



Industrial relations
**Slovenia: Developments
in working life 2017**

*[Developments in working life in Europe:
EurWORK annual review 2017](#)*

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Political context affecting working life aspects

In mid-2018, parliamentary elections will be held in Slovenia, followed by local elections in autumn. The momentum of the second part of the political cycle has helped the government to take some popular measures in 2017, further encouraged by favourable macroeconomic conditions. First, in March 2017 the government and the doctors' trade union signed an agreement (after six months of tough negotiations and industrial action by doctors). Doctors achieved most of their demands, which related to working standards as well as wages. The annual cost of the agreement has been initially estimated at €50 million annually. Leaving aside any argument about the actual demands of the doctors (and the police officers a year ago, who were the first to reach a separate agreement with a government within a unified wage system for all public employees), a 'Pandora's Box' has been opened in 2017. The doctors have just followed suit. The momentum of the second part of the political cycle and the lack of unity on the part of the government was in the doctors' favour. Accepting their demands in the beginning of 2017 has already triggered demands by other professional public sector groups. Just a few months later, an agreement was reached also with the majority of public sector unions, to increase wages of the lowest paid public employees. By the end of the year, all other employees requested their own demands (firefighters, teachers, nurses, customs officers etc.). For January and February 2018, four strikes of civil servants were announced. They demand the comparability of wages with doctors', the elimination of all the austerity measures taken during the crisis, the higher holiday allowance, and even some linear increases in salaries ranging from 8% to 20%. The government estimated their requests at around one billion euros, i.e. one quarter of current wage bill.

Beside the civil servants, some other groups of population have been given some bonuses in 2017. The government promised the pensioners two indexations of pensions in 2018 (in February by 2.2%, and in April by 1.1%). Additionally, an increase in the minimum wage for 2018 (4.7%) happened to be higher than just the previous year's inflation (1.7%), and some extra tax relief for the 13th salary has been approved (up to the average salary in the country). The year 2018 also promises a change in the general income tax relief, which, due to the introduction of the linear model, is expected to become fairer. At last, but not least, families with higher incomes will in 2018 again receive child allowances, which were for them abolished in a crisis.

Social partners reactions following changes in governments

There were no new government or elections held in 2017 in Slovenia.

Labour market reforms or major packages of working life regulations

The so called 'mini labour reform' in Slovenia encompassed amendments to three laws, the Labour Inspection Act, the Employment Relationship Act and the Labour Market Regulation Act. Measures against illegal uses of atypical labour forms are included into the amendments to the Labour Inspection Act and the Employment Relationship Act (Breznik, 2017). Given that the amendments to the Labour Inspection Act and the Labour Market Regulation Act were not controversial to social partners, the National Assembly passed both laws in September 2017.

Adopted changes of labour market legislation envisage stronger measures against fraudulent forms of labour aimed to contribute to the reduction of labour market segmentation and incentives to promote more intensive seeking of employment already during the duration of the notice period and faster activation of unemployed persons having primary or secondary education (Končar, 2017c). Among other labour market amendments are more strict rules regarding the registration to the Employment Service of Slovenia (ESS) in case of job loss, the abolishment of voluntary traineeship and measures to ease the recruitment of certain categories of foreign workers (workers posted for training and professional sportsmen). With the new legislation, if the employees fail to register to the ESS within the period of notice, the amount of wage compensation would be reduced from 80% to 60% of their basic wage for the first three months, but no less than 350€ (Lužar, Selan, Čelebič, 2017b).

The main point of the dispute among social partners regarding the Amendments to the Employment Relationship Act was the consensual termination of an employment relationship (Breznik, 2017). The amendments were, although not harmonized with social partners, by an expedited procedure submitted to the National Assembly for the first reading.

Developments in industrial relations 2017

Changes affecting the national-level actors and institutions of industrial relations and social dialogue in 2017

Representativeness

There were no changes in the regulation of the representativeness of social partners in 2017.

