	Labour Inspectorate of the Republic of Slovenia
<b>Other organisations and institutions - list</b>	
	<ul style="list-style-type: none"> <li>Employment Service of Slovenia</li> <li>Pension and Disability Insurance Institute of the Republic of Slovenia</li> <li>Public Fund for Human Resources Development and Scholarship</li> <li>Public Guarantees Maintenance and Disability Fund RS</li> </ul>
<b>IV. LEGISLATION PLATFORM – labour relations, labour market and employment</b>	
<b>International documents</b>	
<ul style="list-style-type: none"> <li>ILO Convention 158 – Termination of Employment Convention, 1982</li> </ul>	Ratified by the country: <b>YES</b> NO
<ul style="list-style-type: none"> <li>European Social Charter (revised) - 1996</li> </ul>	Ratified by the country: <b>YES</b> NO
<b>National laws and regulations (if there are any) – list and short description</b>	
Employment Relationship Act (OG RS, No. 21/13)	This Act regulates employment relationships entered into on the basis of employment contracts between workers and employers. The aim of this Act is to achieve the



	<p>inclusion of workers in the working process, to ensure a harmonised running of the working process and to prevent unemployment, taking into account the right of workers to freedom of work and dignity at work, and to protect the interests of workers in employment relationship. Unless stipulated otherwise by a special act, this Act also regulates employment relationships of workers employed with state bodies, local communities and institutions, other organisations and private persons carrying out a public service. This Act also regulates the employment relationships of mobile workers, where in respect of working hours, night work, breaks and rest periods this is not otherwise provided by a special act.</p> <p>This Act shall apply to:</p> <ul style="list-style-type: none"> <li>• employment relationships between employers established or residing in the Republic of Slovenia and the workers employed with them;</li> <li>• employment relationships between foreign employers and workers, concluded on the basis of an employment contract on the territory of the Republic of Slovenia;</li> </ul> <p>In case of workers posted to the Republic of Slovenia by a foreign employer on the basis of an employment contract pursuant to foreign law, this Act shall apply in accordance with the provisions regulating the position of workers posted to work in the Republic of Slovenia.</p> <p><b>Definition of Employment Relationship</b> An employment relationship is a relationship between the worker and the employer, whereby the worker is voluntarily included in the employer's organised working process, in which he in return for remuneration continuously carries out work in person according to the instructions and under the control of the employer.</p> <p><b>Definition of the Worker and the Employer</b> For the purposes of this Act, the worker is any natural person who has entered into an employment relationship on the basis of a concluded employment contract. The employer is a legal and natural person or another entity such as a state body, local community, subsidiary of a foreign company and a diplomatic and consular mission employing the worker on the basis of an employment contract. A smaller employer is an employer employing ten or less workers.</p>
<p>Pension and Invalidation Insurance Act (OG RS, No. 96/12)</p>	<p>The pension and invalidity insurance system in the Republic of Slovenia shall cover:</p> <ul style="list-style-type: none"> <li>- a compulsory pension and invalidity insurance scheme on the basis of intergenerational solidarity;</li> <li>- compulsory and voluntary supplementary pension and invalidity insurance schemes; and</li> <li>- a pension and invalidity insurance scheme on the basis</li> </ul>



	of personal pension savings accounts.
Minimum Wage Act (OG RS, No. 13/10)	<p>This Act shall lay down the right to the minimum wage and its amount; it shall also stipulate the conditions under which a provisional minimum wage may be paid, the method of determining its amount and its publication.</p> <p>Definition of the right to the minimum wage: A worker employed full time by an employer in the Republic of Slovenia shall have the right to be paid at least the minimum wage determined according to this Act for work performed. The minimum wage shall be monthly pay for full-time work. A worker working part time shall be entitled to a proportionate share of the minimum wage.</p> <p>Minimal wage – April 2013: 783,66 EUR</p>
Labour Market Regulation Act (OG RS, No. 80/10, 21/13)	<p>This act shall regulate government measures in the labour market with which the performance of public services in the field of employment and active employment policy measures as well as the functioning of the unemployment insurance system are provided, the providers of measures are determined, the conditions and procedures for exercising certain rights and services determined hereunder are prescribed, the method for financing measures, the monitoring, assessment and supervision of their implementation is determined, and shall also regulate the referral of workers to another user.</p> <p>The measures shall be carried out under the terms herein for unemployed and employed persons, other job-seekers, employers and other persons seeking information and advice on the employment terms and possibilities in the Republic of Slovenia and European Union</p>
Law on Health and Safety at Work (OG RS, No. 43/11)	<p>This Act shall lay down the rights and duties of employers and workers with respect to healthy and safe work and measures to ensure health and safety at work.</p> <p>This Act shall also determine the competent bodies in the field of health and safety at work.</p> <p>Implementing regulations concerning health and safety at work shall be enacted by the minister competent for labour and the minister competent for the field to which a given implementing regulation shall pertain, after consultation with social partners within the Economic and Social Council.</p> <p>The employer shall ensure health and safety at work in accordance with this Act, other regulations and guidelines.</p> <p>The provisions of this Act shall apply to all sectors of activity and to all persons present in a work process.</p>



