

Labour market policies in Slovenia

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Policy level

**Department of labour market
and employment**

Employment Sector

Labour Migrations
Sector

Lifelong Learning Sector

**Department of labour rights
and labour relations**

Labour Relations Sector

Pensions Sector

OSH

Operational level

Public Employment
Service

Pension and Disability
Insurance Institute

Labour market overview

Active population			
	jan 2023	jan 2023 dec 2022	jan 2023 jan 2022
	Number	Growth rate (%)	
Active	926.691	−0,9	1,9
Employed	828.002	−1,0	1,8
with legal persons	780.629	−0,9	1,9
with natural persons	47.373	−1,8	0,4
Self-employed	98.689	−0,6	2,4
individual sole entrepreneurs	72.884	0,1	4,2
occupational activity	6.186	−0,7	−2,7
farmers	19.619	−2,8	−2,6

Registered unemployment



51.610

registriranih brezposelnih oseb



Ženske

47,8%



Mladi
(15-29 let)

19,7%



Starejši
(50+ let)

37,6%



Iskalci prve
zaposlitve

14,3%



Dolgotrajno
brezposelni

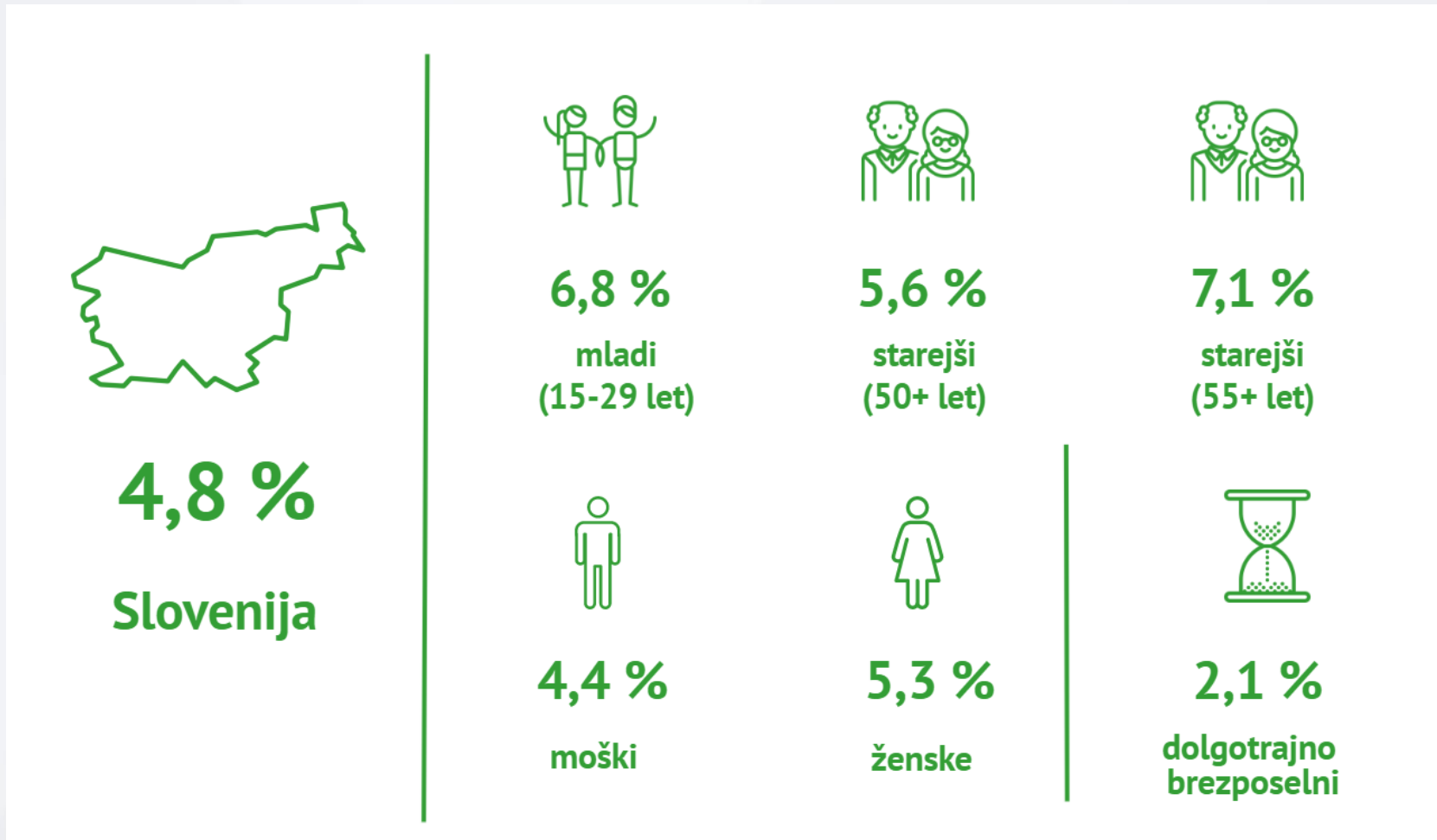
40,9%



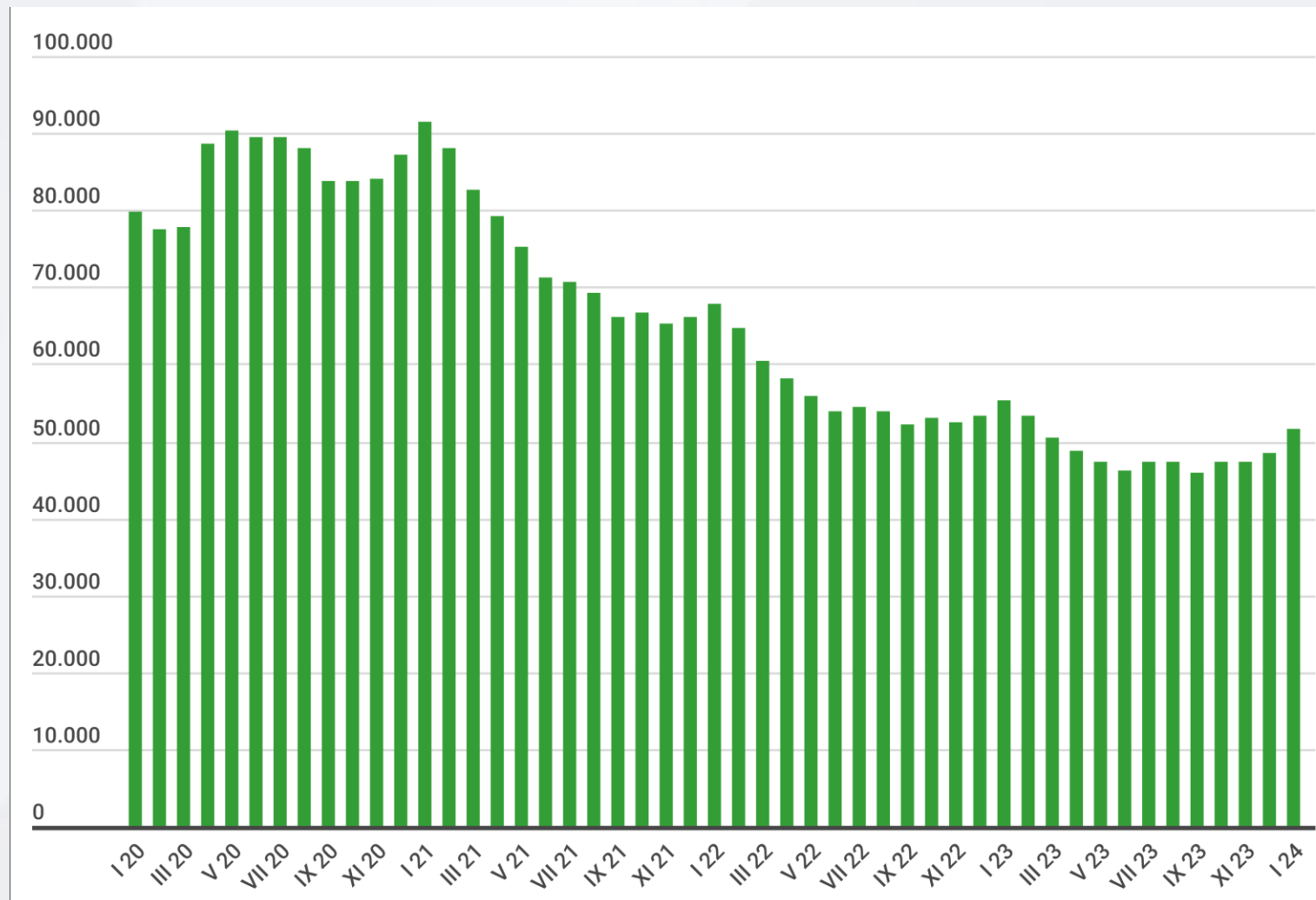