Actors

The largest trade union, the Association of Free Trade Unions of Slovenia ([ZSSS](#)) and the Confederation of Trade Unions [Pergam](#) announced they are about to merge. The process of merging will continue in 2018. The main reason of mutual association is the improvement of the situation of workers. They promised to jointly represent both private and public sector employees, as well as a series of collective agreements that apply to the vast majority of employees in a country. They promised the joint centre will be stronger in the negotiations on the new wage model, working hours, investing in employees, organizing precarious workers and stronger in their efforts to increase the collective agreements coverage of employees. One of their goal is also to focus on the employees' involvement in co-management in the companies. The Confederations will try to overcome trade unions' fragmentation by strengthening the power of central trade union organizations and by a creation of more favorable conditions for the further functioning and development of trade union movement.

Confederation of Slovenian Trade Unions (Konfederacija slovenskih sindikatov - [KSS](#)) in September 2017 gained representativeness in the professions of an accountant, auditor, taxpayer, inspector. KSS is together with the Trade Union of Financial and Accounting employees ([SFRU-J](#)) the first trade union with recognized representativeness for employees in the wage group J (group of civil servants, also named as auxiliary staff in the public sector, i.e. cleaners, cooks, janitors, secretaries, accountants etc.).

There were no major developments on the employers' site, except a new management at the Chamber of Commerce and Industry of Slovenia (GZS). Mrs. Sonja Šmuc became a new general director at GZS and already showed more interest for a cooperation with trade union confederations.

Institutions

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

Changes in the social dialogue processes

There were no major changes in the practice of national-level social dialogue processes.

National social dialogue in 2017 – Scope and Contribution

Main social dialogue topics and outcomes in 2017

Themes	Description of issue	Code (s)-interaction	Type of Interaction	Code(s) - Outcome	Outcome
General labour market topics					
Job creation, reduction of unemployment, active labour market policies, labour market participation of different groups	In June 2017, the Government adopted Act Amending the Labour Market Regulation Act (Zakon o spremembah in dopolnitvah Zakona o urejanju trga dela, Official Gazette of the RS, No. 55 /2017) and Act Amending the Labour Inspection Act (Zakon o spremembah in dopolnitvah Zakona o Inšpekciji dela, Official Gazette of the RS, No. 55/2017)	3	Social partners and the Government at the Economic and Social Council agreed on the proposed amendments regarding stronger measures against fraudulent forms of labour and incentives and penalties for unemployed or redundant employees to accelerate their re-entry into the labour force.	2	The amendments to the Labour Inspection Act propose that an employer will be compelled to enter into an employment relationship with a person working on a contract basis, if the Labour Inspectorate establishes that the elements of employment relations already exist. Moreover, where salaries are unpaid by an employer, the Labour Inspectorate will be authorised to halt work in the business.

Themes	Description of issue	Code (s)-interaction	Type of Interaction	Code(s) - Outcome	Outcome
	Amendments to the Employment Relationship Act (Official Gazette of the RS, No. 21/2013) were in September 2017, although not harmonized with social partner, by an expedited procedure submitted to the National Assembly for the first reading by a parliamentary group, led by Mr. Matej Tonin.	3	The social partners have not been able to reach a consensus on the proposed amendments of ZDR.	3	Social partners disagree on the proposed redefinition of the reason of incompetence as one of the valid reasons for ordinary terminations of the employment contract. Employers further insist that the system of notice should be fully liberalised, allowing employers to terminate the employment contract at any time if mutual trust between the parties to the employment contract has been damaged (Končar, 2017a).
Skills, training and employability	The new Law on Apprenticeship (Zakon o vajeništvu, Official Gazette of the RS, No.25/2017) adopted in May 2017	3	The main point of divergence between the social partners during the year-long negotiations was a financial reward.	2	The new law combines vocational with on-the-job training. According to the new law, apprentices older than 15 years of age will have the status of pupil and apprentice if more than 50% of their study programme takes place with an employer and at least 40% takes place at school or college. An apprentice will not have the status of an employee, but will be entitled

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Themes	Description of issue	Code (s)-interaction	Type of Interaction	Code(s) - Outcome	Outcome
					to social security, health and safety at work protection and a financial award of at least €200 in the first year of schooling, €300 in the second year and €400 in the third. However, it is not mandatory for pupils or employers to participate in this programme.
Benefits (unemployment, sickness schemes, minimum income)	Act Amending the Labour Market Regulation Act (Zakon o spremembah in dopolnitvah Zakona o urejanju trga dela, Official Gazette of the RS, No. 55 /2017)	2	Social partners and the Government agreed at the Economic and Social Council on the proposed Labour Market Regulation amendments	2	The amendments introduce incentives for low-skilled workers to find employment before the expiry of the period in which they are entitled to employment benefits. If they find work, they will receive 20% of their usual employment benefits in addition to their salary. The amendments also set a penalty for workers who do not register as jobseekers after they received a notice from their employer and before their employment ends: their benefit will now be cut to 60% of their salary, rather than