	The provisions of this Act shall not be applicable to work related to the military activity of the Slovenian Armed Forces, to police work and to protection, rescue and relief activities during natural and other disasters carried out by the Civil Protection Service and other rescue services, nor to mining, where individual issues of health and safety at work are governed by special regulations.
Collective Agreements Act (OG RS, No. 43/06)	This act regulates the parties, content and procedure for the signing of a collective agreement, its form, validity and termination, the peaceful settlement of collective labour disputes and the register and publication of collective agreements. For issues related to collective agreements which are not regulated by this act or other acts, the general rules of civil law shall be reasonably applied.
<b>Regional laws and regulations (if there are any) – list and short description</b>	<b>NON</b>
<b>Collective Agreements for Trade Sector - list</b>	
• Title	Collective Agreement for Slovenia's Trade Sector (OG RS, No. 111/06, 94/08)
• Parties on the employee side	<ul style="list-style-type: none"> <li>• Trade Union of Retail Workers of Slovenia – Association of Free Trade Unions of Slovenia</li> <li>• Confederation of Trade Unions 90</li> <li>• Council of Trade Unions Gorenjska</li> </ul>
• Parties on the employers side	<ul style="list-style-type: none"> <li>• Slovenian Chamber of Commerce</li> <li>• The Association of Employers of Slovenia</li> <li>• Chamber of Commerce and Industry of Slovenia</li> </ul>
• Concluded for a definite/indefinite period of time	For a definite period
• In force from - to	1. 1. 2007 – 31. 12. 2013
• Is valid for the parties of collective agreement or its members	YES NO
• Has an extending validity to all employers in an activity or activities for which has been concluded	<b>YES</b> NO
<b>V. RECENTLY ADOPTED REFORMS OR CHANGES OF LEGISLATION - SINCE 2010 –</b>	





<p><b>pensions, labour relations, labour market and employment, collective agreement - list and short description</b></p>	
<p>Pension and Invalidity Insurance Act (OG RS, No. 96/12)</p>	<p>The amended legislation stipulates stricter retirement conditions. Via transitional periods, the reform raises the retirement age to 65 years for both genders (retirement will also be possible at 60 years of age on the basis of 40 years of service without the purchase of additional years).</p> <p>It also extends the period for calculating the pension basis from the current 18 to 24.</p> <p>The introduction of so-called informative accounts will for the first time enable access to data on the value of the projected pension.</p> <p>Implemented: 1. 1. 2013</p>
<p>Employment Relationship Act (OG RS, No. 21/13)</p>	<p>The new legislation, which social partners negotiated for five months, enables easier hiring and firing, which should contribute to the greater competitiveness of the economy.</p> <ul style="list-style-type: none"> <li>• measures to increase the flexibility of the labour market by loosening employment and dismissal procedures,</li> <li>• measures to reduce segmentation in the labour market by restricting fixed-term employment,</li> <li>• severance pay for fixed-term employment contracts,</li> <li>• a clearer wording to prevent successive fixed-term employment contracts</li> <li>• agency work quotas – max 25 % of workers at the user</li> <li>• the possibility of reassigning workers to other suitable posts without their consent,</li> <li>• lower compensations for the waiting period (80% of the basis) and the obligation of workers to educate themselves for the needs of the employer during this time</li> <li>• a measure whereby a worker must already actively seek employment during their notice period, thereby increasing the chances of finding a new job with no period of unemployment.</li> </ul> <p>Implemented: 12. 4. 2013</p>
<p>Amendment on Labour Market Regulation Act (OG RS, 21/13)</p>	<ul style="list-style-type: none"> <li>• a measure whereby a worker must already actively seek employment during their notice period, thereby increasing the chances of finding a new job with no period of unemployment.</li> <li>• the temporary and casual work of pensioners</li> </ul>



