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**Annual Review
2012
on Labour Relations and Social Dialogue in South East Europe:
Slovenia
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1. Executive summary

Slovenia's main economic indicators like GDP went down in 2012. In the first three quarters as a whole, it fell by -3.3 % y-o-y, which is substantially lower than expected in IMAD's¹ Autumn Forecast 2011, which anticipated 2 % GDP growth for 2012. The

¹ Institute of Macroeconomic Analysis and Development

number of legal entities with unpaid liabilities went up in Slovenia in 2012. There were 7.151 legal entities with unpaid liabilities in November 2012 with the average daily unpaid amount of unpaid liabilities of 727.074.000 EUR, which is 174.1 million EUR more than year ago (AJPES², 2012).

The labour market situation in Slovenia was far from getting better in 2012. In Q3 2012, the number of employed persons excluding self-employed farmers declined by 0.8% (seasonally adjusted), compared to Q2 2012 (y-o-y: -1.7%), while registered unemployment rate fell from 12.5 % in January 2012 to 11.5 % (SORS³, 2012). There were 111,471 registered unemployed persons at the end of November 2012, which is 0.5% more than in October 2010.

In the beginning of 2012 there was a change of government in Slovenia. The governmental anti-crisis measures - so called "ZUJF" law, the lowering of corporate tax rate and constrained budgets for 2013 and 2014 proved neither to be economically efficient nor socially sustainable. The new government has pushed for several reforms in 2012 – of banking system, state assets system, pension system and labour market.

In 2012 the negative trends of bankruptcy procedures has repeated from 2011. One more negative trend is that there is evidence of rising industrial conflicts on company level.

On the level of tripartite social dialogue, there has been a further continuation of deterioration of its quality in 2012, which resulted in several broad conflicts, such as strike of public sector workers on 17th April 2012; big workers demonstrations on 17th March 2012; the beginning of the procedure of the referendum on so called "bad bank".

2. Socio-economic developments

In 2011, Slovenian GDP per capita in PPS amounted to 84% of the EU-27 average. In 2010 it amounted to 85%, in 2009 to 87% and in 2008 to 91% of the EU-27 average (SORS, 2012). According to SORS gross domestic product (GDP) decreased by 3.3% in the third quarter of 2012 compared to the third quarter of 2011. Autumn forecast of economic trends 2012 (IMAD) has projected economic growth contraction of 1.4% for 2013 in Slovenia. In 2010 Inward FDI stock in Slovenia has risen by 2.2 % and outward FDI stock has fallen by 0,9%. In 2010, Slovenia recorded net FDI inflows of EUR 333.5 m EUR (IMAD development report 2012).

Slovenia recorded a current account surplus of 144.20 EUR Million in October of 2012. Current Account in Slovenia is reported by the Bank of Slovenia. Historically, from 1996 until 2012, Slovenia Current Account averaged -33.87 EUR Million reaching an all time high of 169.20 EUR Million in September of 2012 and a record low of -378.10 EUR Million in July of 2008 (Trading Economics, 2012)

The state budget for the next two years envisages a gradual reduction of the deficit. The deficit is according to the EC estimated at 4.4% of GDP in 2012 and 3.9% of GDP in 2013. The government has committed itself to cutting the general government deficit to below 3% of GDP by 2013.

The decline of the total government revenue growth rate continues for the fifth consecutive quarter. In the second quarter of 2012 the amount of the total revenue shrunk again and with this the conditions in the public finance this year are similar to the conditions in the crisis-stricken 2009. The total revenue at annual level (as the sum of the

² Agency of the Republic of Slovenia for Public Legal Records and Related Services

³ Statistical Office of the Republic of Slovenia

last four quarters) in the second quarter 2012 is reduced in nominal terms by 0.7% and in the third quarter by 1.0%. The reduction of revenue is particularly visible in the revenue from taxes, which in nominal terms was reduced in the last four quarters successively (in the second quarter at annual level by 1.8% and in the third by 2.1%) (SORS, 28th December 2012).

Y-o-y inflation in November 2012 stood at 2.3% and remains marked by food and energy prices. According to Eurostat's flash estimate, y-o-y price growth in the euro area totaled 2.2%. In the first ten months, prices rose by 3%. This year their growth has mainly resulted from energy price movements and, recently, also from somewhat higher prices of food. Energy prices were up 8.2% overall in the first ten months (compared with 6.2% in the same period last year), contributing 1.1 p.p. to inflation, 0.3 p.p. less than in the first nine months (IMAD, 17th December 2012).

