Industrial Relations

Slovenia: Developments in working life 2018

Working life in 2018 – Annual review
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Political context affecting working life aspects

In mid-2018, parliamentary elections were held in Slovenia, followed by local elections in autumn. The new Government with Prime minister Marjan Šarec and 16 ministers, including two without portfolio, took office in September. This is Slovenia's 13th Government since independence with the youngest prime minister and the first minority cabinet to date. The coalition of the centrist Marjan Šarec List, Modern Centre Party, Alenka Bratušek Party, Pensioners' Party, and the centre-left Social Democrats only has 43 of the 90 seats in the Parliament. However, the coalition signed a partnership deal with the Left, which pledged that its nine members of the Parliament would not oppose the cabinet's appointment.

The new Government in the first hundred days adopted important labour market measures to improve the socio-economic situation of citizens. Austerity measures in the public sector were abolished, the amount of financial social assistance (amounting to EUR 392) and a supplementary allowance was maintained and the minimum wage legislation adopted. One of its first tasks ahead was the public sector wage agreement and minimum wage increase. It successfully accomplished both of them till the end of 2018. The Government's priorities in 2019 remain healthcare reform, the economy and the defence and security system, along with the alleviation of administrative barriers that hamper the effective functioning of the system.

Labour market reforms or major packages of working life regulations

In the beginning of 2018, the provisions of changes to labour market legislation began to apply, as part of the mini labour market reform, to increase the employability chances of older workers as well as workers during the period of notice and to activate them as soon as possible for labour market participation. The Act Amending the Intervention Measures for the Labour Market extends the exemption from paying employer’s social security contributions for newly hired unemployed older workers (older than 55 years) in 2019, while Act Amending the Labour Market Regulation Act introduces special financial incentives for low-educated recipients, who find full-time employment, the obligation to register workers within the notice period in the records of job-seekers, abolishment of voluntary traineeship, measures to ease the recruitment of certain categories of foreign workers (workers posted for training and professional sportsmen) and gradually sanctioning of redundant workers who fail to register during the notice period.

Slovenian labour market was in 2018 already facing a shortage of labour force, so the new Government soon after its constitution introduced a plan for the implementation of active labour market policy measures for faster activation of unemployed persons - recipients of monetary compensation. The policy measures are aimed to stimulate training and employability of long-term unemployed people, older than 50 years, low-educated and young people. National Assembly in 2018 confirmed also important amendments to the Employment, Self-Employment and Work of Foreigners Act to ease the employment of highly-skilled foreigners in enterprises which generate high added value and to help Slovenian companies find competent workers.
Social partners' views and reactions on changes in governments and working life policies

Social partners have high expectations of the new Government since there are many challenges to be addressed at all levels. Employer organisations expect more investments in development, lower tax burden on wages, more responsible governance and conclusion of national social agreement for a longer period, which would define a new wage model as well as address key future challenges such as lifelong learning, aging workforce and digitization. Trade unions on the other hand want the new Government to give priority to social security, employment status and safe age of workers. The main challenges for both, the Government and social partners in the next years remain healthcare reform, the pension and social security system, the public service system, the wage system and economic policy.

Developments in industrial relations 2018

Changes affecting the national-level actors and institutions in 2018

Actors

The largest Slovenian union confederations – the Confederation of Trade Unions of Slovenia (PERGAM) with 20,000 members and Association of Free Trade Unions of Slovenia (ZSSS) with 160,000 members on May 29 held a joint session where they presented the current progress of merger of both confederations and further joint activities, in particular the preparation of general collective agreement for the private sector and a new wage model and wage negotiations in the public sector. The main aim of the merger is to gain more bargaining power, jointly represent both private and public sector employees and to improve the situation of workers by combining their knowledge and experience in order to halt the fragmentation of trade union organisations.

Representativeness

There were no changes in the regulation of the representativeness of social partners

Institutions

There were no major legislative changes to the main social dialogue institutions.

Changes affecting the sectoral and company level social dialogue 2018

There were no important changes affecting the sectoral and company level social dialogue

Innovation in collective bargaining

There were no major innovations made in collective bargaining in Slovenia.
National social dialogue in 2018 – Scope and Contribution

No major social dialogue debates were held on the following themes: Taxation and non-wage related labour costs; Working time.

