



REPUBLIC OF SLOVENIA

**EUROPEAN SOCIAL CHARTER  
(REVISED)**

*Fifth Report of the Republic of Slovenia*

*for the reference period*  
1<sup>st</sup> of January 2003 - 31<sup>st</sup> of December 2004

(Articles 1, 5, 6, 7, 12, 13, 16, 19 and 20)

## FORM FOR REPORTS

For the period **1 January 2003** to **31 December 2004** made by the Government of the **Republic of Slovenia** in accordance with Article C of the Revised European Social Charter and Article 21 of the European Social Charter, on the measures taken to give effect to the accepted provisions of the Revised European Social Charter, the instrument of ratification or approval of which was deposited on **7 May 1999** .

This report also covers the application of such provisions in the following non-metropolitan territories to which, in conformity with Article L, they have been declared applicable: /

In accordance with Article C of the Revised European Social Charter and Article 23 of the European Social Charter, copies of this report have been communicated to:

*Trade Unions:*

- Trade Union Confederation '90 of Slovenia
- *Neodvisnost* (Independence) Confederation of New Trade Unions of Slovenia
- Confederation of Trade Unions of Slovenia - PERGAM
- Association of Free Trade Unions of Slovenia
- *Alternativa* – Slovenian Association of Trade Unions

*Employers' organisations:*

- Association of Employers of Slovenia
- Association of Employers of Craft Activities
- Employers' Organisation of Slovenia

*For Information:*

- Chamber of Commerce and Industry of Slovenia
- Chamber of Craft of Slovenia

The reports drawn up on the basis of this Form should give, for each accepted provision of the Revised European Social Charter, any useful information on measures adopted to ensure its application, mentioning in particular:

1. any laws or regulations, collective agreements or other provisions that contribute to such application;
2. any judicial decisions on questions of principle relating to these provisions;
3. any factual information enabling an evaluation of the extent to which these provisions are applied; this concerns particularly questions specified in this Form.

The Parties' reports should be accompanied by the principal laws and regulations on which the application of the accepted provisions of the Revised Charter is based. These may be sent in their original language and translation in one of the official languages of the Council of Europe may be asked for in exceptional circumstances.

The replies of the governments should, wherever appropriate, specify explicitly:

- a. whether they are only concerned with the situation of nationals or whether they apply equally to the nationals of the other Parties (see Appendix to the Revised Charter, points 1 and 2);
- b. whether they are valid for the national territory in its entirety, including the non-metropolitan territories if any to which the Revised Charter applies by virtue of Article 34;
- c. whether they apply to all categories of persons included in the scope of the provision.

A state bound by obligations under certain International Labour Conventions may find it sufficient to supply a copy of the relevant reports submitted to the ILO on the application of these conventions in so far as the latter cover the same field of application and the same reference period as the relevant provision of the Charter.

The information required, especially statistics, should, unless otherwise stated, be supplied for the period covered by the report.

Where statistics are requested for any provision, it is understood that, if complete statistics are lacking, governments may supply data or estimates based on *ad hoc* studies, specialised or sample surveys, or other scientifically valid methods, whenever they consider the information so collected to be useful.

The report should as far as possible be submitted by E-mail to the address *social.charter@coe.int* or be appended by a diskette *in Word format*. If this is not possible, the Parties are requested to submit their reports in five copies and the appendices in two copies.

PARTIES ARE REQUESTED:

- as far as the first report is concerned:  
to reply to all questions appearing in this Form;
- as far as subsequent reports are concerned:  
to update the information given in the previous report.

The secretariat is invited to distribute with this form a working document - that will be regularly updated - indicating the provisions of the United Nations, the ILO, the WHO, the European Union and the Council of Europe corresponding to the different articles of the Charter and a summary presentation of the different control mechanisms.

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## Article 1: THE RIGHT TO WORK

### 1:1 Measures aimed at achieving full employment

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#### Unemployment among ethnic minorities

As the Employment Service does not maintain registers of this kind, indicators of employment and unemployment levels among members of ethnic minorities are unavailable. Assuming that the members of the Italian minority live mainly along the Slovene-Italian border and the members of the Hungarian minority along the Slovene-Hungarian border, and taking into account the fact that the regional services in Koper and Nova Gorica have the lowest unemployment level in Slovenia, while in the regional service in Murska Sobota it is high above the average, we can only assume that the number of unemployed among the Italian minority is minimal, while it is higher among the Hungarian minority.

We do have data, recorded at the end of September 2004, on the structure of unemployment according to citizenship (Source: the Employment Service of the RS (ESRS))

Country	Sept. 04
<b>Slovenia</b>	<b>89006</b>
<b>Old EU members</b>	<b>22</b>
BELGIUM	1
DENMARK	1
FRANCE	1
GERMANY	11
GREECE	2
ITALY	2
NETHERLANDS	1
SWEDEN	1
UNITED KINGDOM	2
<b>New EU members</b>	<b>27</b>
CYPRUS	1
CZECH REPUBLIC	5
HUNGARY	9
LITHUANIA	1
POLAND	5
SLOVAKIA	6
<b>States on the territory of the former Yugoslavia</b>	<b>1532</b>
BOSNIA AND HERZEGOVINA	958
CROATIA	227
YUGOSLAVIA	282
MACEDONIA	65
<b>Other countries</b>	<b>98</b>

## **The average number of unemployed persons included in active employment programmes (AEP)**

In 2003, nearly 80% (77,206) of all registered unemployed persons were included in AEP, mostly in programmes of education and training. During the period 1998-2001 the level of inclusion increased from 53.6% to 59.8%. The implementation of employment programmes in 2003 contributed towards an improvement in the structure of unemployment, as the proportion of long-term unemployed and of unemployed persons with no vocational education was reduced, as was the proportion of the unemployed between 40 and 50 years old, those over 50 and permanently redundant workers, as well as those who lost their job due to bankruptcy.

The ratio between the active and passive measures aimed at helping the unemployed which, for example, was 1:3 in 1998, in 2003 amounted only to 1:1.5. Practically all the new measures are aimed at the promotion of employment and the creation of new jobs via subsidies and tax incentives and are, although being without exception tied to the employment of an unemployed person, directed at employers. In addition, the Ministry of Labour, Family and Social Affairs (MLFSA) for the second year running this year earmarked 70% of all the funds allocated for the active employment policy to regions with a higher than average level of unemployment, which influences the reduction of regional differences in relation to the unemployment level. Moreover, in 2004 we have doubled the number of unemployed persons included in programmes of regular education and professional training or acquiring vocational qualifications (thus Programme 5,000 became Programme 10,000+).

## **Measures aimed at achieving full employment**

With respect to measures aimed at achieving full employment, we roughly differentiate between measures tied to specific persons and direct measures. Within the work of the MLFSA, a large proportion of the operative measures are connected with the implementation of an active employment policy. Individual measures are aimed at abolishing structural distortions on the labour market, the raising of the employment level and the mobility of the work force, life-long learning, the shortening of the period between becoming unemployed and finding employment, creating equal opportunities for groups or individuals who face obstacles on the labour market and the equality between the sexes. The measures also contribute to the achievement of the following goals:

- better motivation for finding suitable or appropriate employment,
- more employment for older people (between the ages of 55 and 64),
- inclusion of young people in employment within 6 months at the latest,
- vocational education and training in line with the requirements of the labour market ,
- (re-)inclusion of inactive persons on the labour market with the help of special and adapted programmes,
- supplementation and extension of public works programmes and local employment programmes with the aim of creating new jobs for the employment of hard-to-employ persons,
- public works being more often directed at tourist activities, environment protection and activities connected with the preservation of our cultural identity and heritage,
- the existence of non-governmental organisations in the relevant area of social programmes in agriculture, inter-municipal projects relating to social development, etc.

- overview of the existing active policy programmes, their coordination with changes on the labour market and priorities in the national employment policy.

The above goals are in line with the general goals of European employment policy and the Lisbon Strategy.

Tax incentives and reliefs for the creation of new jobs aimed at employers ease the employment of hard-to-employ persons, increase business initiative and reduce employers' costs per job, which in turn affects the employment level, leading to the final goal of full employment.

At an individual level, these measures are directed towards the activation of the unemployed and the potentially unemployed so that they take on greater responsibility for their own employment.

**Information about the effects of various active measures dealing with the problem of long-term unemployment. Why has the total share of expenditure for these measures (as a share of GDP) decreased considering the seriousness of the problem presented by long-term unemployment?**

The share of expenditure within the Budget of the Republic of Slovenia aimed at active measures for reducing long-term unemployment within the working area of the MLFSA has grown nominally throughout the period reported on. Thus, for example, the ratio between passive and active measures aimed at unemployment reduction in 1998 amounted to 3:1, while in 2004 it is 1.5:1 and is continuing to change favourably towards active measures. As an example, let us mention that within the framework of the active employment policy for 2004 we have already implemented the measure under the heading "Stimulating new employment of long-term unemployed persons, recipients of financial and social aid" – a one-off subsidy, which pursues both the goal of reducing unemployment as the chief cause of poverty and social exclusion, as well as that of achieving a society with full employment. Within the period reported on gross domestic product grew even faster: for example, from 2.7% in 2001 to 3.3% in 2002. The result was that the share of funds earmarked for the goals above grew slower than GDP within the same period of time.

In 2003 and 2004 additional resources were planned for this area from PHARE funds: EUR 2,572,257.45 in 2003 and EUR 2,081,244.22 in 2004. With full EU membership Slovenia also acquired the right to draw from structural funds. Thus in 2004, it acquired SIT 3,052,654,051.00 from the European Social Fund (ESF) and within the framework of the community's EQUAL initiative another SIT 103,133,000.00 for the development of innovative programmes in the area of social inclusion and the facilitation of the employment of the most vulnerable groups on the labour market.

In 2001, the Employment and Insurance Against Unemployment Act was amended. The period of receipt of unemployment benefit was thus reduced from 24 to 12 months, which affected the proportion of passive measures aimed at reducing unemployment in relation to GDP. Moreover, the number of registered unemployed fell during the period reported on, as did the number of those entitled to receive unemployment benefit. The number of those entitled thus in this period fell from 36,082 in 1998 to 17,601 in 2002.



On the basis of the above it is possible to conclude that the nominal reduction in the proportion of GDP earmarked for active and passive measures aimed at the prevention of unemployment had no negative effects on the effectiveness of these measures in the reduction of long-term unemployment and, consequently, the realisation of the goals of the Lisbon Strategy relating to the labour market and employment.

## **1:2 Right to a freely chosen profession**

### **Information regarding Conclusions 2004 page 507**

**Are all the groups/categories of employment accessible to foreign nationals or are there restrictions and if so, for which categories?**

In the Republic of Slovenia, foreign nationals or stateless persons have access to all employment groups/categories under the condition that they fulfil all the conditions imposed on Slovene nationals relating to the carrying out of a profession. Pursuant to the Employment and Work of Aliens Act (Ur.l. RS, no. 66/00), the employment of a foreign national depends on the conditions on the labour market in Slovenia. A foreign national can obtain a work permit only when there is on the Slovene labour market no suitable unemployed Slovene person or (from 1 May 2004) no unemployed person from EU member states. A foreign national in Slovenia who has a three-year personal work permit or an indefinite work permit is, with respect to employment, in an equal position to Slovene nationals. Some posts in the Republic of Slovenia involving public functions are tied to nationality of the Republic of Slovenia as defined by Slovenia's legislation.

### *Specific practical examples of the enforcement of Article 171 of the Employment*

#### *Relationships Act*

In 2002 the Employment Relationships Act (ERA; Ur. l. RS, no. 42/02 – it came into force on 1 January 2003) was adopted, which replaced the Basic Rights Stemming from Employment Act and the Employment Relationships Act.

Article 171 of the ERA states that **exceptionally** an employer can, in the event of a natural disaster or another accident, one-sidedly temporarily change the type or place of work as defined in the employment contract. The ERA also states that such one-sided temporary change can also occur in the event of natural disasters and other accidents, if such an event is expected, or under other exceptional circumstances when human life and health or the employer's assets are at risk. The change can only last as long as the exceptional circumstances still apply.

### **Concept of “appropriate employment”**

The concept of appropriate employment is defined by the Employment and Insurance Against Unemployment Act (Ur. l. RS, no. 5-223/91, 12/92, 71/93, 38/94, 69/98 and 67/2002) in Article 17d. Appropriate employment is permanent employment or temporary employment

which corresponds with the classification of a post in a tariff class of the appropriate collective agreement up to one level lower than the one which the person in question has been allocated to for most of the time within the twelve months prior to becoming unemployed. In addition, the distance of appropriate employment from the place of residence of the unemployed person is such that it is necessary to travel to work for up to one hour and a half each way by public transport or transport organised by the employer or for which the person is given accommodation in another place.

For an unemployed person living on his or her own with a child aged up to fifteen, the appropriate distance is up to one hour by public transport or transport organised by the employer each way between the place of residence to the place of work. The overall absence period of the unemployed person from home due to work and transport to work must not exceed eleven hours.

An unemployed person can be offered appropriate employment after half the period of time for which he or she is entitled to unemployment benefit has expired and if there are no unemployed persons for whom that particular job would be suitable.

An unemployed person who has accepted appropriate employment and who within 18 months of accepting appropriate employment becomes once more unemployed is offered employment which was suitable prior to the acceptance of appropriate employment. If that is not possible he or she can, after half the period within which he or she is entitled to unemployment benefit has expired, be offered employment which was appropriate before he or she once more became unemployed.

### **Legal regulation of “part-time work”**

The ERA governs part-time work contracts in Articles 64 to 66. In paragraph 2 of Article 64 it is stated that working hours shorter than full working time that apply to a particular employer are deemed part-time work. The duration of working time can also be defined in a collective agreement or in an employment contract. In line with Article 29 of the ERA every employment contract must contain a provision specifying whether the contract is for full or part-time work.

The ERA does not define any categories of workers for whom part-time work is not possible. The most frequent examples of part-time work appear in cases of:

- disability,
- parental obligations,
- medical rehabilitation,
- partial retirement,
- in other cases when part-time work is in the interest of the employer and the worker.

A worker working part-time has the right to participate in management in line with a special law. The right to participate in management is realised in line with the Worker Participation in Management Act (WPMA; Ur. I. RS, no. 42/93 and 56/2001), which does not differentiate between those employed full or part-time.

The prohibition of discrimination appears in paragraph three of Article 64 of the ERA, which states that a worker who has concluded an employment contract for part-time work has the

same contractual and other rights and obligations arising from his or her employment as a worker who works full time. These rights and obligations are exercised proportionally to the time agreed in the employment contract, with the exception of those for which the law stipulates otherwise. One such exception is the provision in paragraph two of Article 154 of the ERA, pursuant to which such a worker has a right to a break during his time at work that is proportionate to the time spent at work, taking into account an additional restriction that only those workers who work at least four hours a day are entitled to such a proportional break, otherwise this right does not apply. The right to annual leave is governed by paragraph four of Article 64 of the ERA, which states that a worker has the right to an annual leave of minimum duration. In line with Article 159 of the ERA, which regulates the duration of annual leaves, this means that annual leave for a particular calendar year can not be less than four weeks, irrespective of whether a worker works full or part-time. Pursuant to paragraph one of Article 131, part-time workers also have the right to a full holiday allowance, that is at least as much as the minimum wage. Moreover, a worker working part-time has the right to the reimbursement of his or her travelling expenses to work.

Unless the employment contract stipulates otherwise, an employer **must not** make a part-time worker work more than the agreed working time, except in the event of natural disasters or other accidents. Overtime can only last while it is necessary to save human lives, protect people's health or prevent material damage. In line with Article 145 of the ERA, a worker working part-time in line with the regulations regarding pension and disability insurance, and health insurance, as well as with other regulations, can not be made to work more than the agreed hours.

Fines imposed on employers acting in contravention of the provisions of the ERA (i.e. imposing overtime on a part-time worker, contravening paragraph six of Article 64 of the ERA) are defined in Article 230 of the ERA. An employer who is a legal person is fined between SIT 500,000 and SIT 1,000,000 and an employer who is a natural person between SIT 100,000 and SIT 500,000. A fine of between SIT 50,000 and SIT 200,000 is also imposed on the employer's liable person, when the employer is a legal person, or the liable person in a state body, state organisation or local community.

The pay of part-time workers is determined in the same way as for full time workers, and is calculated proportionally to the working hours. The Salary System in the Public Sector Act (SSPSA, Ur. l. RS, no. 56/2002), which governs the salary system of officials and public servants determines that the salary consists of the basic salary, a performance-linked element and supplements. The basic salary is determined by inclusion in a particular pay bracket on a pay scale. The Salary System in the Public Sector Act does not contain any special provisions on the basis of which it would be possible to treat part-time workers any differently.