	Implemented: 12. 4. 2013
<b>VI. CHANGES OF LEGISLATION IN NEGOTIATION OR LEGISLATIVE PROCEDURE –</b>	
Collective Agreement for Slovenia's Trade Sector	Negotiation on: <ul style="list-style-type: none"> <li>• the lowest basic wages</li> <li>• pay for annual leave</li> <li>• new Collecting Agreement according to the new Employment Relationships Act</li> </ul>
<b>VII. ACTIONS FOR ENCOURAGING THE FLEXICURITY</b>	
<b>Actions for encourage youth employment</b>	
<ul style="list-style-type: none"> <li>• exemption of contributions/taxes (social, pension, income taxes...)</li> </ul>	Labour Market Regulation Act <ul style="list-style-type: none"> <li>• 2 years exemption for employer's contribution to unemployment in case of concluding an employment contract for an indefinite period</li> </ul>
<ul style="list-style-type: none"> <li>• reduction of contributions/taxes (social, pension, income taxes...)</li> </ul>	According to the new Pension and Invalidation Insurance Act: <ul style="list-style-type: none"> <li>• for self-employed persons – reduction of employer's and employee's pension contribution – 50 % in first 12 months from registration and 30 % in additional 12 months</li> <li>• for young persons and mothers - 50 % in first and 30 % in second year reduction of employer's contribution for persons in case of first indefinite employment of persons younger than 26 years and mothers who take care for children till their 3 years of age</li> </ul>
<ul style="list-style-type: none"> <li>• other incentives for employment</li> </ul>	
<b>Actions for encourage employment of elderly people</b>	
<ul style="list-style-type: none"> <li>• exemption of contributions/taxes (social, pension, income taxes...)</li> </ul>	Labour Market Regulation Act <ul style="list-style-type: none"> <li>• 2 years exemption for employer's contribution to unemployment in case of concluding an employment contract for an indefinite period</li> </ul>
<ul style="list-style-type: none"> <li>• reduction of contributions/taxes (social, pension, income taxes...)</li> </ul>	Pension and Invalidation Insurance Act: <ul style="list-style-type: none"> <li>• for elderly people – 30 % reduction of employer's contribution for persons older than 60 years and 50 % reduction of employer's contribution for persons that fulfilled the conditions for early retirement pension</li> </ul>
<ul style="list-style-type: none"> <li>• other incentives for</li> </ul>	<ul style="list-style-type: none"> <li>• programs and calls of Employment Service of Slovenia</li> </ul>



employment	
<b>Lifelong learning actions and incentives – list and short description</b>	
<ul style="list-style-type: none"> <li>• <b>Labour Market Regulation Act (ZUTD)</b> - (OG RS, 80/10, 40/12, 21/13)</li> </ul>	<p style="text-align: center;"><b>1.1 Lifelong career orientation</b> <b>Article 18</b> <b>(Lifelong career orientation)</b></p> <p>(1) Lifelong career orientation shall include activities enabling the identification of abilities, competencies and interests for making decisions in the field of employment, education, training and profession selection, and enable guidance through various paths of life in such a manner that an individual becomes aware of his/her abilities and competencies and uses them accordingly.</p> <p>(2) The lifelong career orientation services shall be performed by providers of measures mentioned hereunder who can organise centres dealing with lifelong career orientation to perform these services.</p> <p>(3) The lifelong career orientation activities shall include the following:</p> <ul style="list-style-type: none"> <li>- providing labour market information;</li> <li>- independent career guidance;</li> <li>- basic career consultancy;</li> <li>- in-depth career consultancy;</li> <li>- study of career guidance skills.</li> </ul> <p>(4) Activities intended for pupils, secondary-school students, university students and their parents may also be performed as lifelong career orientation services.</p> <p style="text-align: center;"><b>Article 19</b> <b>(Providing labour market information)</b></p> <p>(1) The provision of information on the labour market shall include various types of information on the opportunities regarding employment, education, training, financial aid and other labour market topics in Slovenia and other states of the EU, EEA and Swiss Confederation (public employment services network – EURES services).</p> <p>(2) Provision of labour market information shall be performed as general provision of information and as provision of information regarding employment opportunities.</p> <p>(3) General provision of information shall be carried out to familiarise persons with the labour market and entry into the labour market.</p> <p>(4) General information on the labour market shall include:</p> <ul style="list-style-type: none"> <li>- the labour market state and changes;</li> <li>- elements, deadlines and terms for obtaining services and inclusion in the labour market measures;</li> <li>- deadlines and conditions for obtaining cash benefits.</li> </ul> <p>(5) Information referred to in the previous paragraph shall be provided to all persons free of charge. It may be forwarded in writing as information material, in person, by telephone or through the website.</p>



(6) Provision of information on employment opportunities shall guarantee up-to-date information on the possibilities and opportunities to obtain employment, on training and other forms of assistance which allow individuals to be included in the labour market or find employment.