Average monthly gross earnings for October 2012 amounted to EUR 1,515.95, which is 1.8% more than for September 2012 and 0.4% higher than earnings for October 2011. Average monthly net earnings for October 2012 amounted to EUR 986.81 and were 1.4% higher than earnings for September 2012 and 0.7% higher than earnings for October 2011 (SORS, 17th December 2011). In 2011, 65.7% of persons in paid employment received below average gross earnings, and 63.4% received below average net earnings (SORS, 30th October 2012). Minimum wage is currently standing a 763.06 EUR (Tax Administration of the Republic of Slovenia, 2012)

The number of persons in employment in October 2012 stood at 808,317, which is little bit less than in September 2012 (807,141) (SORS, 2012).

The registered unemployment rate in Slovenia reached 11.5% in September 2012 (ESS⁴, 2012). There were 111,471 registered unemployed persons at the end of November 2012, which is 0.5% more than in October 2010. Compared with November 2011, unemployment was up by 0.4% (ESS, December 2012).

According to the 2011 Survey on Income and Living Conditions, the at-risk-of-poverty rate in Slovenia was 13.6%. This means that in 2011 273.00 people in Slovenia were living below the threshold. Compared to 2010, the at-risk-of-poverty rate increased from 12.7%. And Compared to 2009, the at-risk-of-poverty rate increased from 11.3%. The annual at-risk-of-poverty threshold for a one-member household was set at EUR 7,199; the disposable net monthly income of people below the at-risk-of-poverty threshold was thus below EUR 600 per adult person (SORS, 28th June 2011). In 2009, the Gini coefficient in Slovenia was 23,8%. The average Gini coefficient across the EU-27 was 30, 4% (IMAD, Development report 2012).

3. Governmental policies and legislation

Just after a new government came into power in februar 2012, a new austerity plan came started to me implemented. It resulted In a Public Finance Balance Act (ZUJF), which was passed through the National Assembly on 12th May 2012.

As stated the ZUJF affects over 40 other acts or legislation, which testifies to the fact that the austerity measures will affect numerous areas, including salaries and other income of public sector workers. In his address to the National Assembly Slovenian Prime Minister Janez Janša stressed that Slovenia like the "rest of Europe was aware that the revival of economic growth requires measures for the creation of new jobs. The adoption of the austerity package and the revised budget was only the necessary pre-

⁴ Economic and Social Council of Slovenia

condition for Slovenia's exit from crisis towards sustainable growth and increased well-being." (Slovenian Government Communication Office). On 17th April 2012 the National Assembly passed the changes on Corporate Tax rates. They were lowered from 20 to 18 per cent, and then for one more additional per cent to 15 per cent in 2015. The finance minister Janez Šuštaršič has said that this action will lower the burden on economy and jump start the economic growth. Neither the austerity package nor the lowering of corporate tax rate proved to be economically efficient and socially sustainable. Because of ZUJF 26,000 pensioners were put in position, where their pensions were substantially lowered. And GDP decreased by 3,3% in the third quarter of 2012 compared to the third quarter of 2011, "despite" the lowering of corporate tax rate. But because of the same lowering the state budget revenues are expected to be 87 million EUR lower in 2012.

At the end of May 2012 the Slovenian government introduced the idea of Slovenian Sovereign Holding, a super-custodian of state assets assuming the role of the Capital Assets Management Agency and bringing current state asset funds SOD, KAD and DSU under one roof. After highly controversial ruling of the Constitutional court of Slovenia, that banned the trade union initiated referendum on the Slovenia Sovereign Holding Act, the Law was published in the Slovenian Official Gazette on 27th December 2012.

On 21st September 2012 Slovenian government presented a proposal to establish a "bad bank". This special purpose vehicle should buy risky assets from Slovenian banks. The agency would need guarantees in the amount of € 4.0bn, according to the estimations from Finance Minister Janez Šuštaršič. The restructuring phase would take until 2017. In order to purchase the non-performing loans, the agency will issue guaranteed bonds. After equally highly controversial ruling of the Constitutional court of Slovenia, as in the case of "bad bank", that banned the trade union initiated referendum on the Measures of the Republic of Slovenia to Strengthen the Stability of Banks Act (so called "Law on bad banks"), the Law was published in the Slovenian Official Gazette on 27th December 2012.

On 17th October 2012 the Government approved the draft acts on the reforms of pension system and labour market. According to the Government, the "crucial goal of the government proposal is to establish a system based on insurance which is fair, transparent and financially efficient." The Government seeks to eliminate from the pension budget all those rights not based on paid contributions. On 4th December 2012 The Slovenian National Assembly has passed the pension reform. The reform will be implemented on 1st January 2013, and the financial effects in the first year are estimated at 150 million euros. 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. The introduction of so-called informative accounts will for the first time enable access to data on the value of the projected pension (Ministry of Labour, Family and Social Affairs, 4th December 2012).

