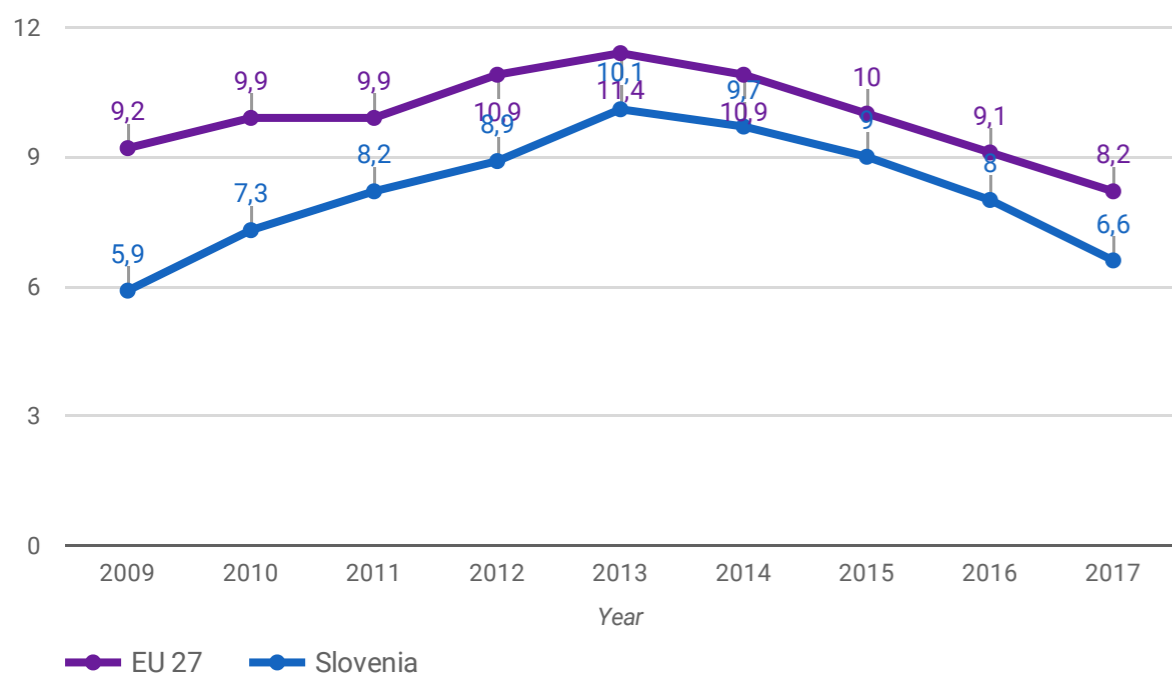


Labour Market Characteristics and Policies

EMPLOYMENT



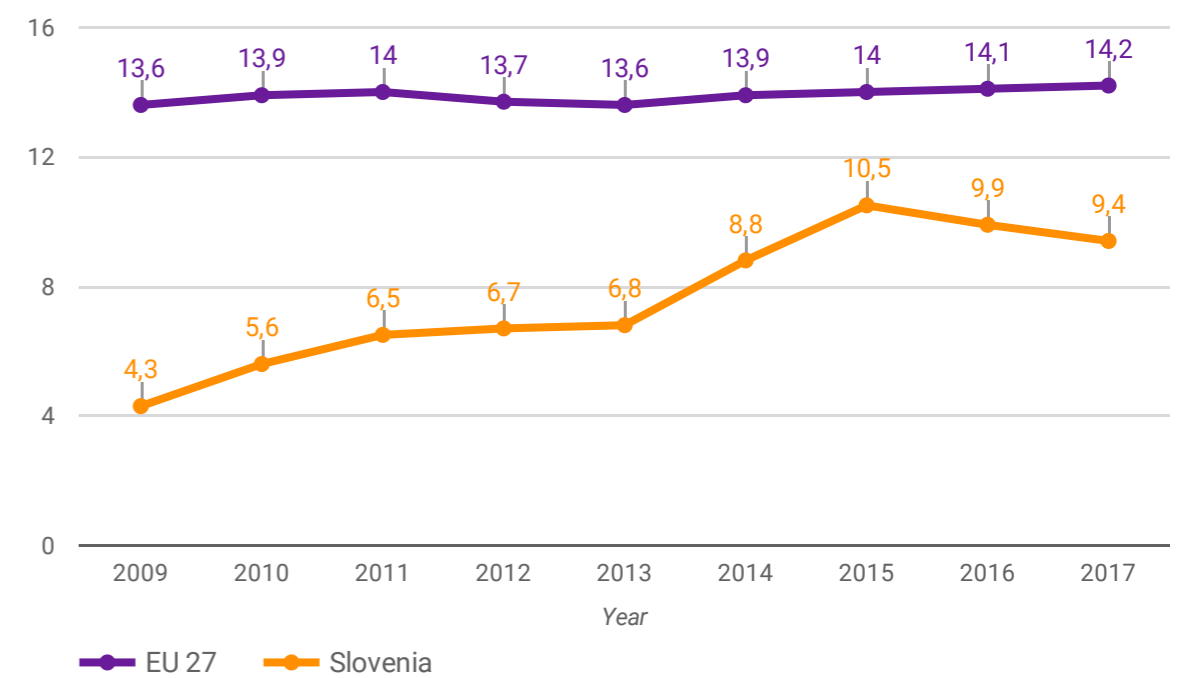
Unemployment rate



Temporary employment agency workers (% of total): **15,2**