(7) Information on the employment opportunities shall be provided to unemployed persons and other job-seekers.

(8) The beneficiaries shall register with the Employment Service to obtain information on employment opportunities unless they wish to obtain information on employment opportunities outside of Slovenia.

#### **Article 20**

##### **(Independent career guidance)**

(1) Independent career guidance shall include instruments with which an individual plans and manages his/her career in such a manner that these instruments provide him/her with guidance through key points which cannot be overlooked in this regard.

(2) Independent career guidance shall be assured to all persons.

#### **Article 21**

##### **(Basic career consultancy)**

(1) Basic career consultancy shall include:

- individual consultancy and assistance in creating the employment plan;
- assistance in job-seeking which includes activities to obtain job-seeking skills.

(2) Basic career consultancy shall be intended to determine the employment objectives in the employment plan and shall be provided to unemployed persons and job-seekers, the employment of which is at risk.

#### **Article 22**

##### **(In-depth career consultancy)**

(1) In-depth career consultancy besides consultancy referred to in the previous Article shall also include assessment of an individual's competencies and the formation of a career plan for individuals. It shall include assistance in:

- setting career objectives;
- assessment of interests, features, abilities and competencies;
- labour market research;
- familiarisation with the possibilities and opportunities in the surrounding environment;
- making decisions on his/her own career;
- preparing and implementing a career plan which includes employment, education and training.

(2) In-depth career consultancy shall be provided to unemployed persons and job-seekers, the employment of which is at risk, for which it is assumed that they might have difficulties in making decisions on their professional



career or employment.

(3) The service shall be ensured on the basis of registration with the Employment Service and prepared employment plan.

(4) Within the framework of the in-depth career consultancy, health restricted employment consultancy shall be assured as assistance to unemployed disabled persons and other unemployed persons with health restrictions in seeking appropriate or suitable employment or as assistance and consultancy in inclusion into an appropriate AEP measure.

(5) Health restriction employment consultancy shall be performed by practitioners of occupational medicine or other special line of medicine, selected pursuant to the law regulating vocational rehabilitation and employment of disabled persons.

#### **Article 23**

##### **(Study of career guidance skills)**

(1) The study of career guidance skills shall include various formats, the purpose of which is to obtain skills to recognise a person's own interests and competencies, opportunities in the surroundings, the study of decision-making and implementing employment and career goals.

(2) The study of career guidance skills shall be provided to unemployed persons and job-seekers whose employment is at risk.

(3) The service shall be ensured on the basis of registration with the Employment Service and a prepared employment plan.

#### **Article 24**

##### **(Lifelong career orientation services and the participants)**

(1) Lifelong career orientation services hereunder shall be provided for preventive purposes to pupils, secondary-school students, university students and their parents supporting the career orientation programme of schools and faculties.

(2) Lifelong career orientation services for pupils, secondary-school students, university students shall include activities enabling labour market insight:

- information material as written and computer information on professions, employment perspectives and other labour market characteristics;
- services which enable the youth insight into professions and labour market, such as employer visits, presentation of professions, seminars, career and employment fairs;
- career guidance instruments, such as print and electronic instruments for independent career planning and guidance;
- preventive team assessment of pupils and secondary-school students for which there is a higher probability of employment difficulties;



