



**EUROPEAN COMMISSION**  
**Employment, Social affairs and Inclusion DG**  
**Social Dialogue, Industrial Relations**

**TRASDEM: Empowerment of social dialogue in trade sector as a contribution  
to the overarching EU employment and social policy challenges**

**CURRENT SITUATION  
ON SOCIAL DIALOGUE IN SLOVENIA**

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**Kick off meeting**  
**Ljubljana, Slovenia**  
**17. – 18. January 2013**



# PENSION REFORM

- **4 Dec 2012** - National Assembly adopted Pension and Disability Insurance Act
- **14 Dec 2012** – published in the Official Journal – No 96/2012
- **1 Jan 2013** – implementation
- **2019** – the end of transitional period

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). It also extends the period for calculating the pension basis from the current 18 to 24.



# LABOUR MARKET REFORM

- **NEW EMPLOYMENT RELATIONSHIPS ACT**
- **CHANGES AND AMANDMANTS TO LABOUR MARKET REGULATION ACT**
  - This act regulates 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
- **negotiations between social partners, members of Economic and Social Council (representatives of Government, Employer, Employees) since September 2012**
- **both acts proposals were put in a legislative procedure in the second half of October 2012**
- **no progress in negotiations till now – requirements of employers` representatives are not taken into consideration**



# LABOUR MARKET REFORM

## REQUIREMENTS OF EMPLOYERS' REPRESENTATIVES: FLEXICURITY!

- **simplifying procedures for dismissal** (obligatory period advance notification, formal defence argument, offering another, suitable job),
- **increasing inner flexibility** (possibility of assigning tasks to employees which are not part of their job description),
- **upholding unchanged conditions for a fixed-term employment contracts,**
- **reducing minimum periods of notice and severance pay**
- **reducing labour costs** (period of break for lunch shall be excluded from working time, elimination of retirement severance pay and extra payment for years of service),
- **possibility of occasional and short time work for unemployed and retired persons**



## **SOCIAL DIALOGUE IN A TRADE SECTOR**

### **Collective Agreement for Slovenia's Trade Sector**

- concluded by 3 trade unions and 3 associations of employers in year 2006
- has a status of extended validity to all employers in a trade sector in Slovenia
- concluded for a definite period of time, that is until 31 Dec 2013 – but provisions can be applied till conclusion of new one, however this period shall not be longer than one year and a half



**THANK YOU !**