Employees with involuntary temporary contracts (% of temporary contracts): **47,3**

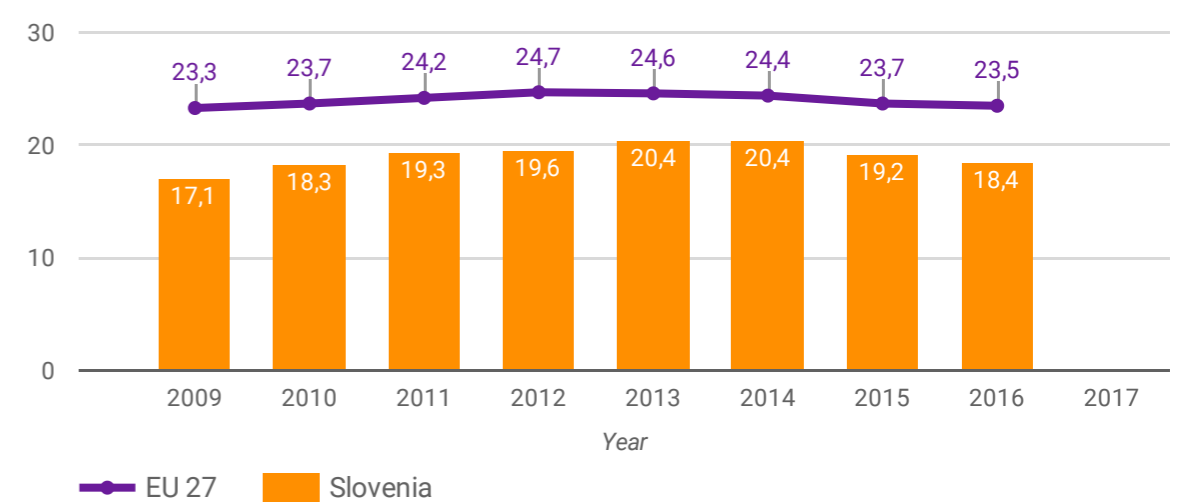
Temporary employees (% of total)



Employed persons (in thousands)