	<ul style="list-style-type: none"> <li>- individual career consultancy for pupils, secondary-school students and university students including the identification of interests, abilities and other personality features;</li> <li>- group forms of studying career guidance skills, such as workshops for job-seeking skills, setting career goals and planning ways to achieve career goals.</li> </ul>
<b>Quality of work actions and incentives – list and short description</b>	
<b>Mobility and migration actions and incentives – list and short description</b>	
<b>Planned future actions on the field of flexicurity – list and short description</b>	
<b>VIII. SPECIFIC LEGISLATIVE SOLUTIONS REGARDING EMPLOYMENT RELATIONS AND EMPLOYMENT MARKET</b>	<b>DESCRIBE AND NAME THE LEGISLATIVE BASE</b>
<ul style="list-style-type: none"> <li>• <b>Conditions for a fixed-term employment contract</b> (replacing a temporary absent worker, project work...)</li> </ul>	<p><b>Employment Relationships Act – Article 54</b> A fixed-term employment contract can be concluded in cases of:</p> <ul style="list-style-type: none"> <li>• work which by its nature is of limited duration,</li> <li>• replacing a temporarily absent worker,</li> <li>• temporarily increased volume of work,</li> <li>• employment of a foreigner or person without citizenship who was granted work permit for a definite period, except in case of a personal work permit,</li> <li>• managerial staff</li> <li>• executive workers who manage a business field or organisational unit at the employer and are authorised to conclude legal transactions or to make independent personnel and organisational decisions,</li> <li>• seasonal work,</li> <li>• a worker who concludes a fixed-term employment contract for the reason of</li> <li>• preparation for work, vocational training or advanced study for work and/or education,</li> <li>• employment for a definite period of time due to working during the accommodation period on the basis of the final decision and certificate issued by the competent body in the procedure of recognition of qualifications pursuant to a special law,</li> <li>• performance of public works and/or inclusion in the</li> </ul>



	<p>measures of active employment policy pursuant to law,</p> <ul style="list-style-type: none"> <li>• preparation or realization of work organised as a project,</li> <li>• work required during the period of introduction of new programs, new technology and other technical and technological improvements of the working process or for training workers,</li> <li>• transfer of work,</li> <li>• elected and appointed officials and/or other workers related to the term of office of a body or official in local communities, political parties, trade unions, chambers, associations and their federations,</li> <li>• other cases laid down by law and/or branch collective agreement.</li> </ul> <p>The branch collective agreement may stipulate that a smaller employer can conclude fixed-term employment contracts for a definite period regardless of the restrictions referred to in paragraph 1.</p>
<ul style="list-style-type: none"> <li>• <b>Limitation of duration of fixed-term employment contract</b></li> </ul>	<p><b>Employment Relationships Act – Article 55</b></p> <p>An employment contract shall be concluded for a definite period of time which is required for the realization of work referred to in Article 54 (1).</p> <p>The employer may not conclude one or more successive fixed-term employment contracts for the same job, the uninterrupted period of which would last longer than two years, except in cases laid down by law and in cases referred to in the second, fourth, fifth, sixth and fourteenth indent of Article 54(1).</p> <p>Irrespective of the restriction referred to in the preceding paragraph, in cases of project work a fixed-term employment contract may be concluded for a period longer than two years, if the project lasts more than two years and if the employment contract is concluded for the entire duration of the project. A branch collective contract shall serve to determine what is deemed to be project work.</p> <p>An interruption of three months or less does not represent an interruption of the uninterrupted two-year period.</p>
<ul style="list-style-type: none"> <li>• <b>Reasons for ordinary termination of employment contract</b> (non-achievement of expected work results, violation of the contractual obligations...)</li> </ul>	<p><b>Employment Relationships Act – Article 89</b></p> <p>The reasons for ordinary termination of a worker's employment contract by the employer are as follows:</p> <ul style="list-style-type: none"> <li>• cessation of the need to carry out certain work, under the conditions pursuant to the employment contract, owing to economic, organisational, technological, structural or similar reasons on the employer's side (hereinafter: business reason), or</li> <li>• non-achievement of expected work results because the worker failed to carry out the work in due time, professionally and with due quality, or non-fulfilment of the conditions for carrying out work provided by laws and other regulations issued on the basis of law, for which reason the worker fails to fulfil or cannot fulfil</li> </ul>