Invalidi

15,6%

Registered unemployment



Registered unemployment



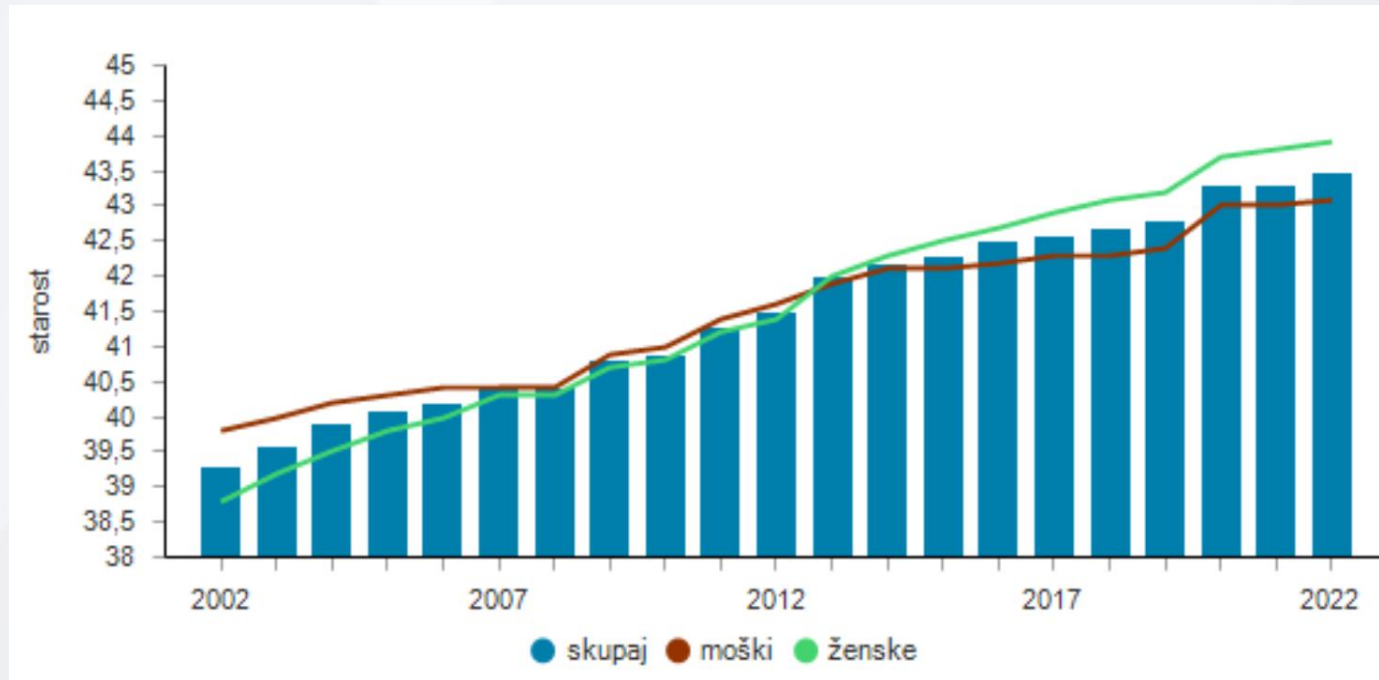
Tight labour market

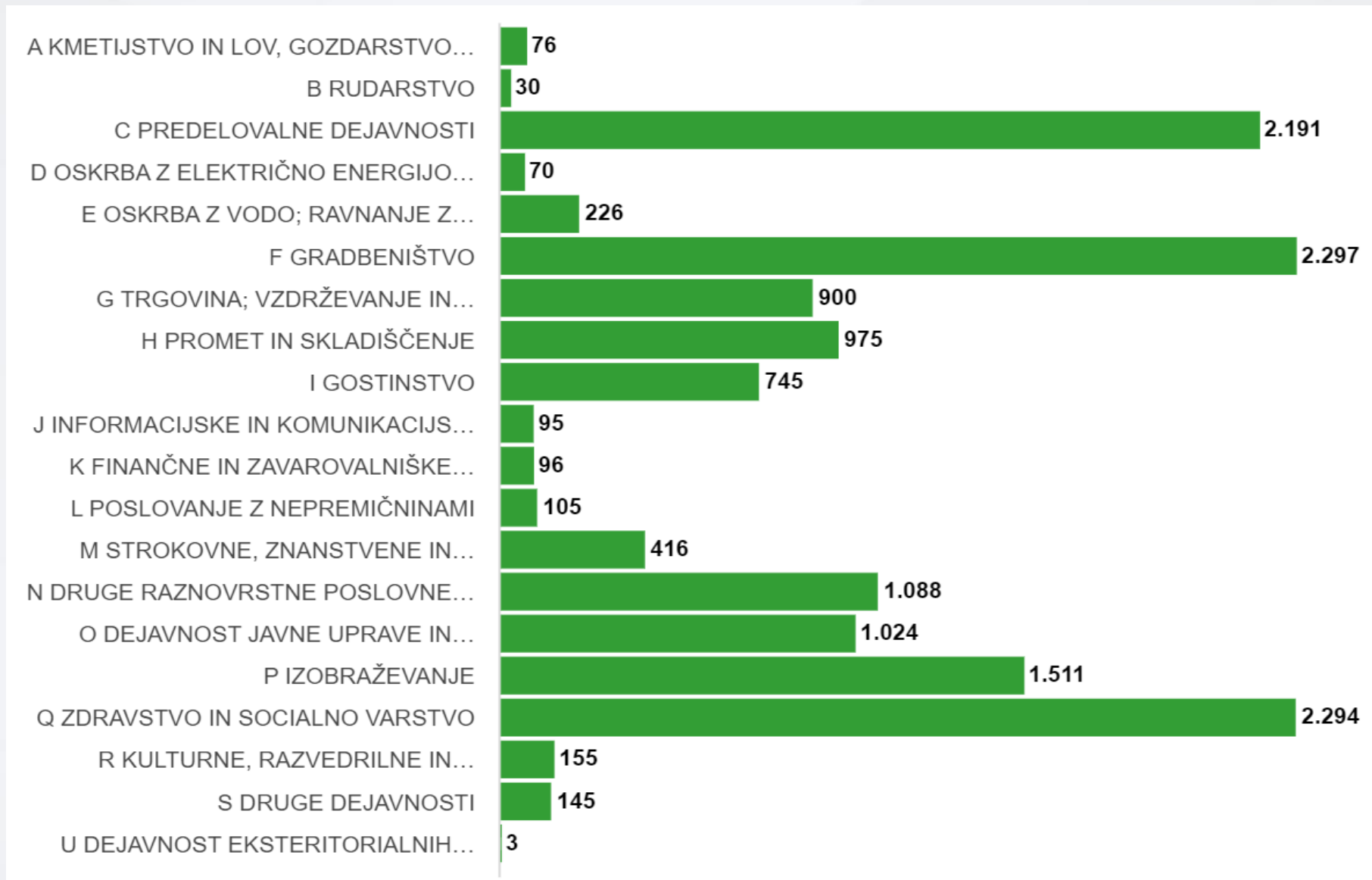
- Cyclical causes
 - *post-covid recovery – tapering off*
- Structural causes
 - *demographic shift – ageing population*
 - *labour market mismatches – digital and green transition*