On the 17th October 2012 session the Government also approved the amendments to the Employment Relationship Act and Labour Market Regulation Act. The governmental aim on this field is according to its words "elimination of considerable segmentation of the market due to different positions of employees on unlimited and limited duration contracts" (Ministry of Labour, Family and Social Affairs, 17th October 2012). The negotiations with the social partners are still in action.

In October 2012 the Slovenian Government has introduced the proposal for 2013 and 2014 budget. The budgets are anticipating substantial cuts in public sector. For example, the 2013 budget anticipates cuts in the amount of 28 million EUR in pre-school system; 70 million EUR on the level of primary schools, and 24 million EUR on the level of secondary schools (Ministry of Education, Science, Culture and Sport, December 2012).

4. Industrial relations

In 2012 the negative trends of bankruptcy procedures has repeated from 2011. There were 552 beginnings of bankruptcy procedures from January to November 2011, which is lower than in the same period in 2011 (638), but still bigger than in 2010 (510) (AJ PES, 2012).

One more negative trend is that there is evidence of in company industrial conflicts. Evidence for that comes from the Labour inspectorate (IRSD) data. There were 9,626 labour inspectorate inspections in 2011. In that inspections 5,986 violations of act on labour market were found, most of them on the field of payment (2,643). In 2008, for example there were “only” 843 breaches of that kind (IRSD, 2012).

We have to mention one spontaneous picketing action in 2012, which happened in factory Gorenje in Velenje on 12th December 2012. About 1,000 workers stayed in the front of the factory and protested because of low Christmas bonus and overtime work. The same day the president of the company has made a deal, to raise the Christmas bonus to 300 EUR and to sign an agreement with trade unions on 15th January at the latest.

Regarding the development of the internal situation of the trade union movement and according to the available studies from the Center for public opinion research between 1991 and 2008 the overall trade union density rate from 'initial' 66.5% to 26.6% (as measured from February 2008 - these are the most recent data available to us). The drop of trade union density was significant in the period after the joining the EU – it fell from 43.7% in 2003 to 26.6% in 2008 (Stanojević, 2009). In absolute numbers the biggest trade union central (Association of Free Trade Unions of Slovenia – ZSSS) has 170.000 members, according to 2012 numbers.

Employers' organisations are having much lower revenues due to declining membership fee payment, which is also connected with a fact that from 2006 Chamber of commerce of Slovenia does not have obligatory membership anymore, while Chamber of Craft and Small Business still has obligatory membership. Voluntary membership is also in the Employer's Association of Slovenia and the Commerce Chamber of Slovenia.

Available public data reveals that Employer's Association of Slovenia has 1.300 members, which are organised in 11 sections. Chamber of commerce has 12.000 members and the Chamber of craft and small business has 52.000 members.

5. Tripartite social dialogue

On the tripartite level, there has been a further continuation of deterioration of the quality of social dialogue, which resulted in several broad conflicts.

On 27th February 2012 Slovenian government presented the first base statement document for the 2012 – 2016 Social Agreement. According to the plans of the Governments, the agreement should have been signed on 20th June at the latest. But

the agreement is still not signed, due to the fact that the government went directly into structural reforms.

On 18th April public sector workers in Slovenia went on strike to protest the government budget cuts and reforms that would critically affect those who are already socially weak. Several thousand protesters gathered in the capital Ljubljana. The planned austerity measures seemed to be targeting jobs in public sector, and heavily affecting social security, education, and all other areas of daily life.

On 10th May 2012 a strike agreement between the 14 out of 21 striking trade unions and government was signed. Additional to that, 20 out of 33 trade unions signed an agreement on lowering the wages and other austerity measures; in which basic salaries for public sector were lowered for 8 per cent (first governmental proposal was 15 per cent).

Due to the fact, that the so called “Bad bank” act would have strong negative effects on jobs, the Trade Union of Chemical, Non- Metal and Rubber Industries begun a referendum procedure on the “Measures of the Republic of Slovenia to Strengthen the Stability of Banks Act” in the beginning of October. There was a big legal affair regarding that procedure, due to the fact, that the officials from the Parliament and Ministry of Interior Affairs managed to lose almost 400 valid signatures in favour of referendum. Up to this day no one out of state officials took the responsibility for that. After the highly controversial ruling of the Constitutional court of Slovenia banning the referendum initiated by the trade union the Law was published in the Slovenian Official Gazette on 27th December 2012.