The ERA does not have any special provisions about the termination of a part-time employment contract. Paragraph three of Article 64 of the ERA stipulates prohibition of discrimination and equal treatment of part-time workers in comparison with full time workers. This applies also to termination of employment contracts.

In addition to the ERA, which governs part-time work and applies to all employees, part-time work is also governed by:

- Act on the Ratification of the Convention Regarding Part-time Work (Ur. l. RS, no. MP 4/2001), pursuant to Article 8 of the Constitution of the Republic of Slovenia, ratified and published international agreements are applied directly;

The social rights derived from employment contracts for part-time work are governed by:

- Pension and Disability Insurance Act,
- Health Care and Health Insurance Act,
- Parental Protection and Family Benefits Act.

### **1:3 Free employment services**

#### **Information regarding Conclusions 2004 page 509**

##### **Register of job seekers**

The Employment Service of Slovenia maintains a register of registered job seekers<sup>1</sup>, of unemployed persons and of persons who have found employment. In 2003, 47,193 unemployed persons found employment and in 2004 49,968 persons (on average, there were 92,826 unemployed persons in 2004).

The Employment Service, pursuant to the law, publicly advertises jobs. This is very important as the Service publishes the demand for workers, making this information accessible to the widest possible circle of job seekers, thus contributing to the reduction of friction unemployment.

Thus, when employers advertising jobs desire the cooperation of the Service, that is the publication in the media, the Service advertises these jobs in the most widely read newspapers, on the teletext of Television Slovenia, on the Service's Web site (which is among the most visited sites). The Service not only provides information to the registered unemployed but also to other people seeking employment.

Taking into consideration the conditions of a particular job, the Service selects suitable unemployed persons from its register and refers them to the employer. The Service examines the requirements of employers for workers in more detail in a number of other ways: by carrying out annual studies of employers' personnel plans; by visiting those responsible for employment at different employers with the aim of reaching a detailed agreement about meeting their requirements; in individual cases, it organises wider informative discussions between job seekers and employers; sometimes, particularly when a large number of people is to be employed or in cases of employment of special importance, it implements the whole project of finding workers (for example, for Revoz in Novo mesto, etc.). When unemployed persons are referred to employers the latter are sometimes not satisfied with the persons referred because they do not fulfil their expectations, and the other way round – in the case of

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<sup>1</sup> Terminology note

A job seeker is an unemployed person officially registered at the Employment Service. This explanation is used in these answers. In a wider sense, a job seeker may also be a person who is already employed, but seeking other employment (a different employer, a different job).

professions where there is a shortage of people, the Service can not offer a sufficient number of suitable persons.

### **Information about the number of concessionaires carrying out employment services**

In Slovenia, 69 legal persons have a concession for carrying out employment services, that is finding jobs and finding and providing workers (general concession), while 76 legal persons have a concession for acting as agents for supplying temporary and occasional work to secondary school pupils and students (student concessions).

### **Inclusion of the social partners in the work of the Employment Service at regional and local level**

The social partners (representatives from the chambers of commerce and crafts, representatives of trade unions and local authorities, etc.) are included in the work of the Employment Service at the local and regional level. Special Councils of Partners have been established, which operate at the regional level and which the Service provides with expert (as well as technical and administrative) support.

### **Information about the “placement rate” (the proportion of the jobs available filled by the Service)**

The Service in 2003 filled 40.5% and in 2004 41.1% of the available jobs (the relative relationship between the number of unemployed persons who were employed and the total number of employed persons).

### **The results of the reform / the new organisational structure of the Employment Service and the public employment agencies**

The Service has gradually implemented a relatively extensive organisational reform (started when the Rules on Internal Organisation were adopted in 2001), the aim of which was greater internal efficiency and the external success of its activities. The reform results have, by and large, been positive and have been presented to the Administrative Board of the Employment Service. The reform and adaptation of the organisation continues, and a project relating to the quality of its services has been running for some time now, for which in January 2005 the Maribor and Koper regional offices and the Central service for increasing employability and employment received the ISO 9001:2000 quality certificate. Work in this area continues.

## **Article 5: THE RIGHT TO ORGANISATION**

### **Information regarding Conclusions 2004 page 510**

#### **Protection of trade union activities**

With regard to the question of the protection of trade union activities, in addition to the regulation specified in Articles 207 to 210 of the ERA mention should also be made of the constitutional provision regarding the freedom of trade unions, specified in Article 76 of the Constitution of the Republic of Slovenia, which states that the freedom to found trade unions and carrying out trade union activities, as well as to join a trade union are guaranteed.

Article 113 of the ERA should also be mentioned here as it describes special legal protection against the termination of employment. An employer can not terminate the employment contract of an appointed or elected trade union representative without the trade union's consent when the worker is acting in accordance with the law, the collective agreement and the employment contract, except when the worker, for business reasons, refuses suitable employment or the contract is terminated while the employer is undergoing a procedure of termination. This special protection applies throughout the worker's term of office and for a year after it has expired.

#### **Activities and protection of trade union representatives (Articles 207 to 210 of the ERA)**

With regard to the request for a detailed explanation of the section of the ERA which regulates the activities and the protection of trade union representatives it is necessary to say that this Act in this chapter first of all governs the obligations of employers towards trade unions, while the subsequent provisions describe trade union representatives, their protection in the case of transfer, other forms of protection of trade union representatives, and the trade union membership fee. The introductory article of the chapter describing the activities and protection of trade union representatives determines the employers' obligations to trade unions that must be fulfilled in order to ensure the speedy and efficient functioning of trade unions. Thus an employer is bound to provide suitable conditions in which a trade union can perform its activities expeditiously and efficiently in accordance with regulations pertaining to the protection of the rights and interests of workers. The specific conditions for this (for example, the number of hours paid for the work of trade union representatives, the space made available, paid absences due to education relating to trade union activities, meetings during working hours, etc.) are not defined in detail in this section of the Act, except when describing the obligation of employers to grant trade unions access to data needed for their activities. However, in contrast with the old regulation, this new law does not refer to this being governed by collective agreements. Undoubtedly it is highly likely that more detailed regulation of the conditions for the work of trade unions will continue to be the subject of collective agreements and individual agreements between specific employers and trade unions.

A trade union within the scope of its activities represents its members at a particular employer's and protects the rights and interests of members working for the employer. The ERA in the following articles defines the powers and obligations of trade unions:

Article 8: the powers of trade unions with regard to employers' general acts;

Article 74: information provision to and consultation with trade unions at a particular employer's in case the employer changes;

Article 84: the role of a trade union with regard to the termination of employment contracts;  
Article 85: opposing the termination of an employment contract;  
Article 97: the role of trade unions in collective termination of employment contracts;  
Articles 103 and 106: the role of trade unions in bankruptcy, liquidation and compulsory composition;  
Article 147: distribution of working hours;  
Article 152: night work;  
Article 153: women's night work;  
Article 179: disciplinary responsibility.

The law divides the cooperation of trade unions with employers into participation in decisions regarding workers' collective rights and participation in decisions relating to individual workers' rights. When there is an intention to terminate an employment contract and while establishing disciplinary responsibility, the trade union whose member the worker in question is should be involved when the worker demands it. This may be a trade union that is not representative and does not have an appointed or elected trade union representative at the employer's. The trade union at the employer's, which is pursuant to Article 8 of the ERA the representative trade union (at national or employer level) and which appoints or elects a trade union representative in line with article 208 of the ERA, participates in other procedures regarding collective decisions by employers. Employers' obligation to provide data needed by trade unions in the performance of their activities is linked to these powers of individual trade unions.

The next provision governs the possibility of the appointment or election of a trade union representative at an employer's and his or her rights and obligations. Article 208 of the ERA states that workers who are trade union members can appoint an individual to represent their interests at the employer's. This means that workers can be members of a trade union organised at their employer's or a trade union which is not organised at their particular employer's but at a different level, for example a particular activity. In both cases workers can appoint a representative who may be employed by this particular employer or not. At the same time it is possible that a trade union does not elect or appoint a trade union representative, but instead decides that its members at a particular employer will be represented by the trade union president.

It is an obligation of trade unions to inform the employer about an election or appointment of a trade union representative. This enables the employer to plan in advance and start in time all the procedures in which the trade union representative must be included.

It is the duty of a trade union representative to ensure and protect the rights and interests of the trade union members and at the same time this is a right which must be respected by the employer. However, a trade union representative must carry out trade union activities during the time and in a way that does not diminish the efficient carrying out of the employer's activities.

The next Article fulfils the requirement stated in the Council Directive 2001/23/EC of 12 March 2001 on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses. The Article thus governs the position and protection of trade union representatives in the event of a change of the employer.

The final provision in this chapter contains various groups of issues relating to the protection of trade union representatives that appeared in the old legislation pertaining to this area and to the trade union membership fee. Paragraph one limits the number of trade union representatives enjoying special protection against termination with criteria agreed in a collective agreement or in an agreement between an employer and a trade union. Taking into account this regulation, all the appointed or elected trade union representatives at an employer's who have a right to guarantee and protect the rights and interests of trade union members (paragraph three of Article 208) will not at the same time enjoy special protection against termination and the protection defined in paragraph 2 of Article 210. This allows certain trade union representatives, in addition to enjoying special protection against termination pursuant to Article 113, to enjoy also special protection in line with paragraph two of Article 201. This protection is, of course, relative and refers only to the actions that are the constituent part of trade union activities and must be in accordance with laws, collective agreements and other jointly agreed agreements. Thus a trade union representative can not be in a less favourable or subordinate position on account of carrying out trade union activities. This fulfils the stipulation contained in international agreements for ensuring the efficient work of trade union representatives. The last paragraph of this Article defines the employers' obligation to provide, when requested by a trade union, the technical execution of the settlement and payment of the trade union fees.

**Information regarding Conclusions 2004 page 512**

With regard to the last question from the EOSP, as to whether nationality is a condition for candidates applying to join any official body in which the social partners are represented, such as for example the Economic Social Council, we must stress that there is no such condition in our legislation.



## **Article 6: THE RIGHT TO COLLECTIVE NEGOTIATIONS**

### **6:1 Consultations between workers and employers**

#### **Information regarding Conclusions 2004 page 513**

With regard to the question of joint consultations within public institutions, we again draw attention to our additional explanations relating to Slovenia's 3<sup>rd</sup> report on the implementation of the European Social Charter (the revised version), Articles 5 and 6, from 2004, where we described the provisions of the Institutes Act, which regulates the right to worker participation in the management of institutions via the institute council. The institute council, which is a management body, consists of the representatives of the founder and the representatives of the users or the interested public, as well as the representatives of workers employed by the institute. The council adopts the statute or rules and other general acts of the institute, as well as programmes relating to the work and the development of the institute, monitoring their implementation. It also draws up financial plans and adopts the final accounts of the institute. In addition, the council proposes to the founder a change or widening of activities, offering suggestions and opinions relating to various matters to the founder and the director of the institute, as well as carrying out other activities determined by the law or the institute's founding act, statute or rules. Furthermore, in the report mentioned above we described in detail the parts of all the collective agreements in the public sector that govern the information supply to and consultations with workers.

### **6:2 Negotiations**

#### **Information regarding Conclusions 2004 page 514**

In connection with questions relating to the proposed law on collective agreements it should above all be stressed that this draft is still in the process of being coordinated by the social partners. The aim of the law is to regulate the parties to, the content of and the procedures involved in concluding collective agreements, the form, validity and cessation of the validity of agreements, matters related to reaching an amicable settlement of collective disputes, and the keeping and publication of collective agreements. An additional goal is to consistently adhere to the principle of the voluntary nature of collective negotiations, even with respect to the participation of employers' associations with obligatory membership. However, the issue of future participation of chambers with obligatory membership within the system of collective negotiations has yet to be resolved. The fundamental changes in the way this area is governed will, in addition to determining the negotiating parties on the employers' side, also concern the issue of the hierarchy of collective agreements, where it has already been agreed that in principle collective agreements at a narrow level can only be more favourable to workers than wider collective agreements. However, an exception to this rule will be possible under certain conditions determined in the wider collective agreement, so that collective agreements at a narrow level will be able to determine different rights and working conditions that are less favourable to employees. A change is also envisaged in relation to issues of later joining an already concluded collective agreement and the regulation of the general and wider validity which, however, has not yet been consolidated among the social partners. The proposed law, in contrast to current regulations, also defines the period for termination of a collective agreement (6 months) when this is not already determined in the collective agreement itself. The law also regulates in more detail the resolution of collective disputes regarding various interests and rights. The proposed law currently also envisages the sanctioning of failure to adhere to the provisions of collective agreements and to the

executable decisions related to the resolution of a dispute regarding rights, but here too the social partners have as yet not found common ground. The most contentious issue, as has already been noted, is the determination of the future role of employers' associations with obligatory membership in collective negotiations, whereby the current proposal of our Ministry is that these associations could partake in the conclusion of collective agreements for a transitional period of two years after the law enters into force. After this period it should be employers' associations with voluntary membership which take part in collective agreements.

### **6:3 Settlement and arbitration**

#### **Information regarding Conclusions 2004 page 516**

With regard to the question of the regulation of arbitration in the Collective Agreement for Non-Commercial Activities (Article 9a) and relating to the competences of labour and social courts in the resolution of disputes relating to the conclusion of and amendments to collective agreements, we need to make clear that labour courts in the Republic of Slovenia are responsible only for the settlement of collective disputes regarding rights and not for resolving conflicts regarding interests, and disputes on the conclusion of and amendments to collective agreements fall into the latter category. According to the Labour and Social Courts Act (Article 6), labour courts have the competence to pass decisions with regard to the following disputes based on collective agreements:

- between parties to the collective agreement themselves or between parties to the collective agreement and other persons regarding the existence or non-existence of a collective agreement and its implementation;
- regarding competences for collective negotiations;
- regarding the mutual compatibility of collective agreements or the compliance of collective agreements with the law.

Disputes about conflicts of interests, that is conflicts relating to the conclusion of or amendments to collective agreements which can not be resolved through negotiation should be resolved in an amicable manner by the two parties to a collective agreement out of court, first with reconciliation and then with arbitration.

A conflict involving two parties to a collective agreement that are unable to reach an agreement on the conclusion of or an amendment to the collective agreement cannot be resolved at a labour court.

It has already been mentioned that the Collective Agreement for Non-Commercial Activities in Article 9 states that a party can institute a proceeding at a competent court if the opposing party fails to appoint arbitrators and to attend sessions, thus hindering arbitration decisions. In addition, to clarify the provision, attention is also drawn to Article 26 of the currently applying law on labour and social courts, which in paragraph three states that when an arbitration board cannot be constituted because a party did not appoint its arbitrator or if arbitrators could not agree on the appointment of a president, the president of the labour court of the first instance appoints an arbitrator or president, following a proposal by the parties or an arbitrator. This means that the parties can institute proceedings at a court for the appointment of an arbitrator or the president of an arbitration board, but cannot institute proceedings regarding a conflict of interest, which could perhaps erroneously be derived from the wording of Article 9a of this Collective Agreement. Thus a labour court does not have the power to decide on the content of a dispute arising from a conflict of interest among the

parties to a collective agreement and its decision cannot substitute the will of the parties, which can only be expressed in a collective agreement through negotiations.

In collective disputes, labour and social courts can decide in legal disputes, whereas with regard to arbitration started in the event of a dispute arising from a conflict of interest among the parties to a collective agreement it has the power to appoint an arbitrator or the president of an arbitration board, if requested to do so by the parties, but not to pass a decision which can replace the will of the parties.

Last but not least, mention must also be made of the fact that the new law on labour and social courts (Ur. l. RS, no. 2/2004) has already been adopted and has entered into force on 1 January 2005. The new law does not contain any considerable changes in relation to the above. Moreover, a new Collective Agreement for the Public Sector is undergoing negotiations, as are some individual collective agreements in the private sector. As already indicated, a draft law on collective agreements is currently being harmonised by the social partners and it will consistently adhere to the principle of voluntariness in regulations pertaining to an amicable resolution of collective disputes.

#### **6:4 Collective activities**

##### **Information regarding Conclusions 2004 page 516-518**

With regard to questions relating to the right to strike it must once again be emphasised that Slovenia currently does not collect statistical data regarding strikes. However, there has been a proposal by the Statistical Office that it should collect such information and this is supported by our Ministry. This data is expected to start being collected after the Government, trade unions and employers have given their consent. This is why at the moment we cannot send a report on specific examples and consequences of strikes.

In connection with the question of instances and consequences of strikes in the police force, the defence forces, aviation, customs and railway transport, as well as other activities where a minimum level of the working process is required to be carried out, we can stress that in recent years there have practically been no such strikes as disputes are resolved by negotiations following the prior announcement of a strike.