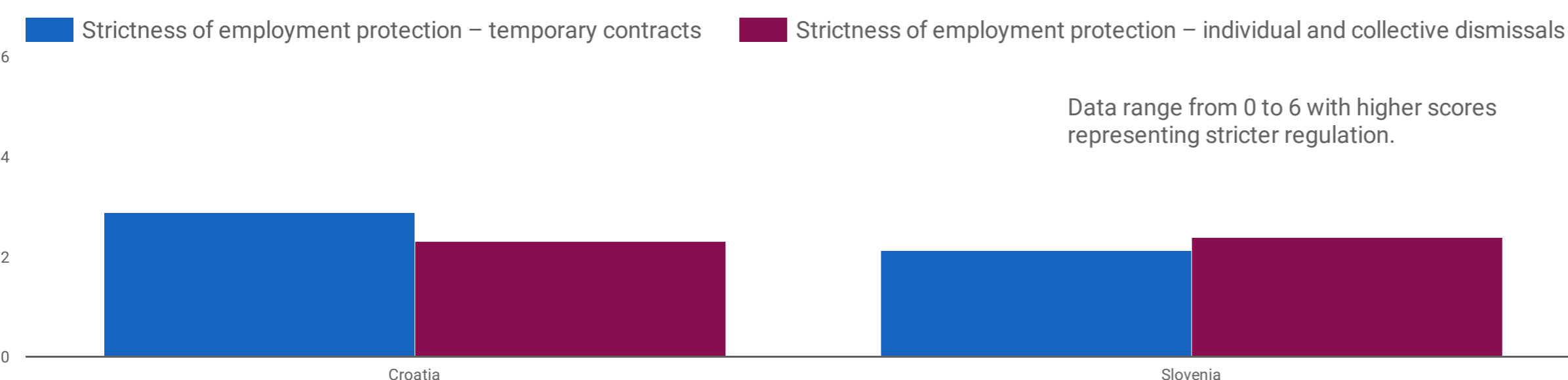


People at risk of poverty or social exclusion, %



Source: Eurostat, 2009-2017

OECD indicators of employment protection in South Eastern Europe



Data range from 0 to 6 with higher scores representing stricter regulation.

Source: OECD, 2013-2015 - No data for Bulgaria and Romania

WAGES



Year	Minimum wages (EUR/month)	Gross average wages (EUR/month)
2009	589,19 €	2.044,39 €
2010	597,43 €	2.030,16 €
2011	748,1 €	2.166,23 €
2012	763,06 €	1.969,92 €
2013	783,66 €	2.043,2 €
2014	789,15 €	2.077,28 €
2015	790,73 €	1.760,25 €
2016	790,73 €	1.788,36 €
2017	804,96 €	null
2018	842,79 €	null

Collectively agreed wages

In 2017, 71 million Eur approved for increase in lowest wages of public sector employees (cooks, housekeepers, secretaries, nurses with secondary education, male nurses, soldiers etc.) Wave of strikes in public sector in 2018: 16 trade unions demanded comparable wages to those of doctors, elimination of austerity measures, higher holiday allowances and wage increases between 8% and 20%.