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<thead>
<tr>
<th>Theme</th>
<th>Description</th>
<th>Social dialogue interaction</th>
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<tbody>
<tr>
<td>Employment - Promoting re-employment of older workers</td>
<td>Act Amending the Intervention Measures for the Labour Market (Zakon o spremembi Zakona o intervenjenim ukrepu na področju trga dela17x17dela, Official Gazette, No. 75, 2017) extends the validity of the measure aimed at the employment of workers aged 55 years and more. The act extends the exemption from paying employer’s social security contributions for the period 2018-2019.</td>
<td>The Government exempted employers from paying employer’s social security contributions for older workers (older than 55 years; the exemption amounts to 100% of employer’s social contribution for 24 months after employment). The measure applies only to the newly hired persons registered as unemployed at the Employment Service of Slovenia at least six months.</td>
<td>The Intervention Measures for the Labour Market Act, adopted in 2015 and revalidated in 2017, is an instrument addressing the problem of the high unemployment rate among older workers. The revalidation shows the persistence of this problem.</td>
</tr>
<tr>
<td>Employment - Investment and employment subsidies</td>
<td>Investment Promotion Act (Zakon o spodbujanju investicij, Official Gazette of the Republic of Slovenia, No. 13, 2018), adopted in February 2018, is an instrument ‘for economic growth and employment’. The investors, who benefit from the state aid, are legally bound to provide a number of jobs proportional to grants received.</td>
<td>Social partners did not participate in discussions about this law. Environmental NGOs mainly contributed a critical voice in public discussions.</td>
<td>A new act which stipulates the terms and conditions in which the state may grant subsidies (or credits, guarantees, real estate purchases) for new investments of domestic and foreign enterprises on the equal footing. As a last resort, the state may seize the property for the sake of ‘strategic investments’. The popularly dubbed ‘Magna law’ facilitated the size of fertile agricultural land near the town Maribor where TNC Magna had desired to build a new factory. The company received €18.61 million of state subsidies and is bound to employ at least 400 workers as a result of the investment.</td>
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<tr>
<td>Skills, training and employability - ALMP - promoting the employability</td>
<td>Ministry of Labour, Family, Social Affairs and Equal Opportunities prepared a Plan for the implementation of active labour market policy for 2019. The plan consists of measures for stimulating employability of certain target groups, especially unemployed people and some groups of employed people. Programs are financed by national and EU funds.</td>
<td>In October 2018, Economic and Social Council discussed the proposal of Plan for the implementation of active labour market policy for 2019. They decided that they will discuss it one more time. The discussion took place in November 2018.</td>
<td>In November 2018, the Government of the Republic of Slovenia adopted Plan for implementation active labour market policy for 2019. €91.4 million will available in 2019. The majority of programmes will stimulate training and employability of long-term unemployed people, older than 50 years, low-educated and young people. The purpose is to increase their employability chances and to activate them as soon as possible for labour market participation.</td>
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### Slovenia: Developments in Working Life 2018