There were big trade unions demonstrations on 17th November 2012 in Ljubljana, capital of Slovenia. The slogan of the demonstration was “for solidarity in Slovenia – for working places and social welfare state / against austerity measures”. In mid-December Slovenia’s public-sector trade unions called for a referendum on the budget for the next two years, also to oppose the announced 5 percent public-sector wage cuts. As the trade unions withdraw from the referendum at the end of december 2012, the budgets 2012 and 2013 were put in action.

6. Forecasts

According to the autumn forecast of economic trends 2012 (IMAD, October 2011) we can expect a renewed fall of economic activity in 2012 and 2013. The decline in employment has moderated somewhat this year, but next year the labour market situation will worsen more notably again. Employment is also expected to drop in the general government sector, due to public finance restrictions. The unemployment rate according to the Labour Force Survey is projected to exceed 9% next year, which will be the highest figure in the last ten years, while in 2014 it will remain unchanged.

Political instability in the beginning of 2013 has brought a new government in power. Due to restrictive policy of tight fiscal consolidation, the potential for the industrial conflict is rising, which can be seen in several trade union actions in 2012.

Annex of data

- **Collective bargaining system**

In the Slovene legal system collective bargaining between the trade unions and their associations and employers and their associations does not have a long tradition. In the socialist social and political order after the Second World War, until the creation of

the new independent state and the adoption of the new Constitution in 1991, labour relations had the character of *mutual relations* between the employees. The employment relations in this narrow part of economy were based on *labour contracts*. They were partly regulated by the collective agreements concluded between the *unique socialist trade union* organization and the representative organizations of private employers. The range of the regulation of working conditions by contracts was very limited by the statute. The situation changed after the introduction of the new social and political system. The Slovene collective bargaining system has developed on the basis of the Constitution, adopted in 1991, and on the basis of the ILO conventions about the trade union freedom. The nature of the collective agreements has been changing through time, so there is a distinction between the collective agreements of the first, second, and third generation. The latter is a result of the statutorily defined frameworks for the collective bargaining, which is in fact the codification of already existing practices in this area with a few novelties. The *Collective Agreements Act*, adopted in 2007, provided the social partners with the regulation of the *procedure* of the collective bargaining and with legal tools for the *prevention and resolution of collective conflicts* between the contracting parties.⁵ One of the problems of the system of collective bargaining system is the short average duration of the collective agreements (approximately one year). Another problem is mostly very narrow scope of context of coverage of the collective agreements.

- **System of tripartite social dialogue**

Social partners in Slovenia participate in the Economic and Social Council (ESC), which was founded in 1994 and represents a framework that has consolidated democratic relationships between the social partners. The ESC is a consultative body whose decisions, which are taken unanimously, are binding for all three partners. The significance of the ESC is reflected also in the position of the National Assembly of RS, according to which all acts and policies that in any way affect the interests of social partners must first be negotiated at the ESC level. Its working procedures are governed by the Rules of Procedure of the Economic and Social Council, which date from 1994 and were last amended in 2007. The ESC was primarily set up to deal with issues related to the social agreement and wage policy, social policy, employment issues and working conditions, collective bargaining, prices and taxes, the economic system and economic policy, plus other areas falling within the remit of the social partners. As well as dealing with areas requiring tripartite agreement, the ESC can also examine other matters of an economic and social nature.

In addition to its advisory role, the ESC has a key role in negotiations, with the social agreements - and, until some years ago, wage policy agreements too - being adopted under its auspices. So far, four social agreements have been adopted through the ESC, the latest in October 2007. This agreement, obtained after eighteen months of negotiations, will apply until 2009. Several laws relating to wage policy have been adopted on the basis of the wage policy agreements concluded by the ESC. The most recent agreement of this kind, covering the 2004-2006 periods, was concluded in spring 2004 (Source: Secretariat General of the Government of Republic of Slovenia.⁶ Lately, the tripartite social dialogue came under heavy pressure from so called "European semester" mechanisms (Stability and Convergence programs, National Reforms Programmes, Country Specific Recommendations). As it seems, the European Semester instruments mainly ignores the system of tripartite social dialogue, due to the fact, that all the documents, prepared within the European semester, are not sufficiently coordinated within the tripartite social dialogue.