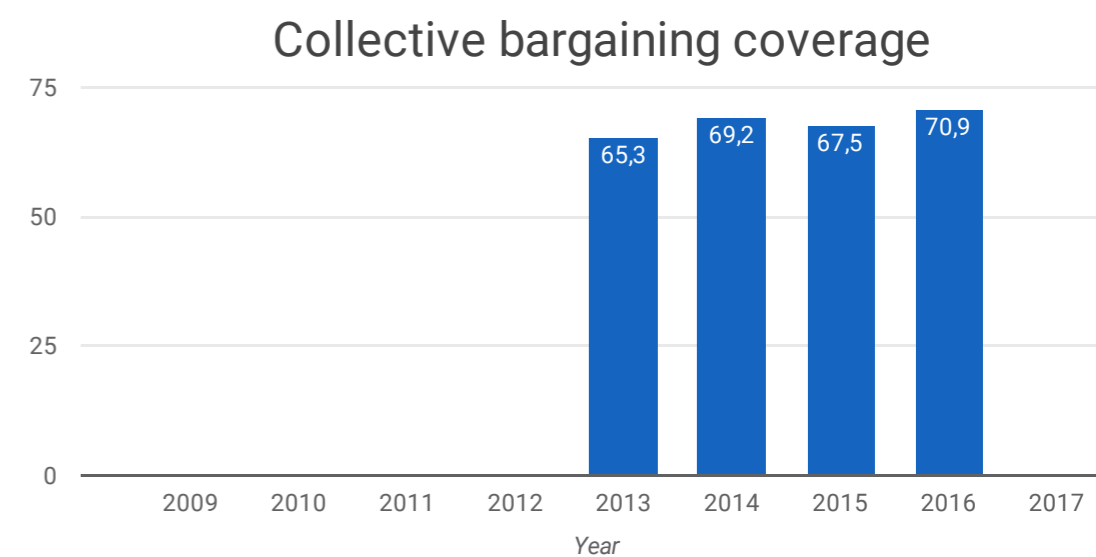
Source: Eurofound, 2017



Minimum wage (Eurostat): monthly national minimum wages
Gross average wages are provided by the **UNECE Statistical Database**, compiled from national and international (OECD, EUROSTAT, CIS) official sources.



Bargaining coordination (Eurofound, 2017) - Traditionally, the Slovenian bargaining system was characterized by a high degree of centralization with the national and the industry level as the two most important bargaining levels. Bargaining is highly coordinated in the public sector. The dominant level of bargaining in the private sector is the sector level. No pace-setting or intersectoral collective agreement in the private sector. Vertical coordination plays a part due to the fact that the negotiators from employers and trade unions also represent different companies and thereby the rights agreed for the lower levels impact on the higher levels of collective bargaining. Some sectoral collective agreements that defined lower levels of rights for employees (compared to other sectoral collective agreements), such as the collective agreement for the textile, clothing, leather and leather-processing industry, are used by employers when negotiating other sectoral collective agreements to try to lower the standards for employees



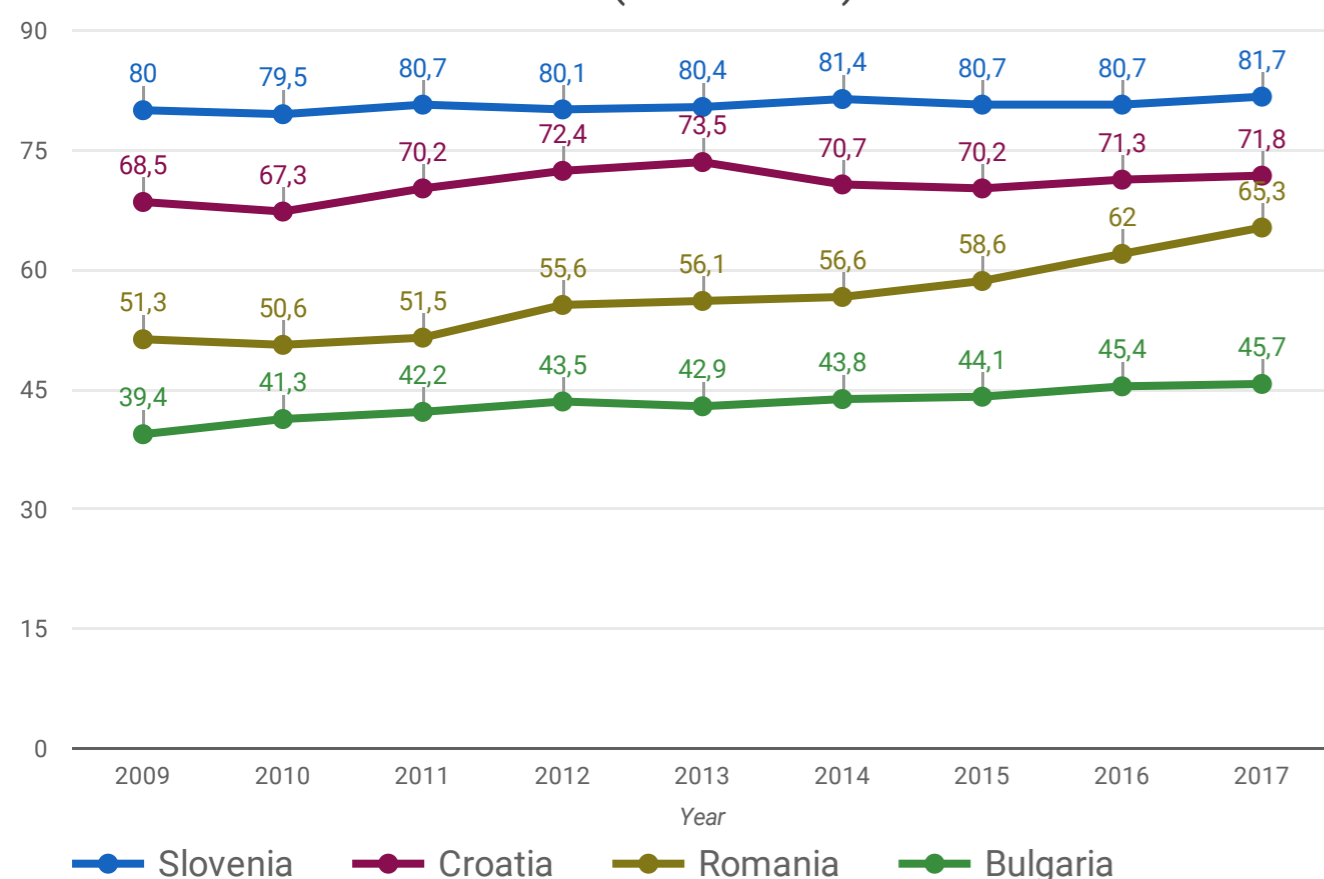
Source: Stanojević and Poje, 2019, ETUI book Collective Bargaining in Europe