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<tr>
<td><strong>Benefits - Reactivation of unemployed</strong></td>
<td>Act Amending the Labour Market Regulation Act (Zakon o spremembah in dopolnitvah Zakona o urejanju trga dela, Official Gazette of the Republic of Slovenia, No. 55, 2017), adopted on 26 September 2017 and valid since 21 January 2018, addresses the reactivation of unemployed persons through new obligations and incentives.</td>
<td>Social partners consented to the obligation of redundant workers to register as job seekers during the notice period three days after being dismissed as well as to special incentives for low- and medium-qualified recipients of unemployment benefits. They agreed on less severe sanctions for unemployed persons registered at the Employment Service who previously lost unemployment benefits after the first violation of rules.</td>
<td>If a redundant worker fails to register during the notice period, the unemployment benefits are calculated on the basis of 60% of their past salaries instead of 80%. Recipients of unemployment benefits receive a special incentive in the amount of 20% of the last unemployment benefit if they get full-time employment. They may receive this bonus as long as they would receive unemployment benefits but no longer than 12 months after the start of employment.</td>
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<tr>
<td><strong>Pension reforms - Voluntary pension insurance</strong></td>
<td>The Act Amending the Pension and Disability Insurance Act (Zakon o spremembah in dopolnitvah Zakona o pokojninskem in invalidskem zavarovanju, Official Gazette, No. 65, 2017) revises injustice to voluntary insured persons whose contributions The Pension and Disability Insurance Act (adopted in 2012) annulled as a 'pension qualifying period without purchase'.</td>
<td>The trade union Association of Free Trade unions of Slovenia (ZSSS) proposed this amendment (Press release, 10 November 2017) on the ground that the law retroactively qualified voluntary insurance as ‘purchased’ insurance. The law acknowledges voluntary insurances paid before 31 December 2012 as a ‘pension qualifying period without purchase’.</td>
<td>Persons concerned could demand a revision of their pension within six months since the adoption of the new law (January 2018). After this period, claimants can still demand a revision but are not entitled to retroactive payments. There were about 20,000 voluntary insured persons when The Pension and Disability Insurance Act became valid in January 2013.</td>
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<tr>
<td><strong>Wage setting - Wage agreement for the public sector</strong></td>
<td>In December 2018, the Government and public sector trade unions reached twelve wage agreements for the public sector.</td>
<td>The government and public sector trade unions began wage negotiations in the spring and some progress was made with regards to converging negotiating positions. The negotiations restarted in late Autumn and in December 2018, the government and public sector trade unions finally reached an agreement.</td>
<td>The Government and public sector trade unions in December 2018 signed the twelve Annex to the Collective agreement for public sector. The new wage agreement brings around EUR 300 million wage increase for public servants in next three years. They will get a wage increase ranging from 4% to 12%. in the period from January 2019 till September 2020.</td>
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<td><strong>Wage setting - Minimum wage setting</strong></td>
<td>Act Amending the Minimum Wage Act (Official Gazette, No. 83) end of 2018 determined the minimum wage for the next two years and even ahead of this period.</td>
<td>The level of minimum wage was unilaterally brought into effect by the government and was not debated at all with the social partners, as was the long-run practice in Slovenia.</td>
<td>In the autumn, political party Levica prepared draft amendments to the new minimum wage legislation and on 13 December 2018 it was adopted in the National Assembly (by 56 voices of support out of 90) and no one against it. The determination of the minimum wage was a big deviation from the common practice: 1) usually the minimum wage was set just for one year ahead, but this time it was determined for two years ahead and (2) from 2021 onwards a new formula for regular annual adjustment of the minimum wage will be used. From that year onwards, it will predominantly be linked to the minimum living costs (and to some extent perhaps also the inflation, wage, employment and GDP growth may be taken into account). It should surpass their level at least by 20%, but not more than 40%. From January 2020 (3) all the allowances will be exempted from the minimum wage.</td>
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<td><strong>Work-life balance - Family leave</strong></td>
<td>Amendments to the Parental Protection and Family Benefits Act released some austerity measures in 2018 (Official Gazette, 14).</td>
<td>The Government in February 2018 adopted amendments to the Parental Protection and Family Benefits Act, improving the economic situation of families.</td>
