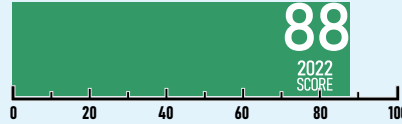


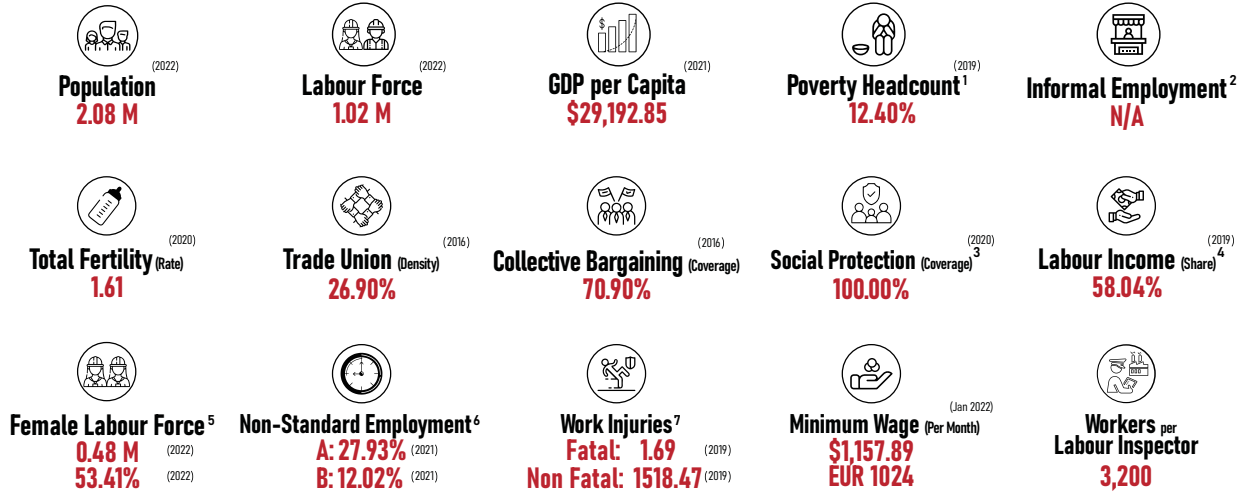


Slovenia



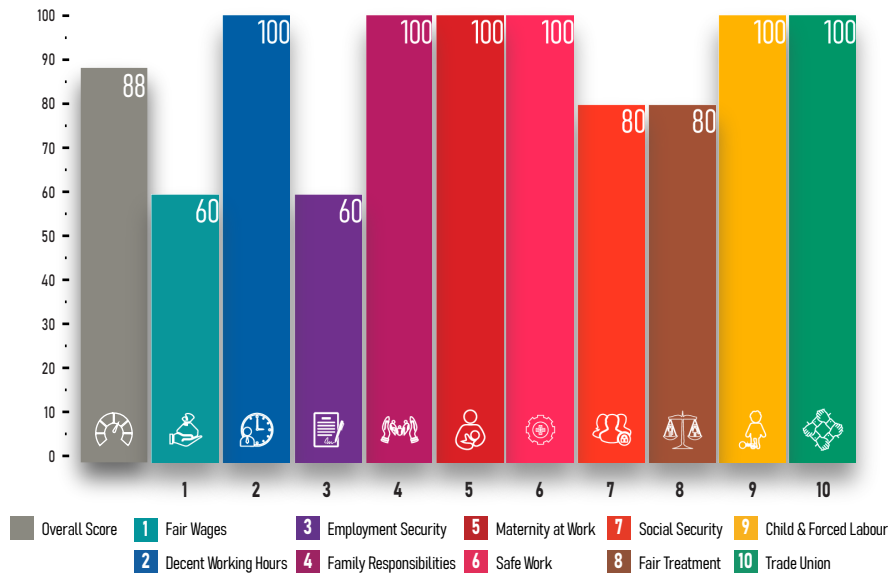
88 2020 SCORE
Eastern Europe
High Income
Approaching Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Slovenia's overall score is 88 out of 100. The overall score for Slovenia is similar to the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§126, 141 of Employment Relations Act, 2013; Minimum Wages Act, 2010	●
	Does the law require regular payment of wages?	Yes	§126-136 of Employment Relations Act, 2013	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	No	§128(1) of Employment Relations Act, 2013	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§128 of Employment Relations Act, 2013	●
	Does the law require additional compensation for night work?	No	§128 & 150-153 of Employment Relations Act, 2013	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§128 & 142-149 of Employment Relations Act, 2013	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§143(3) of Employment Relations Act, 2013	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§154-156 of Employment Relations Act, 2013	●
	Does the law require paid public holidays?	Yes	Law on Holidays and Public Holidays in the Republic of Slovenia, 2005; §166 of Employment Relations Act, 2013	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§131, 151 & 159-163 of Employment Relations Act, 2013	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§11, 12, 17 & 31 of Employment Relations Act, 2013	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§54-57 of Employment Relations Act, 2013	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§125 of Employment Relations Act, 2013	●
	Does the law require a 30-day notice before contract termination?	Yes	§82-97 of Employment Relations Act, 2013	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§108 of Employment Relations Act, 2013	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§29-47 of Parental Protection and Family Benefits Act, 2014	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§25-28 & 40-47 of Parental Protection and Family Benefits Act, 2014	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§50 of Parental Protection and Family Benefits Act, 2014	●
	Does the law require paid nursing breaks?	Yes	§188 of Employment Relations Act, 2013; §49 of Parental Protection and Family Benefits Act, 2014	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§26 of the Employment Relationship Act, 2013	●
5. Maternity at Work	Does the law require paid maternity leave of at least 14 weeks?	Yes	§19-24 of Parental Protection and Family Benefits Act, 2014	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§40-47 of Parental Protection and Family Benefits Act, 2014; MISSOC Comp. Table for Slovenia	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§40-47 of Parental Protection and Family Benefits Act, 2014; MISSOC Comp. Table for Slovenia	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§90, 102 & 115 of Employment Relations Act, 2013	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§9, 12(3), 14, 19, 50, 76(8) & 77(1) of the Health and Safety at Work Act, 2011	●