- Sources of extra labour power
 - *domestic*
 - increase activity rates in specific groups
 - boost training and education for labour power in short supply, focusing on specific skills rather than formal education
 - *foreign: remove obstacles to legitimate and decent employment of foreign nationals*

Activity rates in specific age groups

	25–64		25–54		55–59		60–64		65–69	
Slovenia	80.5	+15.2	89.6	+9.8	78.6	+60.7	33.2	+100	11.1	+55.7
EU	77.6	+11.0	82.5	+7.8	76.0	+19.5	50.9	+56.1	15.1	+20.7





Major changes to labour market policies

- Labour Relations Act (2023)
- Transnational Provision of Services Act (2023)
- Labour Market Regulation Act (2024)
- Employment, Self-employment and Work of Foreigners Act (2024)

1. Draft/framework document
 - *negotiated and adopted among coalition parties, adopted by the Government*
 - *consultation with social partners*
2. Draft law
 - *alignment among ministries of the Government*
3. Economic Social Council negotiations
4. Adoption by the Government
5. National Assembly – discussion, amendments, adoption

- Implementation of EU directives:
 - *Transparent and Predictable Working Conditions*
 - *Work-life Balance Directive*
 - *EU Posted Workers Directive*
- Current Government agenda – coalition agreement commitments

- care leave
- shorter work time for parents and caregivers
- other flexible work arrangements for parents and caregivers
- right to information
- right to propose a new labour agreement with improved conditions
- rights of agency workers (idle temporary benefit)

- protection of labour representatives
- revision of process of dismissal for misconduct
- right to disconnect
- rights of victims of violence
- rights of agency workers
- subsidiary liability in subcontractor chains in construction

- Failed to implement:
 - *right to 48-hour continuous rest once per month*
 - *optional 30-hour work week as full-time employment*
 - *work-from-home annex*
 - *restriction of share of agency worker per employer*
 - *clearer definition of annual leave allowance*
 - *rights of foster parents as workers*
 - *statute of limitations for workers in disguised employment*
 - *protection of domestic violence victims from dismissal*

Transnational Provision of Services Act

- Amended provision on social contributions for posted workers
 - *previously: levied on hypothetical income for equivalent work in country of origin*
 - *amendment: levied on actual income in the target country*
- 80%+ workers from BiH and Serbia posted to Austria and Germany in construction
- More construction workers posted from Slovenia than working in Slovenia
- Pending lawsuit for social dumping through letterbox companies

Labour Market Regulation Act (2024)

- Compulsory registration of vacancies with the PES
- PES right to refuse to suspend issuance of labour permits for foreign national in case of ongoing violations proceedings
- Loosening of language requirements
- Overhaul of unemployment benefits for elderly workers – bridge to retirement
- Short-time work scheme

Employment, Self-employment and Work of Foreigners Act

- Implementation of the EU Blue Card Directive
- Loosening of requirements on salary and contract duration
- Seasonal work in HoReCa
- Declining work permits for foreign nationals in case of layoffs of elderly workers
- Public list of malpracticing employers of foreign nationals

Memorandums, social security and employment agreements

- Bosnia and Herzegovina
- Serbia
- Macedonia
- Philippines
- Turkey