<td>According to the novelty of the Parental Protection and Family Benefits Act, the maternity allowance is unlimited and parental compensation limited to 2.5 times the average salary (so far it was 2 times); the fatherly and parental benefit amounts to 100 percent of the basic salary, so far 90%; a large family allowance is now paid to all large families, irrespective of the income position (so far limited to the census) and students from families with income below 659.30 euros are entitled to a state scholarship (additional 8,500 beneficiaries). The new legislation regulates a different way of using paternity leave. The unpaid leave will be shortened or terminated in favour of paid leave, so in 2018, fathers had more paid days (30 days) of paternity leave.</td>
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<td><strong>Employment - employment of highly skilled foreign workers</strong></td>
<td>Act Amending the Employment, Self-employment and Work of Foreigners Act (Zakon o dopolnitvi Zakona o zaposlovanju, samozaposlovanju in delu tujcev, ZZSDT-B, Official Gazette, No. 31, 2018) eases the hiring of highly-skilled foreigners in enterprises which generate high added value.</td>
<td>Amendment was adopted by shortened parliamentary procedure with no involvement of social partners. It was adopted together with the Investment Promotion Act.</td>
<td>The law brings shortened procedure for the employment of highly-skilled foreign workers. It means that the Employment Service no longer checks their compliance with some requirements. Two registers, a register of high-value-added companies and a register of innovative start-ups, contain the lists of companies which can apply for this kind of work permit. In exchange, they have to guarantee the foreigner monthly earnings no less than the average gross monthly pay in Slovenia (The Slovenia Times, 23 April 2018).</td>
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<td>Terms and conditions of employment - Child</td>
<td>Rules on issuing work permits for children under 15 years of age (Pravilnik o izdaji dovoljenj za delo otrok, mlajših od 15 let, Official Gazette, No. 24, 2018) determines the rules for work of children in film, theatre, sport and advertising as well as the rules for ‘easier work’ of children above 13 years of age in school holidays.</td>
<td>The minister of labour issued the rules as determined in Article 214, Employment Relationship Act.</td>
<td>The Labour Inspectorate issues work permits for children under 15 years of age. In the procedure, the inspectorate assesses the risk for the safety, health, morality, education and development of a child. The employer has to inform the inspectorate when the work starts and ends as well as keep records on working time of the child.</td>
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<td>labour during school holidays</td>
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<td>Terms and conditions of employment - Posted</td>
<td>The Transnational Provision of Services Act (Zakon o čezmejnem izvajanju storitev, Official Gazette, No. 10, 2017), valid since January 2018, regulates the conditions of posting of workers by foreign employers to work in Slovenia and liabilities of foreign employers, as well as the conditions of posting of workers of Slovenian employers to work abroad and the related liabilities of Slovenian employers.</td>
<td>Social partners consented to stricter checking when issuing A1 certificates and during the posting as well as cross-border enforcement of penalties. For example, the Health Insurance Institute of Slovenia cancels A1 certificate as soon as a posted worker (or self-employed person) is no more covered by compulsory social insurance in Slovenia and withdraws A1 certificates on the basis of the notification from (foreign) ‘requesting authority’.</td>
<td>The latest records of the Health Insurance Institute of Slovenia show that monitoring improved since the adoption of the Transnational Provision of Services Act. In the first few months, the institute refused the issuing of about 7,000 applications for A1 certificate. Before 2018 the institute would have no grounds for such refusals or cancellations of A1 certificates.</td>
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<td>workers</td>
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<td>Health, safety and well-being at work -</td>
<td>The Ministry of Labour, Family, Social Affairs and Equal Opportunities prepared an Action Plan for the implementation of the Resolution on the National Programme of Health and Safety at Work. Plan covers measures for health and safety at working place, evaluations, international comparisons and analysis. Ministry of Health prepared a Resolution on the National Programme for Mental Health 2018-2028 which is Slovenia’s first national strategic document in the area of mental health in 2018.</td>
<td>In December 2018, the members of the Economic and Social Council discussed the proposal of Action Plan for the implementation of the Resolution on the National Programme of Health and Safety at Work.</td>
<td>In December 2018, proposal of Action Plan for the implementation of the Resolution on the National Programme of Health and Safety at Work was discussed at the Regular Session of the Government of the Republic of Slovenia Resolution on the National Mental Health Programme 2018-2028 was adopted by the National Assembly in 2018.</td>
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<td>Action plans for Health and Safety and Mental health at work</td>
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### Health, safety and well-being at work - Chemical agents