6. Safe Work	Does the law require the employer to train workers on health and safety issues?	Yes	§38 & 76(34) of the Health and Safety at Work Act, 2011	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§137 & 182-185 of Employment Relations Act, 2013; Official Gazette of the RS, No. 62/2015	●
	Does the law provide for employment injury benefit?	Yes	§53-62 of Pension and Invalidity Insurance Act, 2012; MISSOC Comp. Table for Slovenia	●
	Does the law provide for an old age pension?	Yes	§26-39 of Pension and Invalidity Insurance Act, 2012; MISSOC Comp. Table for Slovenia	●
	Does the law provide for a dependants/survivors' pension?	Yes	§26-39 of Pension and Invalidity Insurance Act, 2012; MISSOC Comp. Table for Slovenia	●
7. Social Security	Does the law provide for unemployment benefit?	Yes	§58-71 of Law on Labour Market Regulation, 2010; MISSOC Comp. Table for Slovenia	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§31 & 34 of Health Care and Health Insurance Act, 1992; §137 of Employment Relations Act, 2013	●
	Does the law provide for invalidity benefit?	Yes	§41-52 & 63-69 of Pension and Invalidity Insurance Act, 2012; MISSOC Comp. Table for Slovenia	●
	Does the law require equal remuneration for work of equal value?	Yes	§6 & 133 of Employment Relations Act, 2013	●
	Does the law prohibit sexual harassment in employment?	Yes	§7, 47, 111 & 217, Employment Relations Act, 2013; §39 & 45, Anti-Discrimination Law, 2016; §197, Criminal Code, 2008	●
8. Fair Treatment	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§6 of Employment Relations Act, 2013; Anti-Discrimination Law, 2016	●
	Does the law allow women to do the same jobs as men?	No	§49 of the Constitution of Slovenia 1991	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Pension and Invalidity Insurance Act, 2012; MISSOC Comp. Table for Slovenia	●
	Does the law prohibit employment of children?	Yes	§21, 211-212 of Employment Relations Act, 2013	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§3 & 45 of the Primary School Act, 1996	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§146, 190-194 & 218 of Employment Relations Act, 2013; Regulation No. 62/2015	●
	Does the law prohibit forced labour?	Yes	§49 of the Constitution of Slovenia 1991; §113 of Penal Code, 2008	●
	Does the law allow workers to form and join unions of their own choice?	Yes	§76 of the Constitution, 1991; §6-8 of Trade Union Representativeness Act, 1993; Employment Relations Act, 2013	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	Collective Agreements Act 2006	●
	Does the law provide for the right to strike?	Yes	§77 of the Constitution, 1991; Law on Strikes 1991	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§77 of the Constitution, 1991; §13 of the Law on Strikes 1991	●

Covid 19 and Labour Market in Slovenia*

Total Covid Cases	1.06 Million
Total Covid Deaths	6,668
Partial Vaccinated	61.0%
Fully Vaccinated	59.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✓
Training (activation measures)	✗

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Slovenia on SDG 8.8.2 is 0.36 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change