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					80%.
Pension reforms	Pension and Disability Insurance Act (Zakon o spremembah in dopolnitvah Zakona o pokojninskem in invalidskem zavarovanju, Official Gazette of the RS, No.65/2017) was amended several times in 2017	3	Social partners and the Government in July 2017 adopted starting points to reform the pension and disability insurance system.	2	<p>Among the most important novelties of the Pension and Disability Insurance Act 2017 is a minimum-guaranteed pension of 500 euros eligible for all insured persons who will retire (due to age or disability) with 40 years of retirement age.</p> <p>Act Amending the Pension and Disability Insurance Act, adopted in November 2017 and valid from 2018, contributes to a greater legal certainty of workers in an employment relationship and provides for a specific way of taking into account the periods for which contributions for pension and disability insurance have not been paid.</p>
Working life related themes					
Wage setting systems, including the setting of minimum wages (but	Majority of public sector trade unions (28 out of 41) end of July signed Annex 10 to the	4	After half a year of negotiations on the elimination of wage	5	In July, social partners agreed on the first round of wage discrepancies i.e. for the

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Themes	Description of issue	Code (s)-interaction	Type of Interaction	Code(s) - Outcome	Outcome
excluding the 'regular' annual debates about the determination of the level of the new minimum wage)	Collective Agreement for Public Sector (Aneks št.10 h Kolektivni pogodbi za javni sektor, Official Gazette of the RS, No.46/2017) and Annexes to sectoral collective agreements.		discrepancies between different occupational groups of public servants, public sector trade unions and the Government finally reached an agreement.		lowest paid public servants (up to the 26 th salary bracket) and the authorized official persons. For all of them €71 million were approved.
	Act Amending the Personal Income Tax Act (Zakon o spremembah in dopolnitvah zakona o dohodnini, Official Gazette of the RS, No. 69/2017) was adopted in December 2017, introducing a tax relief of 13th salary.	2	During the 2017, Slovenian Chamber of Commerce-GZS and Association of Free Trade Unions of Slovenia-ZSSS together succeeded with a unified proposal, that annual bonuses for company performance would not be burdened with the personal income tax up to the average monthly salary.	2	The amount of the 13th salary and Christmas bonus, exempted from personal income tax, will be increased in 2018. Until now, personal income tax did not account for up to 70 percent of the average salary.

Themes	Description of issue	Code (s)-interaction	Type of Interaction	Code(s) - Outcome	Outcome
Working time regulations	Annex to the Collective agreement for the Education sector in the Republic of Slovenia (Aneks h Kolektivni pogodbi za dejavnost vzgoje in izobraževanja v Republiki Sloveniji, Official Gazette No. 26/2014)	4	The Ministry of Education, Science and Sport and representative education trade unions of Slovenia signed Annex to the Collective agreement for the Education sector in the Republic of Slovenia	2	Collective agreement in the Education sector defines in detail a 33 hours obligation to a teacher's labour service in elementary and upper secondary schools within 40-hours working week.
	Annex to Collective agreement for Slovenia's trade sector (Kolektivna pogodba dejavnosti trgovine Slovenije, Official Gazette of the RS, No. 69/2017) adopted in 2017 to define organization of working time in more detail.	3	Trade Union of Worker's in Trade Sector and Slovenian Chamber of Commerce, Association of Employers of Slovenia and Chamber of Commerce and Industry of Slovenia signed Annex to Collective Agreement for Slovenia's trade sector.		Collective agreement for Slovenia's trade sector defines in more detail compensation of overtime hours due to uneven distribution of working time or temporary redistribution of working time.