In relation to the question of the consequences of illegal termination of employment contracts in the event of a legal strike, the Strikes Act states that organising a strike or taking part in a strike does not constitute a violation of working obligations and can not be the basis for instituting a proceeding for establishing disciplinary or material responsibility of a worker and thus can not result in a termination of an employment contract (paragraph one of Article 13 of the Strikes Act). This means that in the event of an illegal termination of an employment contract because of a legal strike, as in other cases of illegal termination, the worker in question is entitled to court action at the competent court, resulting in his or her reinstatement to the previous employment with all the relevant rights. If such a worker does not continue employment in spite of the illegal termination by the employer, the court awards compensation in accordance with the rules pertaining to civil law.

## **Article 7: THE RIGHT OF CHILDREN AND YOUNG PEOPLE TO CARE**

### **7:1 The prohibition of employment before the age of 15**

#### **Information regarding Conclusions 2004 page 519**

##### **The activities of the Slovenian Labour Inspectorate with regard to child labour**

In 2003, the Labour Inspectorate (LI) carried out a total of 9,095 inspections in relation to the control of employment relations, while in 2004 the total number of inspections performed increased to 9,914. It should be emphasised that the LI does not have any data relating to how many inspections involved child labour. However, labour inspectors watched out for evidence of child labour during both regular inspections as well as during extraordinary inspections carried out during specific campaigns. During this period there have been very few inspections based on reports relating to child labour and the LI in general very rarely receives such reports.

##### **a) Conclusions regarding child labour in 2003**

Inspectors have concluded that in 2003 employers adhered to Article 19 of the Employment Relations Act (ERA) stating that an employment contract concluded with a person who has not reached the age of 15 shall be deemed void. No violations involving an employment contract with a person under 15 were found in 2003.

Six requests for the issuing of a work permit for child labour were received in 2003 on the basis of Article 214 of the ERA and inspectors issued 3 such permits, 1 for help with maintenance and repairs and 2 for helping with the selling of fruit on a market stall during school holidays.

In 2003, labour inspectors found 1 violation related to child labour, which involved work carried out by a child under 15, who replaced his father selling fruit on a stall. A petition was filed with a misdemeanours judge and a regulatory decision was issued.

In 2003, the LI did not register any violations of Article 217 of the ERA, which defines the limitations of working hours for child labour.

##### **b) Conclusions regarding child labour in 2004**

As in 2003, the LI in 2004 did not find any employment contracts concluded with a person under 15.

With regard to child labour, the LI in 2004 received 4 requests for a work permit for child labour, based on Article 214 of the ERA, out of which 2 were granted.

Two violations regarding child labour involving children under 15 were uncovered in 2004. In one instance, the inspector found that the person under inspection enabled the participation of a mother and her five-year old child in advertising. The work was agreed to with only a verbal agreement and the mother, as the child's statutory representative had not submitted an application for a prior work permit from a labour inspector, pursuant to the ERA and the

*Rules on the Issue of Work Permits to Children under 15.* The LI filed a petition with a misdemeanours judge and a regulatory decision was passed. The inspection procedure regarding the second instance of a violation involving child labour is still not completed.

In 2004, inspectors found no violations of Article 217 of the ERA.

## **7:2 The prohibition of work in dangerous activities for persons under 18**

### **Information regarding Conclusions 2004 page 519-520**

#### **Types of work defined in more detail with an implementing regulation**

Article 195 of the ERA orders absolute and relative prohibition of work in relation to a worker who is under 18. Employers may not impose the following types of work on such a worker:

- underground or underwater work,
- work which is objectively beyond the worker's physical or mental abilities,
- work which includes harmful exposure to agents which are poisonous or carcinogenic, cause hereditary genetic damage, harm the unborn child or which in any other way chronically affect human health,
- work that involves harmful exposure to radiation,
- work which involves the risk of accidents that a young person is unable to recognise and avoid owing to his or her insufficient attention to safety or to the lack of experience or training,
- work which involves a risk to health owing to extreme cold, heat, noise or vibration, and work that is defined in more detail with an implementing regulation. An implementing regulation also determines in more detail the types of work that cannot be imposed on a worker who is under 18 when the risk assessment shows that such work involves a risk to the worker's safety, health or development. Furthermore, the implementing regulation also sets out the conditions under which a worker who is under 18 can, as an exception, undertake work which is otherwise prohibited in the case of practical education within the framework of education programmes under the proviso that the work is carried out under the supervision of a competent worker. The *Rules on the protection of health at work of children, adolescents and young persons* were adopted on 9 July 2003 (Ur. l. RS, no. 82/2003).

#### **Rules on the protection of health at work of children, adolescents and young persons**

Pursuant to Article 4 of the Rules employers must adopt, on the basis of a risk assessment, relevant measures relating to the health and safety of children, adolescents and young persons. Special attention must be given to:

- the equipping and planning of the post,
- the nature, degree and duration of exposure to harmful physical, biological and chemical factors, psychological and other stresses,
- the form, type and use of equipment, machines, apparatuses and appliances and the way in which they need to be handled,
- the planning of the work process and operations, and the organisation of work,
- the level of education, training and instruction completed by young persons.

Employers must inform young persons and adolescents about possible risks and about all the measures implemented in order to ensure health and safety. The child's statutory representative must also be informed about all the measures implemented for the child's health and safety. Employers must ensure that suitable protective and preventive measures are in place for the healthy and safe work of children and adolescents. An authorised doctor and other experts and services must also be included in this.

In relation to jobs for which the risk assessment shows that there is a risk to the safety, physical or mental health, or development of young persons, employers must ensure regular medical supervision and prior and periodic medical checkups of young persons.

Periodic focused medical examinations are carried out at intervals specified in the risk assessment and must be no longer than a year.

When a young person exceptionally undertakes night work in line with Article 197 of the ERA the employer must, prior to the commencement of such work and after its completion, ensure a health and ability assessment of the young person, unless the night work is an exception.

The Rules in Article 5 define the risk factors to which a young person or an adolescent must not be exposed and the types of work that are prohibited:

A) Physical factors:

- ionised radiation
- high pressure atmosphere
- noise exceeding the warning level
- vibrations exceeding the warning level

B) Biological factors:

- which can cause serious illness, represent a serious risk to workers and for which in the majority of cases there exist effective preventive measures and treatment (group 3 according to the *Rules on the protection of workers against exposure to biological factors at work*, Appendix III, Ur. l. RS, no. 4/02)
- which can cause serious illness, represent a serious risk to workers and for which usually there are no preventive measures or treatment (group 4 according to the *Rules on the protection of workers against exposure to biological factors at work*, Appendix III, Uradni list RS, no. 4/02)

C) Chemical factors:

- a) Substances and preparations that are classified as very toxic (TX), toxic (T), corrosive (C) or explosive (E) with the following risk phrases:
- danger of very serious irreversible effects (R39)
  - may cause cancer (R45)
  - may cause cancer by inhalation (R49)
  - may cause heritable genetic damage (R46)
  - may impair fertility (R60)
  - may cause harm to the unborn child (R61)

irrespective of the values measured in the air.

## b) Asbestos

A young person or adolescent may not carry out types of work:

- that are carried out underground or underwater
- that include exposure to the risk factors listed in paragraph one
- that include a risk of accident that a young person or an adolescent is unable to recognise or can not avoid owing to his or her insufficient attention to safety or lack of experience or training and because the work is objectively beyond his or her physical or mental abilities, such as the following types of work:

- at a height where there is a risk of falling, if the height above ground or another suitable flat surface is over 1 metre and the worker is not protected with a fence or any other suitable safety devices
- with risks involving high voltage electricity
- loading and unloading of cargo ships
- in quarries
- including a risk of violence (e.g. security services, transfer of money or valuables)
- with dangerous or poisonous animals (e.g. bulls, working with animals used for experiments)
- stunning or slaughtering animals
- on railway or other tracks (e.g. driving a train engine or any other movable engines running on tracks, work involved in shunting, including coupling of vehicles)
- involving tractors and moving attachments, moving devices and appliances used in agriculture; machines, devices and appliances used for cutting, sawing, planting, sowing, etc. in forestry and the processing of wood; moving machines, devices and appliances used in the construction of buildings, roads etc.; lifting mechanisms, telfers, cable cars, ski lifts, driven by various aggregates;
- using devices, attachments or tools driven by various aggregates (such as various saws for wood and similar materials, for meat and similar materials, chiselling devices, various cutting and peeling mechanisms, appliances used for milling or cutting, various drills, hammers, cement mixers, waste pressing devices, packaging machines, etc.)
- supervisory, maintenance and repair work (e.g. carrying out checks and repairs on high-voltage electricity installations, various tanks, cleaning, greasing, repairing mechanical moving parts, filling, checking or mending tyres on buses, planes or lorries, where the pressure exceeds 300 or 150 kPa, repairing and checking appliances relating to the main power supply)
- where there is a danger of constructions collapsing
- production of and work with appliances, artificial fire (fireworks) or other objects containing explosive substances, including equipment for the production, storage or use of compressed, liquefied or dissolved gasses,
- nursing patients in intensive care, wards for infectious diseases, emergency, psychiatric and dialysis wards, caring for mentally handicapped persons, working with harmful waste, working for service providers of care for the mentally ill, alcoholics and drug addicts at home,
- when there is a considerable danger of coming into contact with blood or infectious matter from a person definitely or possibly carrying an infection

- where the mass of the burden in kilograms exceeds one third of the worker's body weight.

A young person or an adolescent may not carry out other types of work where the risk assessment shows that they could have a harmful effect on the worker's safety, health and development (Article 6 of the Rules).

d) where a higher pay is achieved by fulfilling a norm or by increasing the working tempo.

When assessing risks, employers must pay particular attention to the following risk factors:

A) Physical factors:

- non-ionising radiation
- noise below the warning level
- vibration below the warning level
- extreme heat or cold.

B) Biological factors:

- which may cause illness and may represent a risk for workers and for which, in the majority of cases, there is an effective prevention or treatment (group 2 according to the *Rules on the protection of workers against exposure to biological factors at work*, Appendix III, Ur. l. RS, no. 4/02)

C) Chemical factors:

- Substances and preparations classified as hazardous to health (Xn) with one or more of the following warnings:
  - inhalation may cause sensitive reaction (R42)
  - skin contact may cause sensitive reaction (R43)
  - may cause cancer (R45)
  - danger of serious damage to health by prolonged exposure (R48)
- Substances and preparations classified as irritant (Xi) and those with one or more of the following warnings:
  - highly inflammable (R12)
  - may cause sensitisation by inhalation (R42)
  - may cause sensitisation by skin contact (R43)
- Lead and its compounds.



## 7:3 Prohibition of work for compulsory school-age children

### Information regarding Conclusions 2004 page 520-521

The prohibition of work described in paragraph one of Article 5 of the *Rules on the protection of health at work of children, adolescents and young persons* does not apply in the following instances:

- if the work is a part of compulsory education carried out under the supervision of teachers on school premises or other premises especially adapted to training
- if an adolescent has completed compulsory education and will reach at least the age of 15 years in the current calendar year and the work represents vocational training carried out under the supervision of specially trained instructors
- if the young person or adolescent has completed vocational training.

### **Entitlement to annual leave for children under 15 involved in light work**

In line with Article 19 of the ERA, an employment contract may be concluded with persons who are 15 years old. An employment contract with a person under the age of 15 is void. With respect to work involving children under 15 there is no employment relationship in the sense of Article 4 of the ERA (an employment relationship is a relationship between a worker and an employer whereby the worker is voluntarily included in the employer's organised working process in which he or she in return for remuneration continuously carries out work in person according to the instructions and under the control of the employer). The work of children under 15 is prohibited; however, paragraphs two and three of Article 214 of the ERA define exceptions to this prohibition. Thus a child **under 15** may, as an exception, in return for remuneration take part in the making of films, in the preparation and performance of artistic, staged and other works in the area of culture, arts, sport or advertising. A child who has reached **13 years of age** can carry out light work for a **maximum of 30 days within a specific calendar year** during school holidays in other activities in a manner, to the extent of and under the condition that the work he or she carries out does not pose a threat to the child's safety, health, morals, education or development. In accordance with Article 6 of the ERA apprentices, secondary-school and university students who have reached 14 years of age may perform practical education within the framework of educational programmes with the employer. In instances of occasional or temporary work carried out by secondary school pupils and students and of voluntary traineeship the ERA provisions shall apply regarding working hours, breaks and rests, special protection of workers not yet 18 and liability for damages. Notwithstanding these provisions, the working hours of children under 15 carrying out light work during school holidays may not be longer than seven hours a day and 35 hours a week. The work of a child carried out during the school year outside the time determined for lessons **may not exceed two hours a day** and 12 hours a week. Children are in any case prohibited from working at night between 8 p.m. and 6 a.m. In each 24-hour period, children should be granted a rest of at least 14 consecutive hours.

In view of the fact that, in the case of exceptionally permitted work of children under 15 taking part in the making of films, the preparation and performance of artistic, staged and other works in the area of culture, arts, sport or advertising and in the case of children, who have reached the age of 13 carrying out lighter work, we do not talk about a working relationship concluded on the basis of an employment contract, the ERA does not contain

special provisions on annual leave. Moreover, as in these cases we only talk about occasional and temporary work, the provisions in Articles 159 to 166 of the ERA do not apply with respect to work carried out by children under 15. In connection with this attention should be drawn to the provision in paragraph four of Article 214 of the ERA which states that a child may carry out work pursuant to paragraphs two and three of the same Article after a prior permit has been granted by a labour inspector issued on the basis of a legal request by the child's representative. The procedure and conditions for the issuing of the permit by a labour inspector are defined in more detail in the *Rules on issuing work permits for children under 15 years of age*, adopted on 30 March 2004 (Ur. l. RS, no. 60/2004). Thus, pursuant to Article 5 of these Rules, the applicant (the statutory representative of the child) must provide the following information:

- information about the applicant or statutory representative,
- information about the child,
- information about the employer,
- information about the person who will be responsible for the child at the employer's during working hours
- information as to whether the child will carry out work in accordance with paragraph two of Article 214 of the ERA or according to paragraph three of Article 214 of the ERA
- information about the type of work the child will perform
- an exact description of the work the child will carry out
- the exact information about the time and place where the work will be carried out
- information about how long the child will be carrying out the work (number of hours a day, number of days, how many hours all together).

A labour inspector must carry out an inspection at the employer's where the child will be carrying out the work. During the inspection, the inspector assesses whether the work the child will be carrying out could pose a threat to the child's safety, health, morals, education or development. The inspector bases his or her assessment on conclusions relating to the type and level of risk in jobs related to the work of the child which are defined in the employers safety declaration. When the labour inspector, on the basis of an application by a statutory representative, the employer's safety declaration and an inspection of the employer, cannot produce a risk assessment for the child with respect to morals, education and development, he or she, prior to issuing a work permit, requests an opinion of the competent department of social security or a school counselling service or another competent organisation. The work permit is then issued for the child carrying out the work at the place of employment where the work will actually be performed. The permit is issued for a period which may not exceed one year. The permit is valid until the conditions on the basis of which it was issued still apply. These conditions are checked by the labour inspector.

### **Regulation and definition of light work**

Article 3 of the *Rules on the protection of health at work of children, adolescents and young persons* adopted on 9 July 2003 (Ur. l. RS, no. 82/2003) contains a definition of light work and also lists the work that can be classified as "light work".

Light work that can, under certain conditions, be carried out by a child who has reached the age of 13 is work the nature of which and the working conditions in which it is carried out meet the following criteria:

- is not harmful to the safety, health and development of the child and
- does not have a negative effect on the child's attendance at school, the child's inclusion in the programmes of vocational education or training approved by the competent body, or the child's ability to make a positive use of the education he or she has received.

Working on production lines, where there are one-sided burdens and repetitive movements that could cause damage to the child's bones or muscles or unsuitable psychological stress, does not count as light work.

Some examples of simple and danger-free tasks, listed as guidelines when approving the work of a child who has reached the age of 13:

1. working in an office: typing and doing calculations using a calculator, updating information, classifying, ordering and filing data collections, light courier work, organising mail, photocopying
2. working in a shop: easy shop-assistant tasks, window dressing, pricing
3. working in restaurants, cafes and similar establishments: light work, such as setting and clearing tables
4. working in farming, forestry and gardening: light work involved in the feeding of animals, light manual work in sowing and planting, weeding flower beds and small plantations, fruit picking
5. delivery or similar work: light courier work or the work of a delivery boy
6. tailoring, dressmaking: basic hand sewing, knotting, feeding the material to a sewing machine,
7. working with machines: basic manual assembly, manual assembly of small parts (no soldering or welding, no testing or working with electric appliances that are switched on, no gluing when this could be detrimental to health)
8. working with electrical appliances: basic manual assembly, manual assembly of small parts (no soldering or welding, no testing or working with electric appliances that are switched on, no gluing when this could be detrimental to health)
9. processing of wood: manual assembly of small parts (can not work with hard wood, such as beech and oak tree, may not glue if the glue is of a type detrimental to health)
10. dyeing: dyeing (not spray-dyeing) with dyes that are not harmful to health
11. printing and similar activities: classification, selection, etc. of light printing products, manual stacking of galley proofs or copies
12. glass-making and pottery: manual arranging of glass, porcelain and pottery products
13. packaging: inserting, packing and packaging of small products, measuring (not using a machine), manual folding and stapling of cardboard, light work with glues that are not harmful to health
14. working in a warehouse or storage area: receiving, putting away and handing out of light products, measuring and counting
15. cleaning: light work (e.g. cleaning offices), light cleaning of indoor premises
16. beauty care and cosmetics: assistance activities in hairdressing salons (can not work with dangerous substances)

17. working in laundries: light division of clothes or cleaning (can not work with dangerous substances)
18. photography: framing or collating copies.