Source: ILO, 2009-2017

ECONOMY



Labour productivity per person employed and hour worked (EU28=100) %



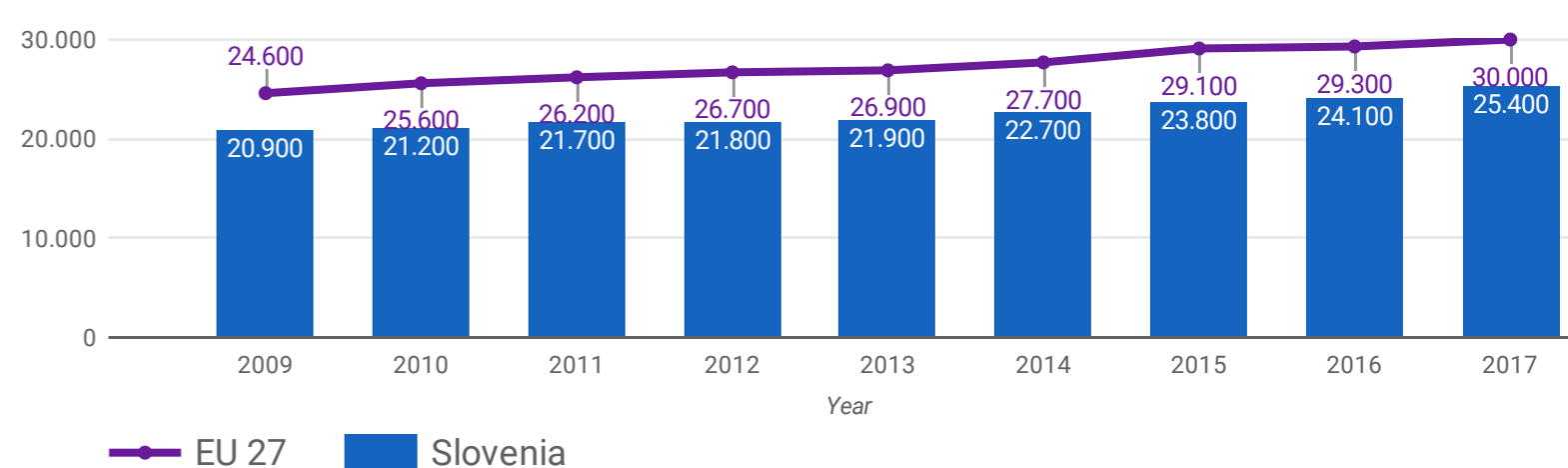
Employment in Foreign Controlled Enterprises (% total persons employed, 2015)