Themes	Description of issue	Code (s)-interaction	Type of Interaction	Code(s) - Outcome	Outcome
Terms and conditions of employment, including different forms of contracts	Act Amending the Employment, Self-employment and Work of Aliens Act (Zakon o spremembah in dopolnitvah Zakona o zaposlovanju, samozaposlovanju in delu tujcev, Official Gazette of the RS, No. 1/2018) adopted for a more transparent protection of the labour rights of foreign workers.	3	National Assembly of the Republic of Slovenia adopted in December 2017 Act Amending the Employment, Self-employment and Work of Aliens Act, valid since 1 January 2018.	2	Act Amending the Employment, Self-employment and Work of Aliens Act introduces some novelties, namely, only foreigners with full-time employment can get a work permit to work in Slovenia, with some exceptions for certain categories of foreign workers (sportsmen, workers posted for training).
	Amendments to the Prevention of Undeclared Work and Employment Act submitted to the parliamentary procedure on 18 December 2017	1	The Government of the RS approved in December 2017 the amendments to the Prevention of Undeclared Work and Employment Act and send it to the National Assembly of the Republic of Slovenia for adoption.	3	The proposed changes relate to regulation of personal supplementary work (personal production of domestic arts and crafts products, the harvesting and sale of forest fruits and herbs and other minor jobs determined by a special regulation) which may be performed on the basis of a voucher. The amendments propose the obtainment of voucher electronically or in person and terminate the obligation that all costs

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					related to payment transactions (social insurance contributions) lie with the person liable to pay contributions. The change is necessary to make payments via e-mail possible in accordance with Directive 2015/2366/EU (Končar, 2017d)
Health, safety and well-being at work	Strategy in the field of safety and health at the working place end of October 2017 put in public debate.	1	Ministry of Labour, Family, Social Affairs and Equal Opportunities and Ministry of Health set policy and priorities in the national strategy on safety and health at work.	7	Social partners have at the meeting of the Economic and Social Council of Slovenia expressed their desire to have a more prominent role in the national strategy on safety and health at work. They expect from the Ministry to involve them more actively in further elaboration of the strategy.
Work-life balance related themes, incl. family leaves	Act Amending the Parental Protection and Family Benefits Act (Zakon o spremembah in dopolnitvah Zakona o starševskem varstvu in družinskih prejemkih, Official Gazette of the RS, No.	3	The Government adopted the proposition of the Act Amending the Parental Protection and Family Income Act and send it end of November to the National Assembly of the Republic of	3	Changes in the family legislation bring fathers more paid days of paternity leave (30 days instead of 15 days) and abolish the right to unpaid paternity leave (75 days).

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	26/2014) brings more benefits to fathers and families.		Slovenia under an abbreviated procedure.		

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

Note:

Codes for ‘*Type of interaction*’: **1** - Tripartite debate; **2** -Tripartite negotiation; **3** - Formal consultation of both social partners; **4** - Formal consultation of trade unions; **5**- Formal consultation of employers organisations; **6**- Bipartite debate; **7** - Bipartite formal negotiations; **8** - Lobbying from at least one side; **9** – Type of interaction unknown.

Codes for ‘*Outcome as per 1.1. 2018*’: **1** - Unilateral decision by government; **2** - Legislation passed; **3** - Legislation prepared (in legislative process, not concluded); **4** - Tripartite agreement or joint position reached; **5**- Bipartite agreement reached; **6**- Joint opinion of social partners reached; **7** - Issue not closed, ongoing exchange; **8** - Issue dropped, no concrete outcome, no further exchange; **9** – Outcome unknown, none of these types.

Selected major social dialogue debates

Minimum wage should become the lowest basic wage

Regarding the minimum wage amount, there was a turbulent debate during 2017 (which has not finished yet) launched by the parliamentary political party 'Levica' that minimum wage should become the lowest basic wage (not the lowest pay for full-time work), and consequently all the allowances (for seniority, business performance, shift work, etc.) should be exempted from it and paid separately. These allowances (especially for older workers) can account for up to 15% or 20% of the final salary. The Association of Free Trade Unions of Slovenia (ZSSS) joined the idea and sent the employers a proposal for a new salary model to ensure that the minimum basic salary would be the same as a minimum wage. Minister of Labour, who each year proposes a new amount under the Minimum Wage Act, end of 2017 still has not revealed the exact formula for determining the minimum wage in 2018. There were quite a few reservations among the economists and the social partners about how the formula for calculating the minimum wage should look like. "Economists do not favour the formula to accurately record the extent to which productivity or GDP growth is taken into account", said Anja Kopač Mrak, Minister of Labour, after the meeting of the Economic and Social Council of Slovenia (ESS) in December 2017 (Delo, 2017).