Paragraph 4 of Article 214 of the ERA states that a child can only carry out work pursuant to paragraphs two and three of this Article after a labour inspector has issued a work permit following an application by a statutory representative. The procedure and conditions for the issue of the permit by a labour inspector are defined in more detail in the *Rules on issuing work permits for children under 15 years of age* adopted on 30 March 2004 (Ur. I. RS, no. 60/2004).

## **7:5 The right of young workers and apprentices to suitable pay**

### **Information regarding Conclusions 2004 page 522**

#### TRAINING CONTRACTS FOR APPRENTICES

##### **Practical lessons (carried out at school)**

*Year 1 - 6 hours a week*

##### **Practical training in the working process (carried out on working premises)**

*Year 1 - up to 7 consecutive weeks (usually at the end of the school year )*

*Year 2 - up to 7 consecutive weeks plus an additional two days a week throughout the school year*

*Year 3 - up to 19 consecutive weeks plus an additional two days a week throughout the school year*

Apprentices are able to do **53 weeks of practical training** in the working process on the basis of an individual training contract, whereby practical training must finish on **17 July** of the current school year.

##### **Employment booklet / pension insurance period**

Pursuant to legislation, apprentices must have an employment booklet. In order to obtain one, the applicant must have **reached the age of 15**. Some apprentices at the start of their training do not fulfil this condition, so employers can register them for pension and disability insurance when they have reached the age of 15. It is recommended that the employment booklet is kept by the employer. Pursuant to the Vocational and Technical Education Act and the Pension and Disability Insurance Act apprentices are entitled to a **pension insurance period** of six months for 1 year of training. In line with Article 1 of the *Rules on employment books*, the duration of the pension insurance period is entered in the employment booklet by the Institute of Pension and Disability Insurance.

##### **The extent of the training work carried out by an apprentice**

Pursuant to Article 33 of the Vocational and Technical Education Act, practical and theoretical training must not last more than 8 hours a day, and must not exceed the weekly obligation set out by the law and the collective agreement, minus two hours. If the general and vocational-theoretical training lasts 5 hours, there can not be any practical training at the employer's. If practical training lasts 4 or more consecutive hours, the apprentice must be

given at least a 30-minute break. An apprentice who is training for more than nine (9) months must be given at least 8 weeks of holiday in a year.

### **Registration of an apprentice at the Institute of Pension and Disability Insurance (IPDI)**

An employer registers an apprentice at IPDI at the start of training or when the apprentice reaches the age of 15. On the insurance registry form (**M1**), under the title "Grounds for insurance", a special code (**49**) is entered (half the full working time / for the duration of the whole of the period of the training contract). This code ensures that the state will pay pension and disability insurance (more about this later). Under the heading "24" working or insurance time, 20 hours is entered (half the extent of practical training according to the training contract). When registering or de-registering an apprentice, the employer must show a registered training contract.

### **The rights of apprentices**

#### ***Emolument and pension and disability insurance contributions***

Employers pay a monthly emolument to apprentices irrespective of whether the apprentice is at school or at practical training at the employer's. The apprentice is entitled to an emolument for the whole duration of the training, that is three years. The gross emolument for apprentices is, pursuant to the Vocational and Technical Education Act, determined as a percentage of the average gross salary in the commercial sector in Slovenia.

- **Year 1 10%,**
- **Year 2 15% and**
- **Year 3 20%.**

#### THE CALCULATION OF THE MINIMUM EMOLUMENT FOR AN APPRENTICE

The Act on the Temporary Determination of the Basis for Salaries and Other Income from an Employment Relationship (Ur. l. RS, no. 19/97) temporarily defines the basis for the calculation of such income, including the average gross salary in the commercial sector in Slovenia. Pursuant to Article 3 of this Act, the basis for the determination of a salary and other income from an employment relationship is as of **1 January 2004 SIT 173,374.00 (Ur. l. RS, no. 7/2003)**. This information is published by the Minister of Labour, Family and Social Affairs.

With the new Pension and Disability Insurance Act which came into force on 1 January 2000, the basis for the payment of contributions has also changed. Thus Article 211 states that the basis for the paying of contributions for apprentices can be no lower than half the minimum wage.

*The calculation of the minimum emolument for apprentices*

(Vocational and Technical Education Act in Article 36 defines the minimum gross emolument for apprentices).

Year	Emolument as %	Gross emolument	Percentage of contributions for pension and disability insurance 24.35%	Net emolument
1	10%	SIT 17,337.40	SIT 13,573.177	SIT 3,764.223
2	15%	SIT 26,006.10	SIT 13,573.177	SIT 12,432.923
3	20%	SIT 34,674.80	SIT 13,573.177	SIT 21,101.623

**Temporary basis for the calculation of the emolument for apprentices = SIT 173,374.00**

**Minimum wage = SIT 111,484.00**

**50% of the minimum wage = SIT 55,742.00**

**24.35% (contributions) of 55,742.00 SIT = SIT 13,573.177**

Gross emoluments for apprentices from year 1 to 3 are lower than half the minimum wage, therefore contributions for pension and disability insurance are paid at the level of 24.35% of SIT 55,742.00.

**Flat-rate contribution for injuries sustained at work and occupational diseases**

During the practical training of apprentices, employers must also pay a flat-rate contribution for injuries sustained at work and occupational diseases, which (currently) amounts to **SIT 610.00**.

***Transfer of contributions for pension and disability insurance of apprentices undergoing training***

Contributions for the retirement insurance period are during the first year fully paid by the state (contributions are not actually transferred, just recorded), while during the second and third years half is paid by the state and half by the employer.

Year of training	Contribution financed by the state	Contribution financed by the employer
Year 1	100 %	Exempt
Year 2	15.5% + 4.425%*	4.425%*
Year 3	15.5% + 4.425%*	4.425%*

*\* The employer's contribution of 8.85% is in year two and three equally divided between the state and the employer (each pays 4.425%).*

Pursuant to the Vocational and Technical Education Act, the state pays the full contributions for year one.

Pursuant to the Pension and Disability Insurance Act, in years two and three of training, the state pays the apprentice's full share of contributions at a level of 15.5% (Article 222 of the Pension and Disability Insurance Act), as well as a half of the

employer's share at a level of 8.85% (Article 223), while the other half is paid by the employer.

An employer may pay an apprentice a higher emolument than the one determined by the Vocational and Technical Education Act. If the emolument does not exceed half the minimum wage, the contributions for pension and disability insurance are calculated directly from the emolument. In this instance, the employer covers the full contribution amount.

#### **7:7 Paid annual leave**

##### **[Information regarding Conclusions 2004 page 523](#)**

The second paragraph of Article 160 of the ERA determines that holidays and non-working days, absence due to illness or injury and other instances of justified absence from work are not counted as annual leave. Paragraph two of Article 160 of the ERA applies to all workers, including those under 18, who are in an employment relationship concluded with an employment contract.

#### **7:8 Prohibition of night work**

##### **[Information regarding Conclusions 2004 page 524](#)**

Considering that the ERA does not define the term *force majeure* in paragraph two of Article 197, the definition of this term must be based on the general rules of civil law. For an event to represent a *force majeure* it must be unpredictable and exceptional, its effect could not be expected, avoided or prevented. Pursuant to paragraph two of Article 227 of the ERA, a labour inspector, after having carried out an inspection, has in the case of a violation of Article 197 of the ERA a right and a duty to issue the employer in question with a decision ordering the employer to adhere to this Act.

#### **7:9 Regular medical examinations**

##### **[Information regarding Conclusions 2004 page 525](#)**

First, it is necessary to clarify the terminology, as a degree of confusion arose in the translation. It is impossible to use the term which appeared in the translation – “regular medical examination” – rather we should refer to “medical surveillance”. Only within the framework of this can we then go on to talk about “regular” or “periodic medical examinations” or “check-ups”.

The “focused periodic preventive medical examinations” is an artificial expression, which is the product of negotiations between the social partners and means periodic medical examinations carried out every 12 to 60 months and focused on harmful effects in the workplace. The interval of these examinations is determined on the basis of a risk assessment that must be drawn up by employers for each job. The examination is explained in more detail in the Appendix to the *Rules concerning preventive medical examinations of workers* (Ur. l. RS 87/2002, 29/03) and depends on the risk assessment

If the risk assessment states that a job is especially harmful to young workers and the reason for this is, of course, given, the examination focuses on the potential harm to a young body. In general, however, these examinations are not especially adapted to young workers.

## **7:10 Special protection against physical and moral dangers**

### **Information regarding Conclusions 2004 page 526-528**

The ratification in 2000 of the UN Convention against organised crime and of the three accompanying protocols resulted in amendments to the penal legislation. The fight against trafficking in human beings, especially women for sexual exploitation, is governed by the following articles of the Penal Code:

*“Exploitation through prostitution - Article 185*

- (1) Whoever participates for exploitative purposes in the prostitution of another or instructs, obtains or encourages another to engage in prostitution with force, threats or deception shall be given a prison sentence of between three months and five years.
- (2) If an offence from the preceding paragraph is committed against a minor, against more than one person or as part of a criminal association, the perpetrator shall be given a prison sentence of between one and ten years.”

*“Enslavement - Article 387*

- (1) Whoever, in violation of international law, brings another person into slavery or a similar condition, or keeps another person in such a condition, or buys, sells or delivers another person to a third party, or brokers the buying, selling or delivery of another person, or urges another person to sell his freedom or the freedom of the person he supports or looks after, shall be sentenced to imprisonment for not less than one and not more than ten years.
- (2) Whoever transports persons held in the condition of slavery or in-similar condition from one country to another, shall be sentenced to imprisonment for not less than six months and not more than five years.
- (3) Whoever commits the offence under the first and the second paragraphs of the present article against a minor shall be sentenced to imprisonment for not more than three years.”

*“Trafficking in human beings - Article 387a*

- (1) Whoever purchases another person, takes possession of them, accommodates them, transports them, sells them, delivers them or uses them in any other way, or acts as a broker in such operations, for the purpose of prostitution or another form of sexual exploitation, forced labour, enslavement, service or trafficking in organs, human tissue or blood shall be given a prison sentence of between one and ten years.
- (2) If an offence from the preceding paragraph was committed against a minor or with force, threats, deception, kidnapping or exploitation of a subordinate or dependent position, or in order to force a victim to become pregnant or be artificially inseminated, shall be given a prison sentence of at least three years.
- (3) Whoever carries out an offence from the first or second paragraphs of this article as a member of a criminal association for the commission of such offences, or if a large pecuniary



benefit was gained through commission of the offence, the perpetrator shall be subject to the same penalty as specified in the preceding paragraph.”.

In the Republic of Slovenia there have been no known cases of illegal adoption or cases of smuggling Slovene children for illegal adoption abroad.

In 2004, the Slovene police force registered a few cases of the transit of Roma children across the territory of Slovenia from Serbia and Montenegro and Macedonia with the aim of marrying them in one of the countries in Western Europe. The police acted in accordance with regulations and prevented these unaccompanied children from continuing their journey to West European countries.

The Government of the Republic of Slovenia appointed the Interministerial Group on the Fight Against Trafficking in Human Beings composed of representatives of ministries, governmental bodies and NGOs. The IWG drew up the Action Plan on Trafficking in Human Beings 2004-2006. Among the activities and projects are also those related to children: prevention, i.e. awareness raising and research activity, assistance to and protection of trafficked victims, training and international cooperation.

#### *Legal provisions on violence against children*

According to provisions of the Constitution of the Republic of Slovenia, children enjoy special protection and care. They are also guaranteed special protection from economic, social, physical, mental or other exploitation and abuse (Article 56 of the Constitution of the Republic of Slovenia of 1991 (with amendments adopted until 2004).

Violence against children is mostly subject of provisions of the Penal Code, applicable to all criminal offences, regardless of the personal characteristics of victims (age, sex, ...). Certain articles are devoted exclusively to the protection of children and adolescents; these articles define commercial, sexual, mental and physical violence.

#### Criminal offences against sexual integrity

The Penal Code contains provisions relating to the prevention of sexual exploitation of children in the following articles: sexual assault on a person under 15 years of age – Article 183; violation of sexual integrity by abuse of position – Article 184; exploitation through prostitution – Article 185; presentation, manufacture, possession and distribution of pornographic material – Article 187. The Slovenian legislation considers as responsible for the above acts exclusively the perpetrators, and never the victims, i.e. children.

#### ***“Sexual assault on a person under fifteen years of age – Article 183***

(1) Whoever has sexual intercourse or performs any lewd act with a person of the same or opposite sex under the age of fifteen years where there is a marked discrepancy between the maturity of the perpetrator and that of the victim shall be sentenced to imprisonment of between one and eight years.

(2) Whoever performs the act of paragraph 1 with a person under the age of ten or a defenceless person under the age of fifteen, or by using force or threatening with imminent attack on life or body shall be sentenced to imprisonment of not less than three years.

(3) A teacher, educator, guardian, adoptive parent, parent or any other person who, through the abuse of his/her position, has sexual intercourse or performs any lewd act with a person under the age of fifteen whom he/she is entrusted to teach, educate, protect or care for shall be sentenced to imprisonment of not less than one and not more than nine years.

(4) Whoever, under circumstances under paragraphs 1, 2 or 3, violates the sexual integrity of a person under fifteen years of age in any other way shall be sentenced to imprisonment of not more than five years.”

#### *“Exploitation through prostitution – Article 185”*

#### *“Presentation, manufacture, possession and distribution of pornographic material – Article 187*

(1) Whoever sells, presents or publicly exhibits documents, pictures or audiovisual or other items of a pornographic nature to a person under 14 years of age, enables them to gain access to these in any other way or shows them a pornographic performance shall be issued a fine or sentenced to imprisonment of up to two years.

(2) Whoever abuses a minor in order to produce pictures or audiovisual or other items of a pornographic nature, or uses him/her in a pornographic performance, shall be sentenced to imprisonment of between six months and five years.

(3) Whoever produces, distributes, sells, imports or exports pornographic material depicting minors, supplies it in any other way, or possesses such material with the intention of producing, distributing, selling, importing, exporting or supplying it in any other way, shall be subject to the same sentence.

(4) If an offence from paragraphs 2 or 3 was committed within a criminal association for the commission of such criminal offences, the perpetrator shall be sentenced to imprisonment of between one and eight years.

(5) Pornographic material from paragraphs 2, 3 and 4 of this Article shall be seized or its use disabled in some other manner.”

#### *“Incest – Article 204*

An adult who has sexual intercourse with an underage lineal relative or underage brother or sister shall be sentenced to imprisonment of not more than two years.”

### **Criminal offences against marriage, family and youth:**

#### *“Abduction of Minors – Article 200*

(1) Whoever unlawfully abducts a minor from his/her parent, adoptive parent, guardian, institution or from a person to whom the minor has been entrusted, or whoever detains a minor or prevents him/her from living with the person he/she is entitled to live with, or whoever malevolently prevents the implementation of an enforceable judgement referring to a minor shall be issued a fine or sentenced to imprisonment of not more than one year.

(2) In the event of a suspension of sentence, the court may place a proviso on the suspension by ordering the perpetrator to relinquish a minor to the rightful claimant or to make possible the implementation of an enforceable judgement referring to the minor.

(3) If the perpetrator under paragraph 1 of the present Article has relinquished a minor to the rightful claimant of his/her own free will and made possible the implementation of the enforceable judgement, his/her punishment may be remitted.”

#### Neglect and Maltreatment of Minors

Article 201 of the Penal Code is relevant regarding the question of corporal punishment of children, including that in the family. Under the provision of this Article, neglect and maltreatment of minors is a criminal offence.

#### ***“Neglect and Maltreatment of Minors – Article 201***

(1) A parent, adoptive parent, guardian or other person who seriously breaches his/her obligation of support and education by neglecting a minor whom he/she is obliged to take care of shall be sentenced to imprisonment of not more than two years.

(2) A parent, adoptive parent, guardian or other person who forces a minor to work excessively or to perform work unsuitable to his/her age, or who out of greed inures a minor to begging or other conduct prejudicial to his/her proper development or who tortures him/her shall be sentenced to imprisonment of not more than three years.”

The provision of the Penal Code that defines family as the subject of an assault is contained in Article 299 – violent conduct.

#### ***“Violent Conduct – Article 299***

(1) Whoever insults another, or treats him badly or violently or endangers his/her safety, thereby provoking public indignation or fright, shall be sentenced to imprisonment of not more than two years.

(2) If the offence under the above paragraph has been committed by at least two persons, or has entailed the serious humiliation of several persons or actual bodily harm, the perpetrator(s) shall be sentenced to imprisonment of not more than three years.”

#### **“Infanticide – Article 130**

A mother who takes her child's life during or immediately after giving birth by reason of mental disturbance provoked by the giving birth shall be sentenced to imprisonment of not more than three years.”

#### **Some special measures in criminal procedures for criminal offences of violence against children:**

In accordance with Article 240, paragraph 4 of the Criminal Procedure Act of the Republic of Slovenia, the child has to be questioned/examined in criminal proceedings with a special care; if needed, he/she can also be questioned by an intermediary (a pedagogue or another appropriate expert).

Article 65 of the Criminal Procedure Act stipulates that a minor victim in a criminal procedure carried out for criminal offences against sexual integrity and violence must have a representative, i.e. an attorney, who takes care for the minor's rights throughout the procedure, particularly with regard to the protection of the minor's integrity during the hearing before the court and in pursuing damages claim. A minor who does not have a representative is assigned a representative ex officio by the court from among lawyers.

Direct questioning of persons under 15 years of age who are victims of criminal offences from Article 65, paragraph 3 hereof shall not be permitted in the main hearing (Art. 331/5, Criminal Procedure Act).

## DATA COLLECTION

Police records contain information by the types of criminal offences; there is no special database for violence against children, except for criminal offences, the victims of which are exclusively children. An exact number of reported cases of violence against children can therefore not be given.

Year	Number of reported cases <sup>2</sup> (victims <i>under 18 years of age</i> )			
	2000	2001	2002	2003
Article 127 <sup>3</sup> of the PC	0	0	1	3
Article 129 <sup>4</sup> of the PC	0	3	2	1
Article 130 <sup>5</sup> of the PC	1	0	0	0
Article 183 <sup>6</sup> of the PC	149	221	239	209
Article 184 <sup>7</sup> of the PC	12	11	21	8
Article 185 <sup>8</sup> of the PC	1	4	0	1
Article 187 <sup>9</sup> of the PC	12	13	9	16
Article 201 <sup>10</sup> of the PC	143	174	225	252
Article 204 <sup>11</sup> of the PC	1	0	0	0

Source: General Police Directorate

The Police regularly organises training and specialisation for police officers (Uniformed Police and Criminal Investigation Police) on the domestic violence and violence against children. Several-day training is provided twice per year for criminal investigators, in which

<sup>2</sup> Criminal complaint against known perpetrators, submitted to the competent state attorney offices

<sup>3</sup> Murder

<sup>4</sup> Negligent homicide

<sup>5</sup> Infanticide

<sup>6</sup> Sexual assault on a person under 15 years of age

<sup>7</sup> Violation of sexual integrity by abuse of position

<sup>8</sup> Exploitation through prostitution

<sup>9</sup> Presentation, manufacture, possession and distribution of pornographic material

<sup>10</sup> Neglect and maltreatment of minors

<sup>11</sup> Incest

special emphasis is placed on preventing, detecting and proving criminal offences of violence against children. The training is given by experts from among police officers and experts in the fields of justice, social affairs and health. The training is frequently provided with the assistance of experts from NGOs and foreign experts (from foreign police forces and NGOs). Two-day seminars for criminal investigators, prosecutors and judges active in the area of juvenile crimes and criminal offences against children are also organised every year by the Police and the prosecutor's office. Police officers also attend seminars organised by other institutions.

Public roundtables on juvenile crimes, violence against children and family violence are organised every year by General Police Directorate and by individual police directorates.

Broad public actions have been organised, informing people about the detrimental consequences affecting victims of criminal offences, and about the rights and possibilities that they have in police and criminal procedures. People (including children) are furthermore taught in various preventive programmes that violence is punishable and that it can only be stopped by concrete actions.

Police and criminal investigation officers are regularly informing teachers, parents and children about these issues. Within the framework of the project *Police for Children* a puppet show *113* is performed presenting the work of the police, aimed at pre-school children and children in the first few years of schooling. There is also the *Gather courage and tell* programme, aimed at primary school children. The police have also published a number of leaflets and posters containing information about trafficking in human beings, especially children and young people, and about violence against children, offering advice on the ways of preventing and reacting to it.

## **Article 12: THE RIGHT TO SOCIAL SECURITY**

### **12:1 Social security system**

#### **Information regarding Conclusions 2004 page 529-530**

#### **Information regarding minimum and average social aid, the level of poverty risk and the minimum and average salary in the Republic of Slovenia**

Persons entitled to social security benefits are, pursuant to the Social Security Act (Ur. l. RS, no. 36/2004, the officially finalised text), guaranteed a basic amount of minimum income in order to satisfy their minimum living requirements, thus enabling survival. The amount of social security benefits depends on the amount the person in question earns and is determined as the difference between the basic amount of the minimum income the person is entitled to and his/her income. In 2003, the basic amount of minimum income was SIT 43,522.00 and in 2004 SIT 45,524.00.

In 2003, the average amount of social security benefit was SIT 44,366.00 and in 2004, SIT 45,998.00.

The average monthly gross salary for December 2003 was SIT 277,591.00 (SIT 173,166.00 net). The average monthly gross salary for December 2004 was SIT 290,675.00 (SIT 185,029 net).

The minimum gross salary for December 2003 was SIT 111,484.00 (SIT 76,891.00 net) and in December 2004, SIT 117,500.00 (SIT 81,027.00 net).

The poverty risk, taking into account income in kind, was in 2002 11.9%. We as yet do not possess the data for 2003 and 2004.

#### **Proportion of the recipients of social security benefits in the whole population**

In 2003, 79,970 persons entitled to social security benefits received monthly payments, which represents 4.0% of the whole population, while in 2004 social security benefits were received by 89,970 persons or 4.5% of the population.

#### **Compulsory pension and disability insurance**

The Institute for Pension and Disability Insurance only maintains records of the number of persons included in the compulsory pension and disability insurance scheme. In December 2004, there were 814,850 such persons. Of these, 24,014 joined voluntary insurance in 2004 in accordance with Article 34 of the Pension and Disability Insurance Act. The Institute does not possess information about the number of active persons who do not have compulsory pension and disability insurance. According to the data collected by Statistical Office of the RS in 2004, there were 283,688 people aged between 20 and 64 who do not have pension and disability insurance.

## **The right to an old-age pension**

In order to acquire the right to an old-age pension it is necessary to cumulatively fulfil both the condition of age as well as that of a sufficiently long pension insurance period. The minimum conditions for acquiring the right to old-age pension are defined in Article 36 of the Pension and Disability Insurance Act (ZPIZ-1-UPB2 (Ur. l. RS, no. 20/04), and for the transitional period for women also in Article 398 of the above Act.

Men fulfil the conditions for old-age pension, when they:

- reach the age of 58 and have been paying pension insurance contributions for 40 years
- reach the age of 63 and have been paying pension insurance contributions for at least 20 years
- reach the age of 65 and have been paying pension insurance contributions for at least 15 years.

A transitional period has been set for women, so that in 2005 they fulfil the conditions for old-age pension if they:

- have reached the age of 55 and have been paying pension insurance contributions for 36 years or
- have reached the age of 60 and have been paying pension insurance contributions for at least 20 years or
- have reached the age of 62 and have been paying pension insurance contributions for at least 15 years.

After the transitional period has ended, women will fulfil the conditions for old-age pension when they:

- have reached the age of 58 and have been paying pension insurance contributions for 38 years (transitional period will end in 2014) or
- have reached the age of 61 and have been paying pension insurance contributions for at least 20 years ( the transitional period will end in 2008) or
- have reached the age of 63 and have been paying pension insurance contributions for at least 15 years (transitional period will end in 2008).

It should be noted that under certain conditions the age limit for acquiring the right to an old-age pension can be lowered (usually to the legally set lower limit), due to taking care of a child, augmented retirement benefits, certain personal circumstances arising from a woman's health condition, or if the woman joined the compulsory pension insurance prior to reaching the age of 18.

The assessment of an old-age pension depends on the duration of the pension insurance period, whereby the current law does not mention "full pension insurance period" and therefore the scale for the assessment of old-age pension has no upper limit.

## **The payment of contributions for pension and disability insurance**

### **THE CURRENT SYSTEM OF COLLECTING SOCIAL SECURITY CONTRIBUTIONS**

The Social Security Contributions Act (Ur. l. RS, no. 5/96, 18/96-ZDavP, 34/96, 3/98, 7/98-odl. US, 81/00 and 97/01) sets out the calculation of, the manner of paying and the level of contributions for compulsory pension and disability insurance, compulsory health insurance, parental protection and employment (hereinafter: social security contributions) pursuant to the laws on the basis of which the contributions were introduced. Article 15 of this Act states that with respect to the calculation, assessment and payment of social security contributions, penalty interest, compulsory collection, lapse of time, guarantee and other issues connected with the procedure, the provisions of this Act and the Tax Procedure Act should be used.

Pursuant to Article 17 of the Social Security Contributions Act, supervision of the calculation and the paying of contributions in accordance with this law is carried out by the tax authorities, following specific regulations.

Thus the provisions of the Tax Procedure Act (ZDavP-1, Ur. l. RS, no. 25/05 – UPB1) apply also during the procedure of tax supervision of the calculation and payment of social security contributions. The provisions relating to tax also apply to compulsory pension and disability insurance contributions, compulsory health insurance contributions, contributions for employment and contributions for parental protection introduced in line with the law unless otherwise stipulated by this Act.

The manner in which tax obligations are fulfilled is determined by Article 13 of the Tax Procedure Act. Persons liable to pay tax, in accordance with the first paragraph of this Article, calculate the tax they are obliged to pay on the basis of the established taxable amount, tax relief and tax rate, unless otherwise stipulated by this Act or the law on taxation. The tax calculation is given in a tax return or established by means of a decision. This also applies to social security contributions, as according to paragraph four of the above mentioned Article tax returns also include a statement of social security contributions.

The provisions referring to the calculation of social security contributions, the submission of the statement of social security contributions and the deadline for the payment of social contributions appear in Article 334 and 335 of the Tax Procedure Act.

### **Liable persons who pay social security out of salaries, salary compensation and other income related to employment**

Employers or persons paying salaries who are liable to pay tax in accordance with the Tax Procedure Act when paying salaries also calculate, deduct and pay social security contributions for insured persons (i.e. employees) and the contributions payable by employers. The calculation of all social security contributions is carried out in a tax deductions statement. The statement of tax deductions must be submitted to the tax office on the day salaries are paid and social security contributions must be paid on the same day.



The *Rules on the forms for calculating tax deductions and on the method and time limits for the presentation of forms to the tax authority* (Ur.l. RS, no. 125/04 and 31/05) define the content of forms for calculating tax deductions which must be submitted by payers of salaries from which tax and social security contributions are deducted. In line with these Rules, salary payers, who are **legal persons**, submit to the tax office a Statement of Tax Deductions (REK-1). This form is cumulative for all employees and does not contain data about individual employees (pursuant to Article 399 of the Tax Procedure Act, tax deductions for each taxable person will start being shown on 1 January 2010). When paying out salaries, salary payers who are **private undertakings** must also submit to the tax authority a wage bill for each employee in line with the already applying regulations (Article 16 of the Social Security Contributions Act and Article 3 of the above Rules).

Pursuant to paragraph two of Article 335 of the Tax Procedure Act, salary payers must on the day of paying salaries submit the data appearing on the statement of tax deductions also to the taxable person, that is information relating to the income on the basis of which social security contributions are paid, to the deducted and paid social security contributions and other information affecting the level of social security contributions.

### **Persons without a salary liable to pay social security contributions**

Pursuant to paragraph one of Article 334 of the Tax Procedure Act, the compulsory social security contributions set out by the laws governing pension and invalidity insurance, health care and health insurance, parental protection and family benefits, as well as employment (hereinafter: social security contributions) are calculated by those liable to pay these contributions in the statement of social security contributions, unless otherwise stipulated by this Act. Data given in the statement of social security contributions must be truthful, complete and in accordance with every taxation law and must not mislead the authority competent for collecting social security contributions. The form for a statement of social security contributions, which must contain all the information necessary for the calculation and supervision of the correctness of the calculation of social security contributions, is defined by the minister responsible for finance. In line with paragraph one of Article 335 of the Tax Procedure Act, the persons liable must submit a statement of social security contributions and pay the contributions by the 15<sup>th</sup> of each month at the latest for the previous month, unless otherwise stipulated by the law.

Liable persons who are farmers, members of their households and other persons in the Republic of Slovenia who independently carry out farming activities as the only or the main occupation and who pay contributions from the insurance base determined according to the regulations on pension and disability insurance commas are bound to pay contributions by the 15<sup>th</sup> of each month for the previous month. If a liable person of this kind does not pay the contributions by the specified deadline, the tax authority assesses the social security contributions by means of a decision. With regard to liable persons paying the contributions for themselves and for the members of their households on the basis of cadastral income from agricultural land or forested land, tax authorities establish the amount of social security contributions by means of a decision, with which the prepayment of income tax on the cadastral income is calculated. These liable persons pay social security contributions within deadlines and in the manner determined for the prepayment of income tax from cadastral income, that is in three annual instalments.

## **Enforcement of rights pertaining to health insurance**

On the basis of Article 78a of the Health Care and Health Insurance Act (Ur. l. RS, no. 20/04 – UPB1) the right to health care and financial benefits from compulsory health insurance is withheld (only emergency treatment is given) from certain liable persons (the self-employed, farmers and other independent persons listed in the above provision) and their family members during the time when their contributions are not paid. In order to enforce this provision the Tax Administration of the RS conveys the information about the amount of unpaid contributions to the Health Insurance Institute.

## **The Tax Administration of the Republic of Slovenia as the conveyor of information to the central register of liable persons in accordance with the Pension and Disability Insurance Act**

On the basis of Article 32 of the Act Regulating the Register of Insured Persons and those Entitled to Pension and Disability Benefits (Ur. l. RS, no. 81/00), the Tax Administration fills in the register of data regarding the insurance base, the insurance period in the previous calendar year, the contributions paid and any changes to this information (form M4/M8) pertaining to independent liable persons (self-employed persons, farmers and the members of their household, insured persons who are included in pension and disability insurance on a voluntary basis, and other independent persons).

## **COMPULSORY SOCIAL SECURITY CONTRIBUTIONS WITH REGARD TO THE SUPERVISION OF TAX CALCULATIONS BY THE TAX AUTHORITY**

In line with the Tax Procedure Act and taxation laws, persons liable to pay tax are obliged to calculate compulsory social security contributions, including the compulsory contributions for pension and disability insurance, and submit them to the Tax Administration:

- on the statement of social security benefits or;
- on the statement of tax deductions (when salaries or other income based on employment are paid out by a natural person carrying out an activity, the wage bills this person is obliged to submit for all the employees count as the statement of tax deductions).

With respect to liable persons paying social security contributions for themselves and the members of their household on the basis of cadastral income from agricultural land or forested land, the amount of social security contributions is established by the tax authority with a decision with which it calculates the prepayment of the income tax from cadastral income.

All tax returns (including statements of social security contributions and statements of tax deductions) are subject to supervision by tax authorities. According to Article 99 of the Tax Procedure Act the supervision of taxes by a tax authority includes checking the completeness, timeliness, and formal, logical and mathematical correctness of the submitted statements. In addition, during the supervisory procedure relating to tax returns, data from other sources known to the tax authority are used. When comparing information in tax returns with information from other sources discrepancies are identified that could represent possible grounds for changing the level of tax liability. If any irregularities are found or if there are

discrepancies in the data on the return and the data from other sources, the tax authority institutes a tax proceeding. During a tax proceeding the correctness or incorrectness of the submitted tax return is established. If the tax authority establishes that there are irregularities in the submitted tax return which result in a higher tax liability, the liable person must, on the basis of an assessment decision, fulfil his or her tax obligation and pay the calculated tax.

Tax authorities also conduct proceedings to find liable persons who should have submitted a tax return but did not do so. In this, tax authorities use data from tax registers as well as data provided by other institutions (e.g. those involved in payment transactions, which provide the date and the amount as well as the type of payment; the Health Insurance Institute, which provides information relating to the number of employees and grounds for insurance; etc.). In these cases, too, the tax authority instigates a procedure to establish whether a person was liable to submit a return or not. If the answer is yes, but the person failed to submit a return, the tax authority demands that this person submits the return or the tax authority issues a decision with regard to this person, determining the amount of tax the person is liable to pay.

The information for 2003 and 2004 shows that, during the supervisory procedure by tax authorities, 99,274 irregularities were found in tax returns containing calculations of prepaid income tax as well as compulsory social security contributions, including compulsory contributions for pension and disability insurance. Due to this supervision the tax obligation was in 2003 higher by 3,471 million Slovene tolar and in 2004 by 4,650 million Slovenian tolar.

On 1 January 2005 the Tax Administration of Slovenia became a violations body. Pursuant to the General Offences Act, one of the competences of the Tax Administration is the sanctioning of violators of regulations in connection with which the Tax Administration is appointed as the body supervising their enforcement.

#### **PROCEEDINGS INSTIGATED BY TAX AUTHORITIES IN RELATION TO NON-PAYMENT OR LATE PAYMENT OF CONTRIBUTIONS FOR PENSION AND DISABILITY INSURANCE BY EMPLOYERS**

Pursuant to Article 5 of the Tax Administration Act (ZDS -1, Ur.l. RS, no. 17/05 – UPB1), the Tax Administration of Slovenia collects contributions for the Pension and Disability Institute of Slovenia.

In 2003, SIT 545.4 billion of contributions were collected and in 2004, SIT 584.3 billion, which is 7.1 percent more than in 2003.

The share of the tax owed because of unpaid contributions in the total amount of the above contributions collected is getting lower each year. In 2003, the percentage was 4.9 and in 2004 it fell to 4.2.

In spite of the fact that certain rights of employers and their employees are tied to the payment of contributions, a part of the calculated and charged contributions remains unpaid.

In cases of non-payment or late payment of contributions by employers tax administrations carry out compulsory collection during tax execution proceedings.

The debt must exceed SIT 2,500 for one enforcement address or SIT 5,000 when there is more than one enforcement address in order for the tax execution proceeding to begin. The debtor must settle all the costs incurred by the tax execution procedure.

The right to collect taxes lapses five years after the calendar year in which it should have been collected. A day after every interruption of the statute of limitations the period of limitation resumes once more, but the right to collect the tax can not be enforced after ten years have passed since the year in which the statute of limitations first started running.

A tax authority may, in connection with a tax execution proceeding, demand that the debtor submits a record of his assets, together with proofs of ownership and other material rights relating to these assets.

### **Tax execution proceedings**

Pursuant to Article 128 of the Tax Procedure Act, the tax authority must, prior to the commencement of a tax execution proceeding, call the debtor by means of a notice of unpaid taxes, to pay the taxes and/or contributions within eight days of the notice being served.

If the debtor fails to pay the taxes, a tax execution proceeding begins with the issue of an order. The debtor can appeal within eight days, but the appeal does not stay execution. In exceptional circumstances, when the tax administration concludes that the appeal could be granted, it stays the execution.

During a tax execution proceeding a tax authority can reach for any asset (including the rights pertaining to the assets), except those excluded pursuant to Article 144 of the Tax Procedure Act.

During a tax execution proceeding tax may be recovered from all the debtor's financial income, financial resources, claims, movable property and dematerialised securities, and immovable property.

Only two-thirds of **financial resources** (salary, salary compensation, pension, etc.) can be taken and the amount can be no higher than 70% of the minimum wage.

**With respect to resources held in bank accounts and savings bank accounts**, the tax authority can only take up to the amount of the unpaid debt. The order relating to the tax execution is sent to all banks and savings banks where the debtor has accounts (the tax authority may choose to send it only to the banks in relation to which it expects that the probability of collection is highest). After settling the debt, it is the duty of the bank to notify other banks about having settled it. Banks keep the order on record for a year (this period has not changed), and if within this time there are no resources in the account, the order is returned to the tax authority.

The tax authority may also attach the debtor's claims from his debtors to the amount of the taxes owed and order the debtor's debtor to pay the attached claim into the specified accounts.

With regard to immovable property, tax execution is carried out by attachment, valuation and sale of the immovable property. The Tax Procedure Act in Article 163 lists the objects excluded from tax execution. A tax execution against legal and natural persons who carry out

activities can not involve machines, tools and other work instruments in so much as the debtor needs these in order to carry out his activity, as well as materials, semi-finished products intended for further processing and fuel, as long as these do not exceed the quantities needed for an average three-monthly production. If the debtor does not pay the tax within six months of the expiry date, the tax can also be recovered by means of the resources used in production, if within the period above the tax execution from income and other assets was unsuccessful.

Movable property attached in line with this Act is usually sold at a public auction, or it can be sold via the debtor, with the collection of offers, with a direct contract or with a commission sale.

The attached movable property to the value of SIT 300,000 and more is usually sold at a public auction, which is carried out when there are at least two bidders. The price offered by two bidders must be higher than the starting price in order for the auction to be successful. If the first public auction does not succeed, another is announced and carried out if at least two bidders attend it. The starting price of the attached objects set for the first public auction can at the time of the announcement of the second auction be lowered by an appropriate percentage, but only up to half of the assessed value as stated in the attachment record. The second public auction may be attended by only one bidder. However, in this case the starting price may not be any lower than the value stated in the attachment record.

Execution is also carried out on dematerialised securities. The procedure is similar to that with regard to movable property. A tax execution order is sent to the Central Securities Clearing Corporation, which carries out attachment by entering the execution order into the central register of dematerialised securities so that they are no longer at the debtor's disposal. With the entry of the order into the central registry, the tax authority obtains a lien on the securities that are the subject of the tax execution. The attached securities and other objects, which have a price on the organised market, are sold by the ministry responsible for finance, or a legal person, authorised for this by the ministry responsible for finance. In the case of a sale of attached securities, the Central Securities Clearing Corporation transfers the dematerialised securities to the buyer's account on the basis of an order with which the tax authority orders the transfer. This order replaces the handing over of the dematerialised securities to the buyer. The money obtained with the sale is transferred to the prescribed accounts.

A tax execution on immovable property is carried out when all other means of recovery prove to be unsuccessful. With respect to such an execution, the provisions of the Execution of Judgments in Civil Matters and Insurance of Claims Act – (Ur. l. RS, no. 40/04-UPB1) apply. The sale of immovable property is carried out by a court.

Bankruptcies of sole traders and legal persons pose a considerable problem with respect to the recovery of debt, as tax authorities have no influence with respect to bankruptcies. In addition, a tax authority can not influence the quality of the bankruptcy proceedings.

In some instances, the tax authority as a creditor demands that a bankruptcy procedure be instigated. This happens mainly when the debtor has no intention of settling the debt or instigating a bankruptcy proceeding.

After the bankruptcy proceeding relating to a legal person is completed, the tax authority writes off the debt that could not be recovered during the bankruptcy proceeding. The legal

person liable to pay the tax terminates after the bankruptcy and is cancelled from the register of companies.

In the case of a bankruptcy of a sole trader or when partners of the legal person liable to pay the tax even after the company is terminated carry the responsibility for the company's obligations and the tax was not paid during the bankruptcy procedure, the debt is transferred to the physical person or partners. This tax is then under the process of recovery until the expiry of the absolute period of limitations regarding execution. The Tax Procedure Act sets this period at ten years.

In 2003 and 2004 we managed to amend some provisions of the laws which have and will affect the success of tax recovery. Among them are the following amendments:

- Point 7 of Article 8 of the Payment Transactions Act (Ur.l. RS, 105/04-UPB2), now states that the body carrying out payment transactions (e.g. a bank or savings bank) can not open a new transaction account for a legal person or a sole trader who already has a transaction account which is being used by a tax authority carrying out a tax execution.
- Pursuant to Article 75 of the Companies Act (Ur.l. RS, no. 15/05-UPB1), from 1 August 2005 onwards, a sole trader must in his application for entry in the Business Register give a statement that he or she does not have any unpaid received tax obligations from any other businesses he or she has conducted as a sole trader and which he or she has de-registered.
- As of 1 August 2005 a sole trader who has gone bankrupt will be removed from the Business Register of Slovenia. Article 76 of the above Act states that the Agency of the Republic of Slovenia for Public and Legal Records and Services will, ex officio, remove the sole trader from the Business Register of Slovenia on the basis of a notification from a court about the completion of the bankruptcy proceedings.

## **12:4 Social security regarding persons moving from one state party to another**

### **Information regarding Conclusions 2004 page 531-533**

#### **The right to medical care for all persons in need**

Anyone who is regularly working and therefore lawfully residing in Slovenia is covered by compulsory health insurance scheme. That means that foreigners are treated on equal terms with nationals. Furthermore, their family members can be insured as family members if there is no other legal ground for their insurance.

Some specific categories of persons are covered by international agreements of social security (students, pensioners, tourists, posted workers), thus medical care is provided on the basis of those agreements.

But if there is no such agreement and the person is not covered by the national scheme, then their medical care is covered by the **Instruction of the Ministry of Health No. 022-44/02 of**

**18 April 2002. On the basis of the Health Care and Health Insurance Act, the Asylum Act and the Aliens Act, this Instruction defines the rights to urgent medical assistance and conveyance by ambulance and the right to urgent dental assistance for persons without regulated health insurance.**

The funds to pay for these services come from the national budget if payment cannot be provided in another way (the patient himself via subsequent reimbursement from his own insurance company if he has health insurance or under a bilateral agreement, if one exists, via the Health Insurance Institute).

In accordance with this legislation, the Instruction **covers persons of unknown residence; foreigners from countries with which no bilateral agreements have been concluded; foreigners and citizens of the Republic of Slovenia with permanent residence abroad who are residing temporarily in the Republic of Slovenia or are en route through the Republic of Slovenia and foreigners legally or illegally residing in Slovenia under special regulations (asylum seekers; foreigners with a special form of protection whose request for asylum has been finally refused; illegal refugees; persons who have obtained the right to asylum; persons with temporary asylum).**

To conclude: if foreigners who are temporarily staying in the Republic of Slovenia (e.g. tourists) are not insured on the basis of a bilateral agreement, they must cover their treatment costs themselves. If they hold commercial health insurance they can reclaim these costs from their own insurance company; otherwise reimbursement depends on the regulation in the country in which they are insured.

If it is not possible to collect payment from a foreigner, the costs of urgent treatment are covered by the national budget. In Slovenia urgent medical treatment is thus provided to all persons without discrimination.

We would like to emphasise that no-one who needs urgent medical assistance is denied it, regardless of his residence or financial circumstances.

### ***Parental protection and family benefits***

Since the Parental Protection and Family Benefit Act came into force (19 August 2003), all family benefits are tied to permanent residence, apart from maternity allowance and partial payment for lost income, which are also tied to nationality of the Republic of Slovenia, the reason for this being that the rights relating to pension and disability insurance are still tied to the nationality (with the exception of the rights of the nationals of the EU member states).

As since 1 May 2004 Council Regulation (EEC) No. 1408/71 of 14 June 1971 on the application of social security schemes to employed persons and their families moving within the Community, which determines RESIDENCE as the condition, applies directly in Slovenia, citizens of EU member states are considered to fulfil the conditions for the receipt of family benefits if they **reside** in Slovenia, without having permanent residence rights.

With respect to the condition relating to an eight-year uninterrupted residence needed to obtain a permanent residence permit, it should be pointed out that an Act Amending the Aliens Act is being drafted, which will reduce this period from eight to five years, both for nationals of EU member states as well as those from third countries. We believe that with this Act Slovene legislation will be in complete harmony with European regulations (including the

Council Directive 2003/109/EC of 25 November 2003 concerning the status of third-country nationals who are long-term residents) by the end of this year.

### **Parental allowance and partial payment for lost income**

One of the parents has a right to parental allowance and partial payment for lost income when one parent and the child have permanent residence in the Republic of Slovenia and they are both nationals of the Republic of Slovenia.

On the day of Slovenia's accession to the European Union, nationality of the Republic of Slovenia stopped being a condition for the right to parental allowance and partial payment for lost income with respect to nationals of EU member states.

Nationality is one of the conditions for obtaining the right to parental allowance and partial payment for lost income, as this ensures inclusion in the pension and disability insurance scheme. The Pension and Disability Insurance Act states that one of the conditions for inclusion is nationality of the Republic of Slovenia. From the day of Slovenia's accession to the European Union, this condition no longer applies to nationals of EU member states.

It should be noted that amendments are being planned for this year to the currently applying Parental Protection and Family Benefits Act, which will also affect the two family benefits above.

### ***Child benefit***

Article 67 of the Parental Protection and Family Benefits (Ur. l. RS, no. 97/01), which was in force from 1 January 2002 until 19 August 2003, when the amendments to this Act came into force, stated in paragraph one that one of the parents or another person has the right to child benefit for a child with residence in the Republic of Slovenia when he or she: 1. is a national of the Republic of Slovenia, 2. is not a national of the Republic of Slovenia, but there is reciprocity. Paragraph two of Article 67 stated that, when at least one parent has an employment contract with an employer based in Slovenia, he or she has the right to child benefit even for a child who is not a resident of Slovenia when he or she: 1. is a national of the Republic of Slovenia and does not have the right to enforce the right to child benefit in the country of residence, 2. is not a national of the Republic of Slovenia but the right has been agreed in an international agreement.

The Act Amending Parental Protection and Family Benefit Act (Ur. l. RS, no. 76/03), which came into force on 19 August 2003, amended Article 67 in such a way that now one of the parents or another person has the right to child benefit for a child with permanent residence in Slovenia.

### **Agreements in force with the Republic of Slovenia in the area of social security**

As was explained in previous reports, the basic principle of social security agreements is the preservation of acquired social security rights with regard to persons who worked or were insured in different countries with coordination rules which specified the use of the internal legislation of one of the parties to the agreement. Of particular importance is the rule on



adding insurance periods with respect to the right to a pension, which is usually allocated according to the principle of proportionality. The agreements also regulated the area of accidents at work and health care (sick pay, emergency medical assistance), with respect to which there is also the definition of the extent of health care services and the manner in which costs are reimbursed. Some agreements also contain coordination provisions for unemployment; usually they envisage a certain consistency of insurance and the addition of insurance periods in relation to obtaining the right to unemployment benefit. Furthermore, agreements regulate family benefits, mainly child benefit, which is in some agreements defined as an “export” benefit, that is a benefit paid out also for children not resident on the territory of the same signatory country as the parent. Another benefit dealt with by the agreements is maternity benefit. Social security agreements concluded by the Republic of Slovenia with overseas states (Australia, Canada and Quebec), due to different regulation of the social security system, only deal with pension and disability insurance.

With Slovenia’s accession to the European Union, Council Regulation (EEC) No. 1408/71 entered into force in Slovenia. This regulates in detail the manner and extent of acquired rights with regard to migrant workers moving between EU members states. Thus some bilateral agreements concluded by Slovenia in the past have ceased to apply.

The European Committee of Social Rights is particularly interested in agreements and social security regulations regarding the nationals of countries which are signatories of the European Social Charter and which are not EU members and thus not included in the Regulation 1408/71.

Such agreements have been concluded with Bulgaria, Croatia and Macedonia. An agreement with Bosnia and Herzegovina is currently being drawn up.

Agreements in force with the Republic of Slovenia in the area of social security (with countries that are not covered by Community regulations and are members of the ESC):

COUNTRY	Medical care	Sickness cash benefit	Unemployment benefit	Old-age benefit	Work accident and occupational disease benefit	Family benefit	Maternity benefit	Invalidity benefit	Survivors’ benefit
Bulgaria	✓	✓	✓	✓	✓	✓	✓	✓	✓
Croatia	✓	✓	✓	✓	✓	/	✓	✓	✓
Macedonia	✓	✓	/	✓	✓	/	✓	✓	✓

## **Article 13: THE RIGHT TO SOCIAL SECURITY AND HEALTH CARE**

### **13:2 Non-discrimination with regard to the enforcement of rights to social security and health care**

#### **Information regarding Conclusions 2004 page 534**

The recipients of social security and health care are not in a discriminated position on account of receiving financial assistance in the form of a social security benefit and are not limited in the realisation of their right to vote or to obtain certain types of employment or to be elected to a public function. Article 42 of the Constitution of the Republic of Slovenia states that the right to vote is a general and equal right and that every citizen who has reached the age of 18 has the right to vote and be elected.

Article 36a of the Social Security Act guarantees the possibility of subsidised employment for a long-term unemployed person entitled to social security benefits who has during the last three years received social security benefits for at least 24 months. This measure clearly reflects a positive approach to the employment of the recipients of social security benefits and there is certainly no discrimination, as implied in the question.

### **13:3 Prevention, elimination and alleviation of personal or family hardship**

#### **Information regarding Conclusions 2004 page 534**

#### **Geographic dispersedness of social work centres, number of employees and their education level:**

In Slovenia, social work centres are responsible for the allocation of social security benefits. There are 62 social work centres and they are geographically dispersed throughout Slovenia's territory. According to the data held by the Association of Social Work Centres on 31 December 2003, there were 1595 employees regularly employed at the social work centres.

The professional structure and educational level of the employees is shown in the table below:

<i><b>Education</b></i>	<i><b>Number of employees</b></i>
I. no vocation	<b>56</b>
II. primary school	<b>15</b>
III. two-year vocational school	<b>40</b>
IV. three-year vocational school	<b>185</b>
V. secondary school	<b>380</b>
VI. further education	<b>322</b>

VII. higher professional or university education	<b>581</b>
VIII. academic title: master	<b>16</b>

Source: Final Report of the project "Preoblikovanje organiziranosti CSD v RS" (The Reform of the Organisation of Social Work Centres in Slovenia"), Ljubljana, 2004

Among the employees with professional education most are social workers (nearly 64%), followed by psychologists and lawyers. In 2003, SIT 5,588,153,212 was paid out to finance the work and functioning of social work centres, and in 2004 SIT 5,997,393,000.

### **Entitlement to “social first aid” and “personal aid” services**

Article 14 of the Social Care Act (Ur. l. RS, 36/04) states that any person (irrespective of nationality or residence) in social hardship and difficulty is entitled to “social first aid” and “personal aid” services.

“Social first aid” encompasses assistance in identifying and defining social hardship or difficulty, the assessment of possible solutions and the provision of information to the entitled person about all the possible forms of social care services and benefits he or she can apply for and the obligations relating to these services and benefits, as well as informing the entitled person about the network and programmes of the providers of these services and benefits.

Personal aid encompasses advice and guidance with the aim of enabling an individual to develop, amend, preserve and improve his or her social opportunities. In practice, this means that anybody who is lawfully on the territory of the Republic of Slovenia and turns for help to a social work centre obtains information relating to whatever he or she (hereinafter: he) needs at that moment. He is received at the social work centre, where there is a preliminary interview so that he can be directed to the institution dealing with his problem. In most cases, that is the administrative unit where the person in the process of arranging his status. If he wishes to obtain information relating to employment, he is directed to the nearest labour office.

In the event of a person’s life being under a serious threat, he is taken to the nearest health centre or hospital. Since January 2002, there is in Ljubljana also a Health Centre for persons without health insurance, which carries out out-patient medical examinations. A nurse and a social worker are regularly employed at the Centre, while other employees (doctors) are volunteers. In the general and numerous specialist clinics health services are provided to the homeless, foreigners, asylum seekers, refugees, foreigners in transit or arranging their status, and other persons on the territory of the Urban Municipality of Ljubljana without health insurance. In addition to health services, those in social hardship are provided help with obtaining residence, status, insurance and social security. As well as the out-patient clinic there is a general health clinic, a paediatric clinic, ante-natal clinic and a clinic for those with diabetes. The centre also has bathroom facilities where visitors can have a wash, bath or shower, as well as a warehouse of clothes, from where they can get suitable clothes and footwear.

If a person has no possibility of residing with relatives, acquaintances or friends, he or she is sent to an accommodation centre or a centre for foreigners or a shelter for the homeless, where he or she can spend a few days.

If the person in question has no money, he is sent to the Red Cross, where he can receive a food parcel and clothes, or to Caritas where, in addition to the above, he is also given money and can obtain services relating to personal hygiene.

When personal aid is provided, the client is led towards the resolution of conflicts, towards recognising his own reactions and towards searching for suitable solutions and knowledge, thus helping him achieve the agreed goal. With respect to this, an agreement is concluded between the client and the social worker.

It should be stressed that Slovenia has a network which encompasses various social care services. Social work centres work closely with municipalities and other organisations, above all with various non-governmental organisations.

## **Article 16: THE RIGHT OF FAMILIES TO SOCIAL, LEGAL AND ECONOMIC PROTECTION**

### **Information regarding Conclusions 2004 page 535**

#### **Taking into account the child's opinion during a divorce procedure**

DIVORCE BY CONSENT (decisions relating to upbringing and care – custody of the child)

A court annuls a marriage on the basis of an agreement between the couple when they have agreed about the custody of their children and about the children's contacts with the parents in accordance with the law, and when the parents have submitted an agreement concluded in the form of an executable notarial record regarding the division of their joint possessions, stating which one of them remains or becomes the tenant of their dwelling and the arrangements for the maintenance of the spouse who does not have the means for subsistence and who is unemployed through no fault of his or her own. Before a court annuls a marriage, it must ascertain whether the agreement between the spouses also deals with the custody of their children and the contacts between children and parents to the benefit of the children. The court must also obtain an opinion relating to this from the competent social work centre. The child's opinion is also taken into account if the child has expressed it directly or through someone he or she trusts and has chosen, and when the child is capable of understanding the meaning of the decision and its consequences.

DIVORCE FOLLOWING A PETITION FOR DIVORCE (decisions relating to upbringing and care – custody of the child)

If the parents are not living together or will no longer be living together, they must agree on the custody of their children in a way that is beneficial to the children. They can agree that they continue to have joint custody of the children or that all the children are in the custody of one parent or that some children are in the custody of one and the others in the custody of the other parent. If they can not reach an agreement on this, they are helped by a social work centre. If the parents agree on the custody of their children, they can propose that a court issues a court order during a non-contentious civil procedure. If the court ascertains that the agreement is not in line with the benefit of the children, it can refuse the proposal. If the parents cannot agree on the custody of their children even with the help of a social work centre, the court passes a decision following a request by one or both parents that all the children are in the custody of one of them or that some children are in the custody of one and the other children in the custody of the other parent. The court can also decide ex officio that all or some of the children are entrusted to the custody of another person. Prior to making a decision, the court must obtain an opinion from a social work centre regarding the benefit of the child. The child's opinion is also taken into account if the child has expressed it directly or through someone he or she trusts and has chosen, and when the child is capable of understanding the meaning of the decision and its consequences.

A proof from the competent social work centre must be attached to the request referred to in the previous paragraph, stating that the parents have tried to agree on the custody of their children with the centre's help.

## DECIDING ON CONTACT AFTER A DIVORCE

A child has a right to contact with both parents and both parents have a right to contact with their child. Contact must be arranged to the benefit of the child. The parent who has custody of the child or another person with whom the child lives must do nothing to make the child's contact with the other parent or with both parents difficult or impossible. He or she must strive to ensure that the child has a suitable attitude to contact with the other parent or both parents. And the parent who has contact with the child must do nothing to make raising the child difficult.

When parents agree on contact they can propose that the court during a non-contentious civil procedure issues an order on contact. If the parents can not agree about contact even with the help of a social work centre, the court issues its decision following a request by one or both parents. When deciding, the court is led by the benefit of the child. The court decides during a non-contentious civil procedure, except when deciding on contact at the same time as deciding on disputes about custody. A proof from the competent social work centre must be attached to the request for a decision on contact, stating that the parents have tried to agree on contact with the help of the centre. A court can withdraw or limit the right to contact only when this is necessary in order to protect the child. Contact is not to the child's benefit if it signifies psychological stress for the child or if contact poses a threat to the child's physical or mental development. The court may also decide that contact takes place only under the supervision of a third person or that they are not conducted in the form of a personal encounter and spending time together, but in some other way if this is for the benefit of the child. If the parent with whom the child lives prevents contact between the child and the other parent or if it is impossible to conduct contact even with the help of a social work centre the court can, following a request from the other parent, decide that the custody is withdrawn from the parent who is preventing contact and the child is entrusted to the other parent, if the court believes that this parent will allow contact and if this is the only way in which the benefit of the child can be protected.

Before the court takes a decision referred to in paragraph four, five and six of this Article, it must obtain an opinion regarding the benefit of the child from a social work centre. The child's opinion is also taken into account if the child has expressed it directly or through someone he or she trusts and has chosen, and when the child is capable of understanding the meaning of the decision and its consequences.

### **Is there any legislation governing violence within the family and how is it implemented?**

Slovenia still does not have a systemic law on the prevention of violence within the family and last year the state commissioned the drawing up of first premises with proposals for systemic regulations pertaining to protection against violence within the family. The drawing up of the draft law on the prevention of violence within the family is one of the priorities of the Ministry of Labour, Family and Social Affairs for 2005. The Ministry has this year appointed 11 coordinators for violence at social work centres and together with the police has carried out training for all the relevant employees at social work centres who work with persons who have experienced violence.

## CHILD BENEFIT

Year	Recipients	Children	Paid out (1000 SIT)
1994	100,063	187,639	10,777,919
1995	123,006	222,634	14,032,696
1996	204,029	342,443	21,104,101
1997	248,950	408,536	25,117,458
1998	254,228	410,864	26,705,104
1999	245,998	405,040	35,939,307
2000	247,505	411,397	44,904,004
2001	248,996	412,495	48,066,533
2002	245,077	408,051	51,461,986
2003	240,072	401,549	55,216,832
Jan 2004	232,011	384,140	4,571,271
Feb 2004	233,468	387,642	4,597,817
Mar 2004	233,704	387,344	4,604,308
Apr 2004	235,687	390,233	4,680,436
May 2004	225,401	376,272	4,621,010
Jun 2004	231,710	383,641	4,760,009
Jul 2004	234,205	387,889	4,802,343
Aug 2004	235,549	390,193	4,823,586
Sep 2004	234,067	386,992	4,767,925
Oct 2004	224,808	371,901	4,612,438
Nov 2004	225,500	376,385	4,686,617
Dec 2004	228,000	380,206	4,705,461

## PARENTAL ALLOWANCE

Year	Recipients	Paid out (‘000 SIT)
1994	2,474	423,484
1995	3,015	557,363
1996	2,822	556,237
1997	2,734	566,334
1998	2,616	573,746
1999	2,563	602,862
2000	2,452	608,000
2001	2,317	622,434

2002	2,175	781,603
2003	2,498	1,128,213
Jan 2004	2,651	102,978
Feb 2004	2,679	104,170
Mar 2004	2,737	105,177
Apr 2004	2,760	106,061
May 2004	2,797	108,781
Jun 2004	2,839	108,696
Jul 2004	2,847	108,615
Aug 2004	2,874	109,872
Sep 2004	2,892	110,610
Oct 2004	2,860	109,685
Nov 2004	2,886	110,696
Dec 2004	2,849	107,954

**PARTIAL PAYMENT FOR LOST INCOME**

<b>Year</b>	<b>Recipients</b>	<b>Paid out ('000 SIT)</b>
2003	164	194,825
Jan 2004	251	24,898
Feb 2004	257	26,099
Mar 2004	263	26,285
Apr 2004	268	27,035
May 2004	274	27,303
Jun 2004	276	27,908
Jul 2004	284	28,184
Aug 2004	284	29,699
Sep 2004	285	30,579
Oct 2004	289	31,295
Nov 2004	297	32,307
Dec 2004	299	33,330



## The Roma and social care

Sociological research into the life of the Roma<sup>12</sup> shows a relation between their low status and that of a pronouncedly underprivileged ethnic minority. They are classified as members of the lowest social stratum, seriously affected by poverty. The social status of the Roma is considerably lower than that of the majority population. This does not mean only with respect to their material position but also educational level, and vocational and employment opportunities. This is also why the Roma have no social or negotiating power. They are outside what goes on in society, permanently marginalised and dependent on social aid. Moreover, they are not connected among themselves, are scattered around various settlements and, by and large, not organised. Often those who have started to adopt more progressive norms and rules are hindered by their own environment. When the Roma are discussed, they are seen as a problem which needs to be controlled rather than resolved. They themselves are very rarely directly involved in the resolution of problems relating to them.

The socio-economic position of the Roma differs from one area or municipality to another. In Prekmurje, the socio-economic position of the Roma is better than in Dolenjska, Bela Krajina and Posavje, as well as in other areas inhabited by the Roma. There are also big differences in the socio-economic position, the way of life, education, working habits, religion and customs among the so-called non-traditionally settled Roma, who mostly live in larger towns (Ljubljana, Maribor, Celje, Jesenice and Velenje). The socio-economic position of the Roma in Prekmurje is such that it facilitates regular inclusion of Roma children in nurseries, primary schools and secondary vocational schools. The living conditions and the communal infrastructure in the Roma settlements there are better and enable the inclusion of the Roma children in the educational system. This, however, can not be said about the other parts of Slovenia where the Roma live. Thus in some Roma settlements even the basic needs (such as water, electricity and sewage) are still not satisfied.

According to the regulations within the competence of the Ministry of Labour, Family and Social Affairs, the Roma, like all the other citizens of Slovenia, are entitled to all the rights pertaining to the law, provided they fulfil the conditions for the realisation of individual rights<sup>13</sup>. In view of the constitutional principle of equality in the eyes of the law it is also impossible to prescribe different or special conditions for the Roma for entitlement to social benefits, such as social security benefit and child benefit, which are the two rights most utilised by this ethnic community. Data based on ethnic appurtenance is thus not maintained separately.

The conditions for the allocation of social security benefits are set out in the Social Security Act (Ur. l. RS, no. 54/92, 56/92, 13/93, 42/94-decision by the Constitutional Court of the RS, 1/99, 41/99, 36/2000, 54/2000, 26/2001, 2/2004 and 36/2004-the official final version).

According to the Social Security Act:

- each individual is obliged to provide, according to his abilities, adequate means of subsistence for himself and for his dependents, while a recipient of social security benefits must not be in a more favourable social position than a person who

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<sup>12</sup> SOURCE: Ministry of Education, Science and Sport, Educational Strategy Regarding the Roma People in the Republic of Slovenia, draft no. 6, working material, 27 October 2003.

<sup>13</sup> SOURCE: A letter from the Ministry of Labour, Family and Social Affairs, ref. no. 924-00-004/04-06, of 3 June 2004, received by the Office for Nationalities on 9 June 2004.

provides himself with the means of survival by working or on the basis of the rights derived from work (Article 20) and

- a person who can not ensure for himself and for his dependents resources to the level of the minimum wage for reasons the person can not and could not influence is entitled to social security benefits.

With respect to the nature and aim of social security, that is the provision of the means of subsistence, the law does not differentiate between those entitled on the basis of their nationality, race, language, social position and similar, but regulates social security benefits in relation to the ability to subsist. Thus a social benefit means assistance strictly directed at subsistence and at the costs the entitled person has in relation to food, basic care and other needs connected with subsistence. It is not possible to allocate social security payments for other purposes, such as the payment of health insurance, transport, legal aid, holiday payment etc, or for connection to electricity or water supply and the sewage system, as well as other costs related to the building of dwellings, which should be provided by the municipality. A social work centre, when refusing applications for social security benefits for the payment of these costs, irrespective of whether the applicant is a Roma or not, acts correctly and legally, especially if the applicants themselves can provide the means of subsistence with occasional work or in some other way. The legislation pertaining to social aid does not allow for any exceptions in the allocation of financial payments to the Roma. Due to constant criticism that Roma families receive high amounts of social aid, it should be noted that according to regulations, a Roma family can not be treated differently from any other family. In line with the Social Security Act, social security benefits are supposed to provide the means of subsistence, and the recipient of a social security benefit can not be in a more favourable position than a person who provides for himself by working or on the basis of the rights derived from work. Thus Roma families can get social security benefits only if:

- the parents are registered as unemployed at an employment office,
- the parents do not refuse any offer of training or employment, such as re-qualification, inclusion in public works and occasional or regular employment, while also taking into account the fact that they did not become unemployed through their own fault – that is either for the culpable reason of giving up a job or terminating a working relationship with the consent of both sides and
- the family concludes a contract with a social work centre about active resolution of the family's social problems when the centre in question established that such a contract is necessary.

Thus the Roma receive services relating to social security under the same conditions as the rest of the population. Because of their specific way of life, the fact that the educational level of the Roma population is so low and while taking into account the fact that most of the Roma are unemployed, their main source of income comes from the realisation of the rights related to social and family protection.

In order to clarify the position, the Ministry of Labour, Family and Social Affairs sent a questionnaire regarding the implementation of the provisions of the law in relation to social security benefits to social work centres in Brežice, Črnomelj, Grosuplje, Kočevje, Krško, Metlika, Novo mesto, Ribnica and Trebnje, that is in the Dolenjska, Bela Krajina and Posavje regions<sup>14</sup>.

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<sup>14</sup> SOURCE: A letter from the Ministry of Labour, Family and Social Affairs, ref. no. 924-00-004/04-09, of 16 June 2004, received by the Office for Nationalities on 18 June 2004.

It should be noted that social work centres do not maintain data categorised by nationality, thus only estimates are available. According to the official statistical data, 224,450 inhabitants live in the area of the nine social work centres above, out of which 3486 are Roma according to the unofficial estimates of these centres, which represents 1.5 to 2 percent of the total population. Out of the 3486 Roma, it is estimated that there are 1458 children up to 15 which, if the data is correct, does not confirm the often expressed claims that the Roma have many children (supposedly encouraged by favourable social security benefits and child benefits).

In the areas covered by these centres, in May of 2004 social security benefits were paid out to 5406 applicants in total, of which an estimated 950 or 17.6% are Roma.

During discussions about the problems relating to the Roma, the criticism has often been voiced that because of the raised social security benefits recently a situation has arisen in which the Roma no longer want to work because their families, which are large because of the number of children, receive high levels of social aid.

It is true that social security benefits have increased recently, although it is a generally accepted opinion that the amount still does not allow for a decent standard of living. The view that social security benefits are still too low is also stated in the report by the human rights ombudsman for 2003. In addition, it should be noted that only social security benefits aimed at single persons and adults within a family have increased, while the amount intended for children actually decreased, taking into account a prior increase in child benefits. Thus claims that the new social security system is very favourable towards large families are not accurate. A comparison of the previous system of financial benefits (prior to the amendments to the Social Security Act entering into force in 2001) shows that families with 3 or 4 children are slightly better off now, while the benefits for a family with 5 children remained the same, and with respect to even larger families, just the opposite is true – a family with more than 5 children received higher financial benefits under the old system than the social security benefits it receives now.

In addition to the fact that families with more than five children would have received higher benefits under the system applying up to 2001, under that system there was no regulation allowing a withdrawal or reduction of a benefit due to culpable reasons. Such reasons, according to the currently applying legislation, are leaving a job, any kind of passivity in relation to or failure to comply with the contract on the resolution of the applicant's own social problems, refusal to accept employment, passivity in seeking employment, and refusal to be included in active employment policy programmes, particularly training programmes and public works, etc. The general consensus is that the present system of allocating social security benefits is considerably more restrictive than the previous one, provided it is consistently adhered to. Of special importance in relation to this is cooperation between employment offices and social work centres, as passivity in seeking employment and the refusal to join the active employment policy programmes can be ascertained only by social work centres. If any of the culpable reasons above apply, a social work centre withdraws or reduces the social security benefit in such a way that it does not grant it to the adult to whom one of the culpable reasons above applies. With respect to a family, this could be one or both parents, which considering the fact that the benefit for adults is considerably higher, means a noticeable reduction. Culpable

reasons linked to employment are obtained by social work centres from employment offices, while others are established by the centres themselves.

Considering that there are very few employment opportunities for the Roma due to their low education level, culpable reasons of giving up or refusing employment appear very rarely which, however, does not mean they do not arise at all (for example, the Črnomelj social work centre reported about 5 instances of removing unemployed persons from the register of the unemployed this year, which resulted in sanctions relating to social security benefits). Employment offices often use inclusion in education and training as one of the measures contained in the active employment policy, usually with respect to adult Roma, in the form of a programme for completing primary school. Thus, according to the data from the Novo mesto social work centre, 132 Roma were included in the primary school for adult Roma this school year. This has also become very common in the last two years in other centres (e.g. Metlika, Trebnje: the inclusion of the Roma in a primary school within the Centre of Education and Culture, etc.). When a person joins such a programme but then stops attending it, social work centres take measures in relation to social security benefits.

In addition to cooperation with employment offices, social work centres themselves often try to ensure that social security benefits have a positive effect.

On the basis of the Social Security Act (Ur. l. RS, no. 36/40) a social work centre can conclude a contract of active resolution of social problems related to a recipient of social security benefit (Article 32). In the case of the Roma, in practice this most often involves binding the recipients of social security benefits to the inclusion of pre-school children in a specially organised pre-school education scheme, the inclusion of school age children in education and ensuring that they attend school regularly, the inclusion of adults in adult primary schools, reporting to an employment office and seeking employment, inclusion in public works programmes and other forms of contractual employment, inclusion in organised form of training, and similar. Often an agreement is made with the Roma about an earmarked use of social security funds, be it for the purchase of clothes for children or requisites needed for school, the purchase of a washing machine, repair of a roof, the payment of the costs of financing a sewage system or connection to an electricity supply, and similar. Thus, for example, in one of the settlements in the municipality of Krško, following a proposal by the social work centre and NGOs, a standing order was arranged at a bank for the payment of communal services, while at the moment there are discussions about using this method also for paying for waste disposal in another Roma settlement, the largest one in this municipality. According to the available data, at the Novo mesto, Trebnje and Črnomelj social work centres such contracts have been concluded with nearly all the Roma recipients of social security benefits, apart from the elderly; while in Kočevje, Metlika and Ribnica, this happens in fewer cases (approximately 33%). In Brežice and Krško, meanwhile, such contracts are not concluded. Thus out of 950 recipients of social security benefits in May 2004, such contracts were concluded in 657 cases, or 69%.

Even according to the current interpretation of Article 32 of the Social Security Act by the Ministry of Labour, Family and Social Affairs (a letter with ref. no. 924-00-12/04-02 of 3 August 2004), on the basis of a contract on the active resolution of social problems relating to an entitled Roma, in the case of irregular payment of obligations, the social security benefits the person receives may be used for settling the costs of communal services (thus avoiding turning off of the water supply and ensuring waste disposal, as the lack of these two services has the most adverse effect on the living conditions of the Roma ).

When contracts on the active resolution of social problems are not adhered to, a social work centre has in accordance with the law the option of lowering the amount of social security benefit for culpable reasons to the persons these reasons apply to, usually one or both parents. The benefit is thus reduced to the amount belonging to the children or any other dependent. Social work centres regularly on a monthly basis monitor the activities related to these contracts and ensure that they are carried out. Numerous centres carry out visits at home and have agreements with schools and nurseries to send them monthly reports about Roma children failing to attend. If this happens, the centre visits the child's home, on its own or together with the school counselling service. Data collected shows that in the last 5 months there were approximately 107 cases, that is 12.3%, where social security benefits were either withdrawn or reduced due to culpable reasons among Roma recipients. The most common reason was failing to send children to the organised preparatory classes for school or to attend lessons at primary school, and failure to attend primary school for adult Roma, wherever these programmes exist. In some cases, the culpable reason was that the person was struck from the register at an employment office. All the measures encroaching on the payment of social security benefits arouse disapproval and anger or increased aggression in those affected, which additionally complicates the communication between the professional workers and the users.

In cases when there is any doubt about the earmarked use of social security benefits, the centres have the option of paying the benefit directly to a third party (functional payment). An agreement is concluded between the recipient of the social security benefit and the centre about a direct transfer of the money to the account of the third party (be it a shop, electricity provider, the school for school meals or requisites, the heating supplier, communal services provider, etc.). In practice, this provision is implemented in different ways, while most such payments are carried out at the Trebnje social work centre. According to the data collected or to assessments, approximately 8% or 75 social security benefits for the Roma are paid functionally. The centres involved increasingly draw attention to growing aggression on the part of the users and this is one of the reasons why there are fewer such payments than might be expected. The centres reported examples where shop-keepers, due to the aggression of some Roma, handed out money or drink instead of food, as stated on the delivery note. This demonstrates that legal provisions often can not be enforced in practice or do not have the desired effect.

Social work centres often work together with employment offices and local communities in relation to the implementation of various programmes for the Roma, such as those carried out in 2003 in Kočevje in cooperation with the People's University (Integration and Literacy of the Roma, Motivation of the Roma Youth for Education, Education and Care of the Roma Children, a course in welding, etc.), in which over 1000 Roma took part. The following programmes aimed at the Roma have been approved for 2004 by various ministries: Computer Education for the Roma, Integration of the Roma, The Roma – Skilled Building Craftsmen, A Course in Housework for Roma Families, I'm Going to be a Dad – What Now?, Communication Skills for the Roma and Let's Create Roma Music.

With respect to family protection, the fundamental regulation is the **Parental Protection and Family Benefits Act** (Ur. l. RS, no. 97/01, ..., 110/03), which also determines the conditions for the realisation of rights with regard to parental leave and the appropriate wage

compensations, as well as all the other rights relating to parenthood, the right to parental allowance, child benefits, benefit for caring for a child needing special care, the right to partial payment for lost income, the right to a childbirth grant and to an allowance for a large family.

Financial benefits pursuant to the Social Security Act and the Parental Protection and Family Benefits Act (child benefit, parental allowance, childbirth grant) facilitate the subsistence of the Roma people. Social work centres conclude with most of the Roma and other persons entitled to social security benefits a contract on active resolution of their social problems, which binds them to the inclusion of pre-school children in the specially organised pre-school education system, the inclusion of school children in primary school education, the inclusion of adults in primary school education for adults and in the available employment. In order to receive benefits, every applicant must fulfil the prescribed conditions (a person who is not able to provide for himself and his dependents, for reasons beyond his control, resources to the level of the minimal wage). There is available:

- a) permanent financial aid
- b) extraordinary financial aid (granted when the person liable proves that an exceptional situation has arisen (such as having to pay the difference between the estimated and actual annual consumption of electricity, purchase of medicines, etc.); this payment is granted as a one-off, or for the necessary period; even a person who receives permanent financial aid is entitled to extraordinary financial aid)
- c) child benefits – the difference here in comparison to the first two forms (which can be withdrawn if illegibility is established) is that child benefits can not be withdrawn; it can be ensured that this money is used for the right purpose by transferring it to a school or a shop where those entitled (including the Roma) use it for the purchase of school requisites or food.

With respect to the receipt of social security benefits, all the Roma families with children in which no adult member of the family is employed are bound to conclude a contract on the active resolution of their social problems. This contract is monitored monthly by means of the proofs of pre-school and school children attending lessons at schools or nurseries, or adults attending classes for adult education, etc. In the event of it being established that a family does not fulfil the conditions specified in the contract, an amendment is made on the basis of a culpable reason. With the caution of being struck off the register of the unemployed the recipients of benefits have since 2001 been further bound to actively seek employment or to attend training for employment.

- An informative calculation (April 2004) of social security benefits and child benefit for a family of five (father, mother, 3 underage children, father and mother unemployed, no assets) – the basic level of the minimum wage since February 2004 was SIT 45,524.00:

1<sup>st</sup> adult: 45,524.00 SIT

2<sup>nd</sup> adult:  $0.7 * 45,524.00 = 31,867.00$  SIT

3 children:  $(0.3 * 45,524.00) * 3 = 13,657.00 * 3 = 40,971.00$  SIT

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total: 118.362,00 SIT

Child benefit:

1<sup>st</sup> child: 21,140.00 SIT

2<sup>nd</sup> child: 23,250.00 SIT

3<sup>rd</sup> and each subsequent child: 25,370.00 SIT

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total: 69,760.00 SIT

Thus the total social security benefits and child benefits received by a family of five, where both parents are unemployed and which does not have any assets was SIT 188,122.00 a month.

The Ministry of Labour, Family and Social Affairs has issued further instructions to social work centres in order to enable them to consistently implement the law, as well as clarifications relating to specific population groups. This enabled social work centres to establish eligibility for social security benefits. In the event of any doubts about the earmarked use of the social security benefits it is recommended that the benefits are paid functionally – not, however, by paying a postal order brought to a social work centre by the person entitled to benefits, but by means of a direct payment to the provider of goods or services entitled to a payment, following an agreement with the provider, or by handing a specific amount of the social security benefit to the Roma person in question for the payment of a particular postal order. Only those benefits are paid functionally which involve families with a high number of family members and inability to dispose independently with the received social security benefit (because of alcoholism, etc.).

The Ministry of Labour, Family and Social Affairs strives for social prevention and learning for self-help and a better life. The central social work centre has realised that such extensive and demanding work requires specific criteria for the employment of professional workers, which was confirmed at a recent consultation of representatives from social work centres in Novo mesto. The Ministry of Labour, Family and Social Affairs (family sector) has for a number of years been co-financing programmes related to social security. With regard to the family, individual NGO programmes at the local level are financed on the basis of annual public calls for applications. The Voluntariat Institute has for a number of years been organising Roma camps and implementing a programme, entitled “Roma”, while the ministry co-financed the programme “Socialisation of Pre-School Roma Children through Stories” implemented by the Črnomelj Institute of Education and Culture.

The Ministry, within the framework of annual calls for applications in relation to social security, co-financed 35 developmental and preventive programmes aimed at the Roma, to a total amount of 8.6 million SIT and, together with the funds for the area of the family, over 10 million SIT.

During the period 1996 and 2004 the Ministry of Labour, Family and Social Affairs co-financed the following programmes relating to social security:

In 1996 to a total value of SIT 2,540,000:

1. Social Work Centre (SWC) Črnomelj: The socialisation of the Roma in Coklovica, SIT 200,000
2. SWC Kočevje: Group work with Roma youth, SIT 150,000
3. SWC Krško: Working with the Roma in their settlements, 200,000 SIT
4. SWC Krško: Group work with Roma youth, SIT 200,000
5. SWC Metlika: Training for a successful life for the Roma, SIT 200,000
6. SWC Murska Sobota: Counselling work with young unemployed Roma, SIT 500,000
7. SWC Novo mesto: Preventive programmes of voluntary work with the Roma, SIT 290,000
8. SWC Trebnje: A programme for a better life for the Roma, SIT 100,000
9. The Romani Union Society, Murska Sobota: An international Roma camp, SIT 250,000
10. The Roma Society, Novo mesto: The socialisation of the Roma, 300,000 SIT
11. The Most (Bridge) Society for voluntary work: Roma camp 96, 150,000 SIT

In 1997 to a total value of SIT 1,524,305:

1. The Romani Union Society, Murska Sobota: International Roma camp, SIT 294,305
2. SWC Črnomelj: Socialisation of the Roma, SIT 200,000
3. SWC Krško: Group work with Roma youth, SIT 200,000
4. SWC Kočevje: Group work with Roma children and youth, SIT 100,000
5. SWC Grosuplje: A preventive programme for Roma children and youth, SIT 150,000
6. Society for the Development of Preventive and Voluntary work: The Roma project, SIT 580,000

In 1998 to a total value of SIT 1,023,000:

1. The Romani Union Society, Murska Sobota: International Roma camp, SIT 350,000
2. SWC Grosuplje: Preventive programme for Roma children and youth, SIT 95,000
3. Society for the Development of Preventive and Voluntary Work: Learning and psychosocial assistance to Roma children, SIT 178,000
4. SWC Krško: Group work with Roma youth, SIT 100,000
5. SWC Črnomelj: Socialisation of the Roma in Coklovica, SIT 200,000
6. SWC Murska Sobota: Working with young Roma couples, SIT 100,000

In 1999 to a total value of SIT 1,581,000:

1. The Romani Union Society, Murska Sobota: International Roma camp MS-2000, SIT 450,000
2. SWC Krško: Group work with Roma youth, SIT 200,000
3. Society for the Development of Preventive Work, Ljubljana: Terne Roma, SIT 631,000
4. SWC Murska Sobota: Counselling work with young Roma couples: SIT 300,000

In 2000 to a total value of SIT 700,000:

1. Society for the Development of Voluntary and Preventive Work, Ljubljana: A camp in the Roma settlement near Grosuplje, SIT 100,000
2. Society for the Development of Voluntary and Preventive Work, Ljubljana: Learning and psychosocial assistance to Roma children and youth, SIT 400,000



3. Society for the Development of Voluntary and Preventive Work, Ljubljana: A camp in the Roma settlement Coklovec near Semič, SIT 100,000
4. SWC Krško: Group work with Roma youth, SIT 100,000

In 2001 to a total value of SIT 1,320,923:

1. Regional Red Cross Society, Ribnica: Socialisation of the Roma in the municipality of Ribnica, SIT 100,000
2. The Romani Union Society, Murska Sobota: Roma camp Murska Sobota, SIT 450,000
3. SWC Krško: Group work with Roma youth, SIT 240,000
4. Society for the Development of Voluntary and Preventive Work: Terne Roma, SIT 530,923

In 2002 to the total value of SIT 1,540,865:

1. Regional Red Cross Society, Ribnica: Socialisation of the Roma in the municipality of Ribnica, SIT 160,000
2. DZMP (Group for a Soft Landing), Krško: Playgroup under a tent, SIT 120,000
3. The Romani Union Society, Murska Sobota: Roma camp MS 2002, SIT 300,000
4. SWC Krško: Group work with Roma children, SIT 130,000
5. Society for the Development of Voluntary and Preventive Work: Terne Roma, SIT 730,856
6. The Beltinci Parish Caritas: Helping children with socialisation, SIT 100,000.

In 2003 to the total value of SIT 1,390,000:

1. Regional Red Cross Society, Ribnica: Socialisation of the Roma, SIT 250,000
2. Regional Red Cross Society, Kočevje: Helping the Roma, SIT 160,000
3. The Maribor Diocesan Caritas: Helping Roma children and their socialisation, SIT 120,000
4. Development and Education Centre Novo mesto: A play for you and for me, SIT 160,000
5. Society for the development of voluntary and preventive work: Terne Roma - young Roma: SIT 700,000

In 2004 to the total value of SIT 1,380,000:

1. The Maribor Diocesan Caritas – The Beltinci Parish Caritas: Helping Roma children and their socialisation, SIT 120,000.00
2. Regional Red Cross Society, Kočevje: Helping the Roma, SIT 160,000.00
3. Regional Red Cross Society, Ribnica: Socialisation of the Roma, SIT 200,