



TRGOVINSKA ZBORNICA SLOVENIJE

SLOVENIAN CHAMBER OF COMMERCE



Slovenian Chamber of Commerce

- ❑ Established on 17 November 2006, the Chamber of Commerce of Slovenia is a representative chamber under Slovenian legislation.
- ❑ It is a member of the Economic and Social Council of Slovenia and has a representative in the National Council of the Republic of Slovenia.
- ❑ Our mission: support the quality development and successful performance of the trade sector in Slovenia as an independent, non-profit association of trade companies and other market-oriented business entities.
- ❑ The Chamber brings together around 6,000 voluntary members in trade and trade-related activities, collectively employing more than 50% of the workforce in Slovenia's trade sector.
- ❑ The Chamber is a member of EuroCommerce and actively cooperates with related trade associations and chambers at EU level and in South-Eastern Europe.
- ❑ The Chamber is headed by President Mariča Lah, MSc, and Executive Director Mija Lapornik.

New projekt TZS – »TRGOVINKO nas povezuje«

- Launched in August 2025 and running until January 2028, the project aims to strengthen social dialogue in Slovenia's trade sector.
- It combines research, training and practical tools for employers and employees.
- Key topics include business conditions in trade, retail in rural areas, working time, occupational safety and health, labour law, collective bargaining and the EU Pay Transparency Directive.
- The project also includes study visits to exchange good practices, including this visit to the Confederation of Danish Employers in Copenhagen.

Slovenian Economy

- ❑ Slovenia's GDP amounts to approximately EUR 70.5 billion, with **GDP per capita** at around EUR **33,000** or **91% of the EU average** in PPS.
- ❑ Trade is one of the key sectors of the Slovenian economy, accounting for 32% of sales revenues and employing 16% of all employees in the business sector.
- ❑ The trade sector operates in a highly competitive market environment; major retailers: Mercator, Spar, Lidl, Hofer, Engrotuš and Eurospin.
- ❑ The non-food retail sector is highly diverse and includes many international retailers
- ❑ Slovenian consumers are generally rational and price-conscious, carefully balancing price and quality.
- ❑ The tax system is characterised by relatively high labour taxation and social security contributions, several tax-exempt employment-related benefits, and comparatively low wealth taxation.

Slovenian Context: Social Dialogue

- ❑ Slovenia has a tripartite system of social dialogue through the Economic and Social Council (ESC).
- ❑ The ESC brings together employers, trade unions and the government.
- ❑ The Chamber of Commerce of Slovenia participates as a representative employers' organisation.
- ❑ The government has an important role in the system.
- ❑ Major reforms are usually discussed in the ESC, but agreement is not always reached.
- ❑ Minimum wage changes are also discussed as part of social dialogue.
- ❑ Key challenge: making social dialogue timely, practical and effective.

Slovenian Context: Collective Bargaining

- ❑ Collective bargaining in Slovenia mainly takes place at sector level, with some additional agreements at company level.
- ❑ The system differs significantly between the public and private sectors.
- ❑ Collective agreements are much more common in the public sector, while many private-sector activities have limited or no sector-level coverage.
- ❑ Trade union membership is relatively low, especially in the private sector.
- ❑ In the trade sector, social partners are currently renewing the sectoral collective agreement for both retail and wholesale.
- ❑ Key challenge for employers: keeping clear and fair standards, while allowing enough flexibility for different companies.

Slovenian Context: Labour Market and Flexibility

- ❑ Slovenian labour law gives employees a relatively high level of protection.
- ❑ Many employment issues are regulated by law, including employment contracts, minimum wage, wage supplements, annual leave allowance, year-end bonus, working time records, leave and dismissal rules.
- ❑ Employers in trade face labour shortages, changing consumer habits, digitalisation, seasonal peaks and the need for new skills.
- ❑ Flexibility is still relatively limited. Many employees work standard full-time schedules, usually around 40 hours per week with fixed working hours.
- ❑ Key question: how to keep employee security, while allowing companies to adapt more quickly. This is why the Danish flexicurity model is especially interesting for us.

Small shops and Rural Areas

- In Slovenia, small shops remain important for local supply, especially in smaller towns and rural areas.
- They often face different challenges than large retailers: lower turnover, labour shortages, higher operating costs and administrative burdens.
- One of our project topics is also the role of retail in rural and remote areas.
- We are interested in how Denmark supports access to basic retail services outside larger towns.
- We would also like to discuss whether small local shops in Denmark provide additional services, such as postal, banking or basic administrative services.

Key questions:

- Social dialogue
 - How does social dialogue work in Denmark in practice?
 - What makes cooperation between employers, trade unions and the state effective?
- Collective bargaining
 - How are collective agreements negotiated, implemented and updated?
 - How do Danish collective agreements balance sector-level standards with company-level flexibility?
 - What role do employers' organisations play in supporting their members?
- Flexicurity
 - How does the Danish flexicurity model work from the employers' perspective?
 - Which elements are most important for combining labour market flexibility with employee security?
- Small shops
 - Are there special rules or support measures for small shops or shops in rural area in Denmark?
 - How is access to basic retail services ensured in smaller or remote areas?
 - Do small local shops also provide postal, banking or public administration services?



THANK YOU FOR YOUR ATTENTION!

Contact details:

**TRGOVINSKA ZBORNICA SLOVENIJE
SLOVENIAN CHAMBER OF COMMERCE**

Dunajska cesta 167, 1000 Ljubljana

Phone: +386 1 5898 212/213

E-mail: info@tzslo.si

TZS website: www.tzslo.si