	<p>the contractual or other obligations arising from the employment relationship (hereinafter: reason of incapacity),</p> <ul style="list-style-type: none"> <li>violation of a contractual obligation or other obligation arising from the employment relationship (hereinafter: reason of culpability)</li> <li>inability to carry out the work under the conditions set out in the employment contract owing to disability in accordance with the regulations governing pension and disability insurance, or with the regulations governing employment rehabilitation and the employment of disabled persons</li> <li>fails to successfully pass the probation period,</li> </ul> <p>The employer may terminate the worker's employment contract only if there is a substantiated reason referred to in the previous paragraph which prevents the continuation of work under the conditions set out in the employment contract between the worker and the employer.</p>
<ul style="list-style-type: none"> <li><b>Reasons for extraordinary termination of employment contract</b> (violation of contractual obligations, worker is at least 5 days in succession without informing the employer...)</li> </ul>	<p><b>Employment Relationships Act – Article 110</b></p> <p>The employer may extraordinarily terminate the worker's employment contract, if the worker:</p> <ul style="list-style-type: none"> <li>violates the contractual or any other obligation arising from employment relationship and the violation has all characteristics of a criminal offence,</li> <li>intentionally or by gross negligence violates the contractual or any other obligations arising from employment relationship,</li> <li>had as a candidate in a selection procedure submitted false data or documents on fulfilment of conditions</li> <li>if for at least five days in succession the worker does not come to work, and does not inform the employer of the reasons for his absence, although he should and could have done so,</li> <li>is prohibited by a final judgement to carry out certain works within the employment relationship or if he is pronounced an educational, safety or protection measure or a sanction for a minor offence on the basis of which he cannot carry out the work for longer than six months, or if due to serving a prison sentence he must be absent from work for longer than six months,</li> <li>if the worker refuses the transfer and the actual carrying out of work with the transferee</li> <li>within five working days after the cessation of the reasons for the suspension of the employment contract, unjustifiably fails to return to work,</li> <li>during the period of being absent from work because of disease or injury, fails to respect the instructions of the competent doctor and/or of the competent medical commission, or if he in this period carries out gainful work or leaves his residence without the approval by the competent doctor and/or by the competent medical commission.</li> </ul>
<ul style="list-style-type: none"> <li><b>Procedure for</b></li> </ul>	





<p><b>dismissal</b> (obligatory period advance notification, formal defence argument, offering another suitable job...)</p>	
<ul style="list-style-type: none"> <li>• <b>If you have any samples of documents needed in a procedure, please enclose</b></li> </ul>	
<ul style="list-style-type: none"> <li>• <b>Minimum periods of notice</b></li> </ul>	<p><b>According to the previous Employment Relationship Act (OG RS, No. 42/02, 103/07):</b></p> <ul style="list-style-type: none"> <li>• <b>Termination by the worker</b> If the employment contract is terminated through ordinary procedure by the worker, the period of notice shall be <u>one month</u>. A longer period of notice may be agreed in the employment contract or collective agreement, but it may not exceed three months.</li> <li>• <b>Termination by the employer</b> If the employment contract is terminated through <u>ordinary procedure</u> by the employer, with the exception of cases referred to in the third paragraph of this article the period of notice shall be: <ul style="list-style-type: none"> <li>• 30 days if the worker's period of service with the employer is less than five years,</li> <li>• 45 days if the worker's period of service with the employer is at least five years,</li> <li>• 60 days if the worker's period of service with the employer is at least 15 years,</li> <li>• 120 days if the worker's period of service with the employer is at least 25 years.</li> </ul> </li> </ul> <p>If the employment contract is terminated through ordinary procedure by the employer <u>for reasons of culpability</u> of the worker, the period of notice shall be <u>one month</u>.</p> <p>The period of service at the employer shall also include the period of service with the employer's legal predecessors.</p> <p><b>According to the new Employment Relationship Act (OG RS, No. 21/13):</b></p> <p>In case of termination of the contract by the worker in during the <u>probation period</u> or by employer by reason of not successfully completed probation, the period of notice shall be <u>7 days</u>.</p> <ul style="list-style-type: none"> <li>• <b>Termination by the worker</b> If the employment contract is terminated through ordinary</li> </ul>