Amendments to the Employment Relationship Act without support from social partners

Amendments to the Employment Relationship Act (ZDR) were in September 2017, although not harmonized with social partners, by an expedited procedure submitted to the National Assembly for the first reading by a parliamentary group led by Mr. Matej Tonin. Social partners could not reach an agreement on all the issues during negotiations about 'mini labour reform'; the main point of the dispute was the consensual termination of an employment relationship, determined by the Employment Relationship Act (Breznik, 2017).

Employers (ZDS) proposed the liberalization of the procedure for laying off workers, while trade union confederation ZSSS opposed the proposition of a parliamentary group to shorten the time of paid sick leave by the employer from 30 days to 15 days. ZSSS was also against the shortening of the obligation of the employer to pay wage compensation from his own funds from 120 days to a maximum of 60 working days in a calendar year, in the event of a worker's inability to work because of illness or injury outside the work premises.

Unilateral government actions – without social dialogue

Social partners excluded from health care reform

After one year of preparation, Ministry of Health (MZ) in October 2017 sent to the coalition members a final proposition of the main law of health reform, the Health Care and Health Insurance Act (ZZVZZ), without reaching an agreement with social partners.

Minister of Health already in February 2017 submitted to the public debate the amendments to the Health Care and Health Insurance Act, which propose the elimination of supplementary health insurance and introduction of health benefits as a mandatory duty, without consulting the social partners and the Ministry of Finances (MF) before. Social partners and the coalition members were very critical to the proposed changes, since the new act does not provide any new solutions for the loss of income from the elimination of supplementary health insurance (about 450 million euros per year). This could in practice lead to a deterioration of the health system.

Association of Employers of Slovenia (ZDS) in March 2017, together with other employers' and business associations, stressed the inadequacy of the proposed health reform, the non-transparency and incorrect way of drafting the law and negotiations that did not comply with the Rules of the Economic and Social Council. Employers' organizations called for the Minister of Health to consider the withdrawal of the new Health Act proposal and start to

coordinate with social partners on the argumentative basis. The largest trade union confederation (ZSSS) opposed also the non-systemic accounting and deduction of health benefits from net employee benefits and urged the Ministry of Health to prepare Rules on occupational diseases in accordance with the Pension and Disability Insurance Act (ZPIZ) in January 2018 at the latest.

Changes affecting the sectoral and company level social dialogue 2017

There were no important changes in 2017 affecting social dialogue at sector or company level.

Innovation in collective bargaining

There were no major innovations made in collective bargaining in Slovenia.

Collective labour disputes in 2017

The Government of the Republic of Slovenia in September 2017 adopted a Law on Collective Actions (Zakon o kolektivnih tožbah, Official Gazette of RS, No. 55 /17).

The Law on Collective Actions 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. The basic aim of this new legislation on collective labor disputes is to enable joint enforcement in the civil proceedings. The law determines the scope and procedure for collective action and introduces the possibility of collective settlement as a special institute of peaceful dispute resolution in cases of massive damage.

Public sector wage negotiations in 2017 successful only for the lowest wages

Public sector wage negotiations on discrepancies elimination between different occupational groups of public servants continued throughout the 2017 and came to a halt in late November 2017. After two years of gradually abolishing some of the austerity measures, taken during the crisis, the trade unions now want the eliminations of all the remaining ones. In July, only the increase of the lowest wages of public sector employees (cooks, housekeepers, secretaries, nurses with secondary education, male nurses, soldiers etc.) was agreed upon and €71 million approved. Trade unions demand the maintenance of the unified wage system, business on the other hand called on the government not to increase public sector pay but to reduce labour taxes, which would lead to a net pay increase for the private and public sector (Lužar, Selan, Čelebič, 2017b).

An all-day public sector strike is scheduled end of January 2018. Trade unions from all public sector activities would be involved. The bargaining requirements include an increase in wages of 12 to 16% and an immediate removal of all the remaining austerity measures, including an eight per cent reduction in the pay scales from 2012. Trade unions have not been uniform in 2017. Some believe that the government made a big mistake in the last two years, when it partially negotiated just with some of them (police officers, doctors). The unity of the public sector wage system is, according to them, on a great trial, as similar separate requirements now have the rest of the trade unions.