⁵ <http://www.fu.uni-lj.si/personal/tinae/515/collecitive%20bargaining%20in%20Slovenia.doc>

⁶ http://www.gsv.gov.si/en/economic_and_social_council/

• **Social security system – coverage and unpaid social contributions**

	2008	2009	2010	2011	2012
Compulsory health insurance	No data available	No data available 85,336,416 € of unpaid employers' contributions (June 2009, Tax administration of Republic of Slovenia, 2009).	No data available 96,470,843 € of unpaid employers' contributions (June 2010, Tax administration of Republic of Slovenia, 2010).	19,525 persons without compulsory health insurance (September 2011) Slovenia (ZZZS, 2011). 102,980,119 € of unpaid employers' contributions (June 2011, Tax administration of Republic of Slovenia, 2011).	19,045 persons without compulsory health insurance (ZZZS, 2012) 135,463,549 € of unpaid employers' contributions (July 2012; Tax administration of Republic of Slovenia)
Pension and invalidity insurance	913,076 persons in the pension and invalidity insurance, 724,566 persons in paid employment at legal entities (October 2008).	889,793 persons in the pension and invalidity insurance, 691,785 persons in paid employment at legal entities (October 2009). 175,732.140 € of unpaid employers' contributions (June 2010, Tax administration of Republic of Slovenia, 2010).	881,997 persons in the pension and invalidity insurance, 686,219 persons in paid employment at legal entities (October 2010). 201,608,417 € of unpaid employers' contributions (June 2010, Tax administration of Republic of Slovenia, 2010).	869,638 persons in the pension and invalidity insurance, 672,723 persons in paid employment at legal entities (October 2011). 221,982,405 € of unpaid employers' contributions (Tax administration of Republic of Slovenia, June 2011)	848,499 persons in the pension and invalidity insurance; 657,728 persons in paid employment at legal entities (October 2012) 267,094,969€ of unpaid employers' contributions at the end of July 2011 (Tax administration of Republic of Slovenia, 2012)
Unemployment insurance	No data available	542,942 € of unpaid employers' contributions (June 2010, Tax administration of Republic of Slovenia, 2010).	751,603 € of unpaid employers' contributions (June 2010, Tax administration of Republic of Slovenia, 2010).	1,011,534 € of unpaid employers' (Tax administration of Republic of Slovenia, June 2011).	No data available

Source: Institute for Pension and Disability Insurance of Slovenia 2012, Tax Administration of the Republic of Slovenia, Institute for health insurance of Slovenia, 2012

• **Education and vocational training**

Pre-primary education (1-5 year) is an integral part of education system. Pre-primary provision integrates centre-based child care and early general pre-school education. The programmes are carried out by public and private pre-school institutions (*vrtdci*), pre-school units attached to basic schools (*vrtdci pri osnovnih šolah*) and private pre-school teachers at a child minder's (*vzgojno-varstvene družine*). The Ministry of Education and Sport is in charge of the formation of staff, programmes and aids to particular groups of children. The municipalities are the main founders, founders and direct pro-

viders of services. Pupils aged 6 enter the 9-year compulsory school which is divided into first cycle (1-3; age 6-8); second cycle (4-6; age 9-11) and third cycle (7-9; age 12-14). After that children enter Post-compulsory education/upper secondary and post-secondary level. Tertiary education in Slovenia comprises higher vocational college education and higher academic and professional education. Higher vocational education is provided by higher vocational colleges (*višje strokovne šole*) that offer two-year vocational education (120 ECTS) at the sub-degree level (short-cycle, ISCED level 5B). Higher vocational colleges issue a diploma, stating the field of education, and a Diploma Supplement in the Slovene language and in one of the EU languages. Joint study programmes are also possible. The traditional higher education study programmes are offered by public or private universities and single higher education institutions (*samostojni visokošolski zavodi*).⁷

Upper secondary vocational and technical education and training are governed by the Vocational Education Act (enacted in 2006). According to the new Act all courses must be evaluated with credit points (1 credit point equals to 25 hours of coursework). (Ministry of Education and Sport, 2009).

In 2012, the educational system in Slovenia came under heavy pressure due to the enacted budgetary constraints. For the system of primary, primary and secondary education 116.7 million EUR less is to be foreseen in 2013 in comparison to implemented 2012 budget. There was also an intense pressure on changing the norms and educations (number of pupils per teacher, etc.), but the government due to the very heavy reactions from trade union side and civil society pulled out the official proposal. The system of tertiary education is also financially constrained. According to the latest information's, the biggest university in Slovenia, that is University of Ljubljana has lowered its budget in 2012 for 25 million EUR and the number of workers went down for 300.