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<td>Rules on the protection of workers from</td>
<td>Rules on the protection of workers from risks related to exposure to chemical substances at work set minimal prerequisites for ensuring safety and protecting workers’ health from exposure to chemical substances at work. The Ministry of Labour, Family, Social Affairs and Equal Opportunities prepared a proposal of Rules in 2018 and opened a discussion with social partners.</td>
<td>Rules on Amending Rules on the protection of workers from risks related to exposure to chemical substances were discussed by the Economic and Social Council in October and November 2018. In November, Economic and Social Council adopted the Report of the Labour and Social Affairs Expert Committee on the proposal of Rules. Trade unions welcomed new rules, because they introduced new marginal values for dangerous chemicals, new marginal values for dust in the air and the obligation of taking into consideration SIST EN 689:2018 standard - Air at the working place.</td>
<td>Ministry of Labour, Family, Social affairs and Equal Opportunities adopted Rules on amending Rules on the protection of workers from risks related to exposure to chemical substances at work in November 2018.</td>
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Selected major social dialogue debates

Social partners sign public sector wage agreement after a year of negotiations

Public sector trade unions announced a wave of strikes already at the end of 2017. The first of these took place on 24 January 2018, when 16 trade unions involved demanded comparable wages to those of doctors, the elimination of austerity measures, higher holiday allowances and wage increases of between 8% and 20%. In February, wave of strikes continued in the education, police, social care and healthcare sector. On 14 February, teachers in the Education, Science and Culture Trade Union of Slovenia (SVIZ) organised the largest demonstration in the public sector since the country’s independence. More than 30,000 employees came together to demand the elimination of the wage gap caused by separate government agreements with doctors and police officers.

The basic requirements of many trade unions in the public sector were more specific and related to the abolishment of the remaining austerity measures in the field of wages and other costs lay down by the Fiscal Balance Act of 2012. They also sought to protect the unified public sector pay system. When Prime Minister Miro Cerar in mid-March resigned, negotiations were postponed until a new government could be formed. Employers called on the Government to reduce labour taxes rather than increase public sector pay, which would likely lead to a net pay increase for the private and public sectors.

The negotiations with public sector trade unions restarted in late autumn and in December 2018 the twelve agreements between the government and public sector trade unions was signed since the onset of the global financial crisis. Two austerity measures from that period were prolonged: (1) the performance bonuses will not be paid out till the July 2020 and (2) the promotion payments will permanently occur in December (before the crisis in April). On the other hand, agreement brings around EUR 300 million wage increase for public servants in next three years. They will get a wage increase ranging from 4% to 12%. in the period from January 2019 till September 2020: (1) employees ranked up till the 26th grade will get a 4% wage increase from January 2019 onwards; (2) employees ranked above the 26th grade will get 8% wage increase; the additional 4% wage increase will be reimbursed to them from November 2019 onwards; (3) employees who’s working position requires the Masters or PhD degree will get a 12% wage increase; the additional 4% increase will be paid to them from September 2020 onwards. Nevertheless, the police officers were not satisfied with just the proposed wage increase for all the public servants and continued to strike in October 2018 and negotiate with the government to reach some more benefits. Till the end of 2018 they were not successful yet, so the industrial action is still in progress.

General strike for higher wages in the private sector

Association of Free Trade Unions of Slovenia and Trade Union Confederation Pergam on 5th December 2018 organized a general strike to urge the employers to increase wages for all employees. More than 1,500 protestors, representatives of 25 private sector trade unions from metal and electro industries, paper and textile industries, crafts, agriculture and food industries and representatives of four other trade union confederations (Confederation of Public Sector Trade Unions-KSJS, Trade Union Confederation Independence, Alternativa and KS-90) joined the rally. Trade unions call for a new general private sector collective agreement, a new wage agreement and intensive negotiations for new sectoral collective agreements. End of December two important sectoral collective agreements, covering more than 20,000 employees in the crafts and entrepreneurship and more than 30,000 employees in
the road transport sector expire and if the employer organisations are not willing to negotiate new agreements, trade union confederations warned to step up the strike.

Chamber of Commerce and Industry of Slovenia was the only employer organisation that responded and suggested a conclusion of social agreement for longer period of time, where social partners could define the evolution of wages in terms of economic productivity.