	<p>procedure by the worker, the period of notice shall be:</p> <ul style="list-style-type: none"> <li>• 15 days if the worker's period of service with the employer up to 1 year</li> <li>• 30 days if the worker's period of service with the employer more than 1 year</li> </ul> <p>A longer period of notice may be agreed in the employment contract or collective agreement, but it may not exceed 60 days.</p> <p>• <b>Termination by the employer</b> If the employment contract is terminated through <u>ordinary procedure</u> by the employer due to business reasons or due to the reason of incapacity the period of notice shall be:</p> <ul style="list-style-type: none"> <li>• 15 days if the worker's period of service with the employer up to 1 year</li> <li>• 30 days if the worker's period of service with the employer is from 1 up to 2 years</li> </ul> <p>For more than two years of worker's period of service with the employer the period of notice in duration of 30 days increasing for 2 days for each completed year of worker's period of service with the employer but maximum up to 60 days.</p> <p>For more than 25 years of worker's period of service with the employer the period of notice is 80 days, unless otherwise stipulated by the branch collective agreement, but shall not be less than 60 days.</p> <p>If the employment contract is terminated through ordinary procedure by the employer <u>for reasons of culpability</u> of the worker, the period of notice shall be <u>15 days</u>.</p> <p>The period of service at the employer shall also include the period of service with the employer's legal predecessors.</p>
<ul style="list-style-type: none"> <li>• <b>Severance pay</b></li> </ul>	<p><b>According to the previous Employment Relationship Act (OG RS, No. 42/02, 103/07):</b> The employer who terminates the employment contract due to business reasons or due to the reason of incapacity shall be obliged to pay the worker the severance pay. As <u>the basis for the calculation of the severance pay, the average monthly wage which was received by the worker, or which would have been received by the worker if working, in the last three months before the termination shall be taken.</u></p> <p>The worker shall be entitled to severance pay amounting to:</p> <ul style="list-style-type: none"> <li>- <u>1/5</u> of the basis referred to in the previous paragraph <u>for each year</u> of employment with the employer, if the worker has been <u>employed with the employer for more than one and up to five years;</u></li> <li>- <u>1/4</u> of the basis referred to in the previous paragraph <u>for each year</u> of employment with the employer, if the worker has been employed with the employer for the period from</li> </ul>



	<p><u>five to fifteen years</u>; - <u>1/3</u> of the basis referred to in the previous paragraph for <u>each year</u> of employment with the employer, if the worker has been employed with the employer for <u>the period exceeding fifteen years</u>.</p> <p>The period of employment with the employer shall also include the work for the employer's legal predecessors. The level of the severance pay may not exceed the tenfold amount of the basis, unless otherwise stipulated by the branch collective agreement.</p> <p><b>According to the new Employment Relationship Act (OG RS, No. 21/13):</b> The employer who terminates the employment contract due to business reasons or due to the reason of incapacity shall be obliged to pay the worker the severance pay. As <u>the basis for the calculation</u> of the severance pay, the <u>average monthly wage</u> which was received by the worker, or which would have been received by the worker if working, <u>in the last three months before the termination</u> shall be taken.</p> <p>The worker shall be entitled to severance pay amounting to:</p> <ul style="list-style-type: none"> <li>- <u>1/5</u> of the basis referred to in the previous paragraph for <u>each year</u> of employment with the employer, if the worker has been employed with the employer for <u>more than one and up to ten years</u>;</li> <li>- <u>1/4</u> of the basis referred to in the previous paragraph for <u>each</u> year of employment with the employer, if the worker has been employed with the employer for the period <u>from more than ten up to twenty years</u>;</li> <li>- <u>1/3</u> of the basis referred to in the previous paragraph for <u>each year</u> of employment with the employer, if the worker has been employed with the employer for the <u>period exceeding twenty years</u>.</li> </ul> <p>The period of employment with the employer shall also include the work for the employer's legal predecessors. The level of the severance pay may not exceed the tenfold amount of the basis, unless otherwise stipulated by the branch collective agreement.</p>
<ul style="list-style-type: none"> <li>• <b>Inner flexibility</b> (possibility of assigning tasks to employees which are not part of their job description)</li> </ul>	
<ul style="list-style-type: none"> <li>• <b>Is a period of break for lunch included in a work time? If not, how is organised.</b></li> </ul>	<p style="text-align: center;"><b>YES</b>                      NO</p> <p>According to Labour Market Regulation Act a worker, who works full-time, shall have the right to a <u>break of 30 minutes during daily work</u>.</p> <p>A worker, who works part-time but at least for four hours a day, shall have the right to a break during daily working</p>