- **Employment rate (Q3)**

	2008	2009	2010	2011	2012
Employment rate, in %	70,1	68,3	66,3	65,1	64,2

Source: EUROSTAT, 2012

Age: from 15 to 64

Persons in employment

	2008 M12	2009 M12	2010 M12	2011 M12	2012 M12
Persons in employment	790,231	752,444	730,552	723,042	699,898

Source: SORS, 2013

- **Unemployment rate (ILO methodology)**

	2008 M12	2009 M12	2010 M12	2011 M12	2012 M12
Unemployment rate (%)	4,2	6,3	7,9	8,6	10,0

Source: EUROSTAT, 2013

⁷http://eacea.ec.europa.eu/education/eurydice/documents/eurybase/national_summary_sheets/047_SI_EN.pdf

Number of registered unemployed people (ESS)

	2008 M12	2009 M12	2010 M12	2011 M12	2012 M12
Number of registered unemployed people	66.239	96.672	110.021	112.754	118.061

Source: ESS, 2012

- **Average gross monthly salary**

	2008 M12	2009 M12	2010 M12	2011 M12	2012 M12
Average gross monthly salary, in €	1457,66	1488,19	1534,04	1546,09	1534,54

Source: SORS, 2013

- **Average net monthly salary**

	2008 M12	2009 M12	2010 M12	2011 M12	2012 M12
Average net monthly salary, in €	938,66	957,14	988,96	999,33	1000,21

Source: SORS, 2013

- **Gender pay gap**

	2008	2009	2010	2011	2012
Average gross monthly level of earning, men, in €	1,481	1,499	1,574	1,616	No data available
Average gross monthly level of earning, women, in €	1,369	1,454	1,519	1,542	No data available

Source: SORS, 2013

According to the provisional data of annual structure of earnings statistics, obtained exclusively from the existing administrative sources, in 2011 the average annual gross earnings of men calculated at monthly level amounted to EUR 1,616, while the average annual gross earnings of women calculated at monthly level amounted to EUR 1,542. Because these are average values, it is necessary to point out that the reason for differences is also in different educational, occupational and age structure. The difference between men's and women's earnings in percentage was again the highest in human health and social work activities, where women had on average 27.4% lower earnings. The difference was slightly smaller in financial and insurance activities, where on average women had 26.2% lower earnings than men. The reason for this was the different shares of men and women in these activities and different occupations. For example, in human health and social work activities more than four fifths of the persons in paid em-

ployment were women and only less than one fifth were men, so more women in lower paid jobs decreased their average earnings and increased the difference between men's and women's earnings.

The difference between men's and women's earnings was the lowest in electricity, gas, steam and air conditioning supply, by 2.9% or EUR 65 in favor of men. The difference was by about 4 percentage points higher in public administration and defense, compulsory social security (by 6.9% or 132 EUR).

In 2011 women had higher gross earnings than men again in construction (by 19.9%), in water supply, sewerage, waste management and remediation activities (by 15.8%) and in transportation and storage (by 15.3%). The reason for the difference in these activities was also the different shares of men and women, because in all three women were in minority and they mainly do better paid work.

Source: SORS, 27th September 2012

- **Minimum wage (M12)**

	2008 M12	2009 M12	2010 M12	2011 M12	2012 M12
Minimum gross wage (M12)	589,19	597,43	734,15	748,10	763,06

Source: Tax Administration of the Republic of Slovenia, 2012

- **Actual weekly working hours**

	2008 Q3	2009 Q3	2010 Q3	2011 Q3	2012 Q3
Actual weekly working hours	32,2	31,3	31,6	31,4	32,7

Source: SORS, 2013

According to provisional data from SORS (28th December 2012) in the third quarter of 2012 persons in employment in Slovenia worked nearly 249 million hours, which is 3.8% less than in the same quarter of 2011 and 9.9% less than in the second quarter of 2012. Negative trends continue - in the first nine months of 2012 there were 3.3% fewer hours worked compared to the same period of 2011. In addition, the total number of hours worked was in the third quarter of 2012 among the lowest in the last five years.

In the third quarter of 2012 construction was in the most difficult situation – compared to the same period last year the total number of hours worked in construction shrunk the most, namely by 10.7%. On the other hand, in the third quarter of 2012 tendencies were the most favorable for water supply, sewerage, waste management and remediation activities and for human health and social work activities - compared to the same quarter last year these two activities recorded the smallest, namely less than one percent, decline among all activities.

In the third quarter of 2012 a person in employment worked on average 119 hours per month, which is 3 hours less than in the same quarter of 2011 and 12 hours less than in the second quarter of 2012. As a year before, the average monthly maximum of hours worked between July and September of 2012 was recorded by persons employed in agriculture, forestry and fishing (137), transportation and storage (131) and

human health and social work activities (128); the monthly minimum (102) was realized by persons employed in education (Ibid.).

- **Normal work / atypical work**

	2008 Q4	2009 Q4	2010 Q4	2011 Q4	2012 Q4
Temporary employees as a percentage of the total number of employees	16.8	17.0	16.5	19.2	16.5
Part-time employment as a percentage of the total employment	8.2	9.8	9.9	9.7	9.3

Source: EUROSTAT, 2013

According to the data from Kramberger central part of the Slovenian labour market with full time employment with permanent contracts stands for 60% actual work places. Other 40% are part of precarious jobs segment.