**Unilateral government actions – without social dialogue**

*Minimum wage increase set beyond any dialogue with social partners*

In 2018 the determination of minimum wage was the deviation from common practice in many ways. One of them was that the level of minimum wage was unilaterally brought into effect by the government and was not debated at all with the social partners, as was the long-run practice in Slovenia. At that Economic and Social Council social partners expressed their view and non-binding recommendations regarding the new proposed amount of the minimum wage. From 1 January 2019 the minimum wage for full-time work is being increased from the previous amount of 638 EUR net to EUR 667 (in gross terms from EUR 842.79 to EUR 886.63). From 1 January 2020 the net minimum wage will rise to EUR 700 (in gross terms to EUR 940.58) and from that date onwards all the allowances will be excluded from the minimum wage (for seniority, work and business performance, and difficult working conditions). The employers’ associations disagree with defining and setting the minimum wage beyond any dialogue with social partners. According to them, raising the minimum wage will hit the economy. The companies will not be able to overflow the cost pressure driven by minimum wage rise into higher final prices.

This year’s determination of minimum wage was the deviation from common practice also in some other aspects: 1) usually the minimum wage was set just for one year ahead, but this time it is determined for two years ahead and (2) from 2021 onwards a new formula for regular annual adjustment of the minimum wage will be used. From that year onwards, it will predominantly be linked to the minimum living costs (and to some extent perhaps also the inflation, wage, employment and GDP growth may be taken into account). It should surpass their level at least by 20%, but not more than 40%. From January 2020 (3) all the allowances will be exempted from the minimum wage. The predefined midterm - target level was set by the members of the Parliament with the first signed head of political party Levica, Luka Mesec.
Collective labour disputes in 2018

Changes in the regulation of collective labour disputes

The Law on Collective Actions (Official Gazette of RS, No. 55 /17), which started to apply on 21 April 2018, introduces in the Slovenian legal order a possibility of collective enforcement of monetary and other compensation claims in the case of certain typical massive damages in the area of consumer rights, investor rights, financial services, protection of competition, environmental protection and violation of workers' rights.

Selected major labour disputes of national significance

Trade Union of the Ministry of Defence filed the first collective labour lawsuit in July 23, 2018 at the Labour and Social Court of Ljubljana against the Ministry of Defence on the violation of the right to rest during working hours and fixed and unpaid time for handing over the work when changing shifts. The trade union demanded a compensation of 500,000€, but the court rejected the lawsuit, since there was not enough evidence to support trade unions' demands.

Working time 2018

Changes in the regulation of working time 2018

Legislation on working time duration or organisation

In 2018, Act on Amendments of the Agriculture Act was adopted. The amended Act provides the possibility to introduce a new form of work in the agriculture sector. It stipulates that work may be performed on the basis of a contract for temporary or casual work. Up to now, the Labour Market Regulation Act of 2013 restricted temporary or casual work to pensioners only. The contract concluded between the mandatory and the natural person is a civil law contract. The relationship between the two parties is not an employment relationship. Nevertheless, it contains certain elements of an employment relationship (equal treatment on the grounds of gender, prohibition of discrimination and of harassment, right to the same working time conditions and break periods as regularly employed workers, right to health and safety at work, protection of special categories of workers as regards the prohibition of performing certain types of work and liability for damages. The temporary or casual work may be performed with or without interruption for a maximum of 120 hours within a calendar year. Time limitation is linked to individual farming, not to the individual carrying out the work. The individual may perform such a work for 90 days within a calendar year.

Collective bargaining outcomes on working time duration or organisation

In 2018, new collective agreement for accommodation and food service activities was adopted. According to collective agreement working time lasts 40 hours per week. At the company level it may be shorter, but not shorter than 36 hours. It lasts 4, 5 or 6 working days per week. It may be unequally organised except for some categories of workers (for example pregnant women, elder people who don't give a permission etc.).

Education and training in the interest of employer is usually organised within working time. If that's not possible it may be organised outside working time. If more than two thirds of time
for education is organised outside working time, it may be set at the level of employer which
rights an employee may benefit.