	<p>time in proportion to the time spent at work. In case of uneven distribution or temporary redistribution of working time, the break time shall be fixed in proportion to the length of daily working time. A break may be determined not earlier than after one hour of work and not later than one hour prior the end of the working time. A break during daily work shall be included in the working time.</p>
<p>• <b>Is the worker entitled to extra payment for years of service? If yes, what is the amount or %?</b></p>	<p style="text-align: center;"><b>YES</b>                      NO</p> <p>According to Labour Market Regulation Act the amount of extra payment for years of service shall be laid down by the branch collective agreement. Unless otherwise is stipulated in branch collective agreement workers receive an extra payment for the years of service in the amount of 0.5 % of the basic wage for each completed year of service.</p>
<p>• <b>Must employer reimburse worker's expenses for meal, travel to and from work...? If yes, what is the amount or %?</b></p>	<p style="text-align: center;"><b>YES</b>                      NO</p> <p>According to Collective Agreement for Slovenia's Trade Sector (OG RS, No. 111/06, 94/08) employer must reimburse worker's expenses for:</p> <ul style="list-style-type: none"> <li>• Transport to and from work: <ul style="list-style-type: none"> <li>○ amount not lower that 70 % of the price of public transport</li> <li>○ in case there is no public transport the worker shall be entitled to the reimbursement of cost in the amount not lower than EUR 0,16 per each kilometre of journey</li> </ul> </li> <li>• Meals during work: <ul style="list-style-type: none"> <li>○ the amount of reimbursement shall be at least EUR 4,16 per each day worked</li> </ul> </li> <li>• Business trips: <ul style="list-style-type: none"> <li>○ For business trips in Slovenia the worker shall be entitled to daily allowance (reimbursement of cost of meals) for business trip, lasting: <ul style="list-style-type: none"> <li>▪ 6 – 8 hours: EUR _____</li> <li>▪ 8 – 12 hours: EUR _____</li> <li>▪ more than 12 hours: EUR _____</li> </ul> </li> </ul> </li> </ul>
<p>• <b>Possibility of occasional and short time work for unemployed, retired persons...</b></p>	<p>According to Amendment on Labour Market Regulation Act (OG RS, 21/13) exist a possibility of occasional and short time work for retired persons under special conditions:</p> <ul style="list-style-type: none"> <li>○ limitations on the person's side: <ul style="list-style-type: none"> <li>○ max duration of work: 60 hours/calendar month</li> <li>○ minimum amount of payment: 4,20 EUR/hour</li> <li>○ maximum amount of payments received on this base 6.300 EUR/year</li> </ul> </li> <li>○ limitations on the employer's side: <ul style="list-style-type: none"> <li>○ employer without any employee: max 60</li> </ul> </li> </ul>



	<p>hours/calendar month of occasional and short time work</p> <ul style="list-style-type: none"> <li>○ employer with 1 to including 10 employees: max 100 hours/calendar month of occasional and short time work</li> <li>○ employer with more than 10 to including 30 employees: max 150 hours/calendar month of occasional and short time work</li> <li>○ employer with more than 30 to including 50 employees: max 400 hours/calendar month of occasional and short time work</li> <li>○ employer with more than 60 to including 100 employees: max 750 hours/calendar month of occasional and short time work</li> <li>○ employer with more than 100 employees: max 1050 hours/calendar month of occasional and short time work</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Duration of the unemployment cash benefit (for different groups regarding insurance period)</b></li> </ul>	<p><b>Before Amendment on Labour Market Regulation Act (OG RS, 21/13):</b></p> <p>An unemployed person may claim the unemployment cash benefit lasting:</p> <ul style="list-style-type: none"> <li>- three months for the insurance period ranging from nine months to five years,</li> <li>- six months for the insurance period ranging from five to fifteen years,</li> <li>- nine months for the insurance period ranging from 15-25 years,</li> <li>- twelve months for the insurance period exceeding 25 years,</li> <li>- nineteen months for insured persons older than 50 years of age and with the insurance period exceeding 25 years,</li> <li>- twenty-five months for insured persons older than 55 years of age and with the insurance period exceeding 25 years,</li> </ul> <p><b>After Amendment on Labour Market Regulation Act (OG RS, 21/13):</b></p> <p>An unemployed person may claim the unemployment cash benefit lasting:</p> <ul style="list-style-type: none"> <li>- three months for the insurance period ranging from nine months to five years,</li> <li>- six months for the insurance period ranging from five to fifteen years,</li> <li>- nine months for the insurance period ranging from 15-25 years,</li> <li>- twelve months for the insurance period exceeding 25 years,</li> <li>- nineteen months for insured persons older than 50 years of age and with the insurance period exceeding 25 years,</li> </ul>



- twenty-five months for insured persons older than 55 years of age and with the insurance period exceeding 25 years

**Unemployed person younger than 30 years of age may claim the unemployment cash benefit in case he/she was insured before for minimum duration of 6 months in last 24 months. An unemployed person may claim the unemployment cash benefit for 2 months.**