According to the EUROSTAT data, in 4th quarter 2012 the share of temporary employment in Slovenian labour market was 16.5%, which is higher than EU27 average, which stands at 14% (Q3 2012). The biggest problem is the extremely high incidence of temporary employment among young people. According to the same EUROSTAT data, 84,4% of women aged 15 – 24 are working on temporary employment (Q4 2012) which is almost twice as higher share than the EU27 average with 43.2% (Q3 2012)

Slovenia has 9.3% of total workforce on part time employment, which is lower than the EU27 average of 19% (Q3 2012). But the incidence of part time employment is again very high among young people between 15 and 24 year old – 39.7% (Q4 2012), which is considerably higher than the EU27 average of that age group at 30.1% (Q3 2012).

Another point of reference is that use of TAW (temporary agency work) is getting more and more popular among the employers. Despite the new legal regulation imposed on TAW in 2010, the number of TAW is at the current 149, and the number of people employed in or through TAW are 6,670 in October 2010. Five years ago, that number was 5,234 (SORS, December 2012).

- **Migration**

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Immigration from abroad	7803	9134	9279	10171	15041	20016	29193	30693	30296	15416	14083

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Emmigration to abroad	4811	7269	5867	8269	8605	13749	14943	12109	18788	15937	12024

Source: SORS, 2012

- **Human Development Index (HDI)**

	2008	2009	2010	2011	2012
HDI rank	26	29	29	21	No data available
HDI value	0,875	0,876	0,828	0,884	No data available

Source: UNDP, 2012

- **GINNI- coefficient (GC)**

Year	2008	2009	2010	2011
GC, EU27	30,7	30,4	30,4	30,7
GC, Slovenia	23,4	22,7	23,8	23,8

Source: EUROSTAT

- **Collective agreement coverage**

Figures from the Slovenian national statistical office show that in September 2005 only 4% of employees were covered by individual rather than collective agreements, and these are senior management rather than normal employees. (Worker participation, 2010)⁸

Source:

- **Ongoing important collective bargaining agreements - 2012**

Official Gazette No.	Day of publishing	Collective agreement	
14/2012	24 th February 2012	Collective agreement for road transport sector in Slovenia	Change in basic wages, travel expences, holiday pay, validity of the agreement
19/2012	13 th March 2012	Collective agreement for municipal activities 2012	All the context of the prior collective agreement including tariffs until 31 st december 2012 are valid
51/2012	6 th July 2011	Changes of the Tariffs Annex to the collective agreement in trade sector in Slovenia	Change in holiday pay and travel expences
52 / 2012	9 th July 2012	Decision of the extended validity of the Collective Agreement for the entire road transport Slovenia	Extended validity of the agreement
99/ 2012	18 th December 2012	Annex to the Collective Agreement on tourism and hospitality	Increase in minimum basic wages and holiday pay
109/2012	31 st December 2012	Annex to the Collective Agreement on Agriculture and Food Industry Slovenia	Extension of validity until 31.12. 2013, increase in basic wages, holiday pay, food, bonuses

Source: ZSSS, 2012

- **Trade unions density**

According to the available studies from the Center for public opinion research between 1991 and 2008 the overall trade union density rate from 'initial' 66.5% to 26.6% (as

⁸ <http://www.worker-participation.eu/National-Industrial-Relations/Countries/Slovenia/Collective-Bargaining>

measured from February 2008 - these are the most recent data available to us). The drop of trade union density was significant in the period after the joining the EU – it fell from 43.7% in 2003 to 26.6% in 2008 (Stanojević, 2009). In absolute numbers the biggest trade union central (Association of Free Trade Unions of Slovenia – ZSSS) has 170,000 members, according to 2012 numbers.

- **Employers' organizations density**

Available public data reveals that Employers association of Slovenia has 1,300 members, which are organised in 11 sections. Chamber of commerce has 12,000 members and the Chamber of craft and small business has 52,000 members.

- **Workplace representation**

Workplace level representation in Slovenia is provided by both the union in the workplace and the works council. Both have information and consultation rights, although the works council's are more extensive, while only the union can undertake collective bargaining. Employees at the workplace are represented both through their local union structures and, in workplaces with more than 20 employees, a works council. In practice works council members are frequently trade union activists, although the extent of trade union involvement varies from industry to industry. The works council legislation dates from 1993 and draws heavily on the experiences in Germany and neighbouring Austria. Figures from 2004 suggest that around two-thirds of larger companies have works councils. However, there continue to be difficulties in their operations. In particular, where there are differences with the employer, it can take a long time to get issues to arbitration. The numbers and structures of trade union representatives at the workplace are set by the unions themselves. The arrangements for works councils, however, are set out in legislation. Employees can set up a works council in any company with more than 20 employees. (Works councils in Slovenia are set up on a company rather than a plant basis.) In companies with 20 or fewer employees there is a right to set up a workers' trustee. (The right to set up a works council was extended to businesses which are not companies – such as sole traders – by the 2007 Workers' Participation Act. However, in these cases the lowest threshold is 50 employees.)