20,49

Value Added in Foreign Controlled Enterprises (% total value added, 2015)

26,31

Purchasing power adjusted GDP per capita (in PPS_EU28)



Source: Eurostat, 2009-2017

EMPLOYMENT PROTECTION POLICY



• Length of notice period at different tenure durations

• Business reasons: 15 days for less than 1 year of tenure, 30 days for one year or more but less than 2 years of tenure. 80 days for more than 25 years of tenure. Reasons of incapacity: 15 days for less than 1 year of tenure, 30 days for one year or more but less than 3 years of tenure. Then increase of 2 days per year of tenure with a maximum of 60 days in case of both reasons.

• Severance pay at different tenure durations

• 1/5 months for each year of work if employed for more than 1 year but less than 10 years; 1/4 months for each year of work if employed from 10 to 20 years; 1/3 months for each year of work if employed more than 20 years. The amount of severance pay may not exceed 10 months pay.

• Definition of unfair dismissal

• Termination is not valid if it is discriminatory or made owing to a threat or deception by the employer.

• Length of trial period

• Probation can last a maximum of six months.

• Compensation following unfair dismissal

• Up to a maximum amount of 18 months of average wages paid in the last three months prior to dismissal.

• Maximum number of successive standard Fixed Term - Contracts (initial contract plus renewals and/or prolongations)

• No limit, within 2-year time limit for fixed term contracts.

• Maximum cumulated duration of successive standard Fixed Term Contracts

• Two years (even if different workers are involved in the successive contracts). Exceptions: individual cases set out in the law (such as project work, substitution, management workers).

• Types of work for which temporary work agency (TWA) employment is legal

• Generally allowed, except for: substitution of striking workers; in cases involving hazardous work that is performed for shorter durations; and where determined through a sector-level collective agreement, but only if these agreements ensure greater security of workers or are dictated by the requirements of workers' safety and health.

• Are there restrictions on the number of renewals and/or prolongations of TWA assignments?

• No restrictions.

• Maximum cumulated duration of TWA assignments

• No limit if the contract between the agency and the worker is open-ended. Otherwise same rules as for FTCs.

• Do regulations ensure equal treatment of regular workers and agency workers at the user firm?

• During the performance of TWA work, the user and worker must take into account the provisions of the Employment Relationships Act, collective agreements binding on the user, and general acts of the user regarding those rights and obligations that are directly linked to performing work.

• Definition of collective dismissal

• For business reasons within 30 days there will no longer be the need for work: of at least 10 workers at an employer employing 20-99 workers; of at least 10% of workers at an employer employing 100-299 workers; of at least 30 workers at an employer employing 300 or more workers.

• Additional notification requirements in cases of collective dismissal

• Obligation to inform and consult with the union and to notify the Employment Service.

• Additional delays involved in cases of collective dismissal

• At least 3 days for negotiation with unions plus 30 days for notification to the Employment Service minus delay reported in Item 2.

• Other special costs to employers in case of collective dismissals

• (i) to formulate a programme of worker redundancy that must be financially validated; (ii) to deal with and take into account possible proposals from the Employment Service on possible measures to prevent or limit the termination of employment of workers and measures to mitigate the damaging consequences of terminating employment.

Source: Employment protection legislation OECD database - Regulations in force on 1st January 2014