Working time 2017

The Ministry of Education, Science and Sport and representative education trade unions of Slovenia signed an Annex to the Collective agreement for the Education sector in the Republic of Slovenia (Aneks h Kolektivni pogodbi za dejavnost vzgoje in izobraževanja v Republiki Sloveniji), which defines working time and labour service in schools in more details. Teacher's labour service in elementary and upper secondary schools is 40-hours per

week. 33 hours per week are intended for: (i) weekly teaching obligation defined by law, (ii) preparation on lessons, (iii) work on pupils' products, e.g. tests. Additionally, 150 – 180 hours per school year are intended for other services needed for implementing educational program. In school year 2017/2018, the impact of annex to collective agreement will be monitored in selected schools (Lužar, Selan, Čelebič, 2017a).

In November 2017, social partners signed an Annex to the Collective agreement for Slovenia's trade sector (Aneks h Kolektivni pogodbi dejavnosti trgovine Slovenije) to arrange working time organisation which includes Sunday work and work on public holidays. An employer may require from an employee to work 15 Sundays per year, but only 2 Sundays per single month. Work is prohibited for : (i) workers taking care of children aged 3 years or less, (ii) a woman worker - a pregnant woman and one year after a child is born or during breastfeeding (iii) one of the workers - parent taking care of seriously ill child, and living alone with a child. Work on public holidays is prohibited for 10 celebration days that are by law defined as free days, however an employer may order a worker to work on five celebration days, but the payment for work on these days will be a supplement for 250% of basic salary. However, restrictions about working time are not in force for employees in certain activities, e.g. bakeries, gas stations, transport. Violations of the provisions on Sunday work and on work on public holidays should be prevented by the sanction introduced by Annex to Collective Agreement. In the case of violation, the employer shall be required to pay an amount representing 500 percent of the basic wage for each completed hour of violation.

Health and well-being at work 2017

Physical working environment

Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZ, 2017) sent into public debate its Strategy in the field safety and health at the working place in Slovenia (Premik naprej – Dvig ravni kulture preventive v delovnem okolju: Strategija na področju varnosti in zdravja pri delu v Republiki). 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 modes of work and employment (work at home or at distance) and (v) promoting social dialogue.

Psychosocial working environment

There were no major developments in 2017 regarding the regulation of psychosocial risks at work.

Employment status 2017

Type of contracts	Changes made during 2017.
'Standard' employment contracts	<p>The National Assembly adopted an Act Amending Labour Inspection Act.</p> <p>The first measure relates to wages. If twice in one year, a labour inspector finds out that an employer did not pay wage under the provisions of payment day, he may prohibit working process until abolishing irregularities.</p> <p>The purpose of the second measure is to prevent the illegal use of atypical forms of work. A worker must receive an employment contract from an employer in three working days if an inspector finds out that he works under civil law contract and with the elements of working relation.</p>

Self-employed	There were no major changes in in the regulation of this field.
Fixed term contracts	The new Sports Act, valid from May 2017, covers the rights of athletes and conditions for the employment of athletes and professional workers in sport in general and the highest ranked athletes (vrhunski športniki) in the public sector. The Act introduces also the provisions allowing an athlete or a person with a suitable education and competences to carry out work in the sport sector (professional worker) to conclude several successive fixed- term contracts, within the uninterrupted period no longer than ten years. The trade union of athletes was critical to this provision already during the drafting procedure of the Act and announced to propose the review of constitutionality of the act (Končar, 2017b).
Temporary agency workers	There were no major changes in in the regulation of this field
Posted workers	Transnational Provision of Services Act adopted in February 2017 On 17 February 2017, Parliament enacted the Cross-border Provision of Services Act (Official Gazette of the RS, No.10/2017). The Act covers the cross-border provision of services of employers by using posted workers and cross-border provision of services by self-employed persons, whereas posted workers and self-employed remain covered by the compulsory social insurance in their home country. The basic purpose, for which the law was passed, was the prevention of abuse in the posting of workers abroad, and the transposition of EU directives and regulations, which requires more stringent conditions fort he issuing of A1 certificates.
Seasonal workers	There were no major changes in in the regulation of this field
Zero hour contracts	There were no major changes in in the regulation of this field

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