Social partners in 2018 negotiated also annex to collective agreement for human health
and social work activities. When organising working time in the activity, a worker's time
may be organised so that he has the right to be free of work on the holiday that's defined as
free day by law and other free day defined by law, with the right to wage compensation,
except in certain cases: (i) when according to individual's working contract on single day in a
week he's not obligated to work and this is a celebration day, (ii) when from the working time
organisation which by nature of work is based on predicted systemically clear pattern of
organising individual's work so that it can in advance set days with his working obligations,
derives that a worker would not have working obligations on celebration day. A worker may
work at most 28 Sundays per year.

In 2018 an Annex to collective agreement for health care was adopted. Regarding
working time, when organising working time in the activity, a worker's time may be
organised so that he has the right to be free of work on the holiday that's defined as free day
by law and other free day defined by law, with the right to wage compensation, except in
certain cases: (i) when according to individual's working contract on single day in a week he's
not obligated to work and this is a celebration day, (ii) when from the working time
organisation which by nature of work is based on predicted systemically clear pattern of
organising individual's work so that it can in advance set days with individual's working
obligations, derives that a worker would not have working obligations on celebration day. A
worker may work at most 28 Sundays per year.

Major debates concerning working time duration or organisation
No major changes were made in this area.

Other relevant information concerning working time
No major changes were made in this area.

Health and well-being at work 2018

Physical working environment
In March 2018, the National Assembly adopted the "Resolution on the national program of
occupational safety and health 2018-2027". Strategy was one of the topics on Economic and
Social Council of Slovenia in December 2017. The purpose of the national programme is to
connect all stakeholders in the system of health and safety at work in order to join forces.
Although health and safety at work has improved in Slovenia in recent years, labour
inspectors for 2017 report 8% less violations in the field of occupational safety and health
than a year before, there are still many accidents at work. The highest number of detected
violations relates to the lack of provision of preventive medical examinations for workers,
training of workers (12% of all detected violations) and lack of safety working equipment
(more than 8% of all irregularities detected). The strategy contains several strategic goals for
ensuring: (i) safety at work, (ii) health at work), (iii) encouraging culture of preventive at
working place and taking into consideration diversity of workers, (iv) measures for safety and
health of workers who work in new forms of work and employment (work at home or at
distance) and (v) promoting social dialogue."
In 2018, Rules on amending Rules on the protection of workers from risks related to exposure to chemical substances at work was adopted. In August 2018, the Ministry of Labour, Family, Social Affairs and Equal Opportunities began a discussion with social partners about the proposal of Rules on the protection of workers from risks related to exposure to chemical substances at work. It's one of three rules on the protection of workers from risks related to chemical safety at work. Health control over workers' health will be renewed. Biological monitoring for workers who are exposed to dangerous chemical substances will still be in force.

**Psychosocial working environment**

**Resolution on the National Mental Health Programme 2018-2028 was adopted by the National Assembly in 2018.** The resolution is Slovenia’s first national strategic document in the area of mental health. One of the specific goals is improving workers' mental health which consists of several measures: (i) improved control over delivering programmes for promotion of health, (ii) preparing and implementation of inter sectoral documents for mental health at working place, (iii) development and introducing educational programmes in the field of promotion of health at the working place with the emphasis on mental health, (iv) preparing guidelines for health life style and enabling healthy choices at the working place, for example food, (v) preparing guidelines for promotion and strengthening psychosocial factors, (vi) establishing national and regional coordination for promotion mental health at work, (vii) connecting centre for improving health with employers in local environment, (viii) participation of employers in planning and introducing programmes for promotion of health at working place.

**Employment status 2018**

No major changes in 2018 for: ‘Standard’ employment contracts; Self-employed; Fixed term contracts; Temporary agency workers; Posted workers; Seasonal workers and Zero hour contracts.

**Other contracts (temporary work)**

Act Amending the Agriculture Act (Official Gazette, No. 22, 2018) introduces a new type of temporary work in agriculture. It stipulates that a person may perform work as a civil law contract excluded from (some) provisions of the Employment Relationship Act. According to law, the work is not an employment, but nonetheless contains some elements of an employment relationship (prohibition of discrimination, harassment and child labour, regulation of rest periods and so on). The work may be performed for a maximum of 120 hours within a calendar year. The work is liable to compulsory pension, disability and health insurance. The income from work is not taxable.

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