

Employment Specifics

Employment contracts

All employment contracts must be for an infinite period, aside from some exceptions noted in labor law in which are granted fixed-term employment contracts. The inappropriate use of fixed-term employment agreements is something employers are penalized for.

Inclusion in social insurance starts on the day of commencement of work agreed in the employment contract. Moreover the employer is obliged to register the employee with the competent state authorities (*for purposes such as statutory pension, disability and sickness insurance and unemployment insurance*), in accordance to special regulations, and must give a copy of the application within 15 days of commencement of work.

Probation period

The probation period should be agreed by the employee and employer and established in the employment agreement. Its duration can't exceed more than 6 months. In case of absence in the work the probation period could be prolonged.

Termination of employment

The employment can be terminated if there is a mutual agreement or a fixed term contract has expired.

Termination of contract can be initiated by the employee without a statement of grounds but still in compliance with the length of notice periods.

Only upon specific grounds specified in Employment Relationships Act the employer may terminate an employment agreement.

Hours of work

The standard working week is 40 hours long (8 hours per day with lunch break of 30 minutes – paid). Due to overtime laws in place, this rarely goes above 48 hours. Working hours are usually between 8am-4pm or 9am – 5pm.

Annual leave and pay for annual leave

All employees in Slovenia are entitled to at least four weeks of annual leave, regardless of whether they work full-time or part-time. The minimum number of days of a worker's annual leave depends on the distribution of working days within the week of an individual worker.

Employees over age 55, disabled employees and persons nursing a disabled child are entitled to additional annual leave up to three days according to the collective agreement. Employee also has the right to one additional day of annual leave for every child under the age of 15.

Employers are obliged to make a payment for annual leave to employees who are entitled to annual leave, in the amount of at least the minimum wage (for 2021: 1.024,24 EUR).

The pay for annual leave must be paid out to workers by 1st July of the current calendar year at the latest.

National Holidays are not included into Annual leave!

Sick leave

Employees may take sick leave in the event of illness, injury, or a sick family member. A sick leave must be properly supported by a doctor's notice.

If the absence is not due to a work related illness or injury, the employee is entitled to 80% of his/her prior three months salary.

If the absence is due to work, the employee is entitled to receive 100% of his/her pay, based on the average salary from the prior three months.

The employer pays for the leave for the first 30 work days. The state pays the leave from then on. If employee is absent due to a sick family member (e.g. sick child) the state pays the leave.

Other leave

Paid maternity leave (which is covered under the social insurance scheme) is assured 28 calendar days prior to birth and extends to 337 calendar days following birth (total of 1 year). Paid fathers leave is assured up to 30 calendar days and is also covered under the social insurance scheme.

Salaries

The minimum state salary in Slovenia is 1.024,24 EUR (for year 2021).

Salaries are paid once a month for previous month. Employers are obliged to pay wage compensation in cases of absence from work due to annual leave, paid absence due to personal circumstances, education, statutory holidays and work-free days.

Slovenia's National Holidays & Other work-free days

1st and 2nd January: New Year Holiday

8th February: Prešeren Day, the Slovenian Cultural Holiday

Easter Sunday, Easter Monday

27th April: Day of Uprising against the Occupation

1st and 2nd May: Labour day

25th June: Statehood Day

15th August: Feast of the Assumption

31st October: Reformation Day

1st November: Day of Remembrance for the Dead

25th December: Christmas Day

26th December: Independence and Unity Day

Good to know

Prior to employment candidate must be referred to a medical exam. When we receive doctor's notice about employee's medical status then candidate can start working.

Employee must also go to Safety and health at work training.

Both - medical exam and training for Safety and health at work – are employers' costs!

Employer must provide employee with reimbursement of:

- Expenses for meals during work (meal reimbursement).
- Expenses for travel to and from work (commuting allowance).
- Expenses incurred by employees during the performance of certain work and tasks on business trips.

Employee is entitled to a seniority bonus (length of service; usually 0.5% on base salary for every full year of work).