The size of the works council varies according to the number of employees as follows:

Number of employees	Number of works council members
21-50	3
51-100	5
101-200	7
201-400	9
401-600	11
601-1,000	13

There are then an extra two members for every further 1,000 employees. The works council, which is a body composed entirely of employees, should elect a chair and a deputy chair and it can set up specialist committees to cover issues of particular interest to certain groups of workers. These can be broad groups like women or younger workers, but they can also cover particular parts of the company's business. They can also draw in employees other than the elected members of the works council (Worker participation, 2010).

- Trade unions

Trade Union confederation / association	Number of members	Member of international trade union organisations
Zveza svobodnih sindikatov Slovenije - ZSSS (Association of Free trade unions of Slovenia)	170,000 (2012)	European Trade Union confederation - ETUC
Konfederacija sindikatov javnega sektorja - KSJS (Confederation of public sector trade unions)	74,000 (2012)	/
Konfederacija sindikatov Slovenije PERGAM (Confederation of trade unions of Slovenia PERGAM)	19,000 (2008)	UNI global unions
Konfederacija sindikatov 90 Slovenije – KS 90 (Confederation of trade unions 90 Slovenia)	No data available	No data available
NEODVISNOST, Konfederacija novih sindikatov Slovenije (Neodvisnost, confederation of new trade unions of Slovenia)	19,000 (2008)	No data available
Slovenska zveza sindikatov ALTERNATIVA (Slovenian association of trade unions Alternativa)	3,100 (2008)	No data available
Zveza delavskih sindikatov Slovenije – SOLIDARNOST (Association of workers trade unions of Slovenia Solidarnost)	3,100 (2008)	No data available
Zveza reprezentativnih sindikatov Slovenije (Association of representative trade unions of Slovenia)	No data available	No data available

Source: internal data, EUROFOUND

Within the scope of its powers arising from the Representativeness of Trade Unions Act (Official Journal of RS, No.13/1993), and based on the evidence of meeting the conditions stipulated by the legislation, the Ministry of Labour, Family and Social Affairs issues decisions on trade union representativeness for trade union associations or confederations and for independent trade union representatives within their industry, sector, occupation, municipality or broader local community. Presently, the list of representative trade unions comprises 45 representative trade union confederations, associations and autonomous trade unions. Eight of these trade union associations are representative at the national level: ZSSS (Association of Free Trade Unions of Slovenia), PERGAM, KNSS (New Trade Union Confederation of Slovenia), K-90, ALTERNATIVA (Alternative), Solidarnost (Solidarity), Confederation of Public Sector Trade Unions (KSJS) and ZRS (Association of representative trade unions of Slovenia). All in all, there were 2.950 registered trade unions in Slovenia in 2011 (AJ PES, 2012). ZSSS is the only trade union confederation in Slovenia that is member of European trade union confederation (ETUC).

Two of the biggest trade unions are Sindikat kovinske in elektro in industrije (Trade union of metal and electrical industry – SKEI), which is a member of ZSSS and Sindikat vzgoje in izobraževanja (Trade union of Education – SVIZ), which is a member of KSJS. SKEI has cca. 35.000 members and is a member of International trade union organization IndustriAll. SVIZ has 40.000 members and is a member of international trade union organization Education international.

- **Employer’s organizations**

Employer’s organisation	Number of members	Member of international employer’s organisations
Združenje delodajalcev Slovenije - ZDS (Employers association of Slovenia)	1,300	BUSINESS EUROPE
Gospodarska zbornica Slovenije - GZS (Chamber of commerce and industry of Slovenia)	12,000	A.I.E.C.E. (Association d'Institutes Economiques de Conjoncutre Economique) EUROCHAMBRE I.C.C (International Chamber of Commerce)
Obrtno podjetniška zbornica Slovenije - OZS (Chamber of craft and small business of Slovenia)	52,000	No data available
Trgovinska zbornica - TZS (Chamber of commerce of Slovenia)	No data available	No data available
Združenje delodajalcev obrti in podjetništva - ZDOPS (Association of Craft and Small Business Employers)	No data available	European Economic and Social Council - EESC (representative)

Source: websites of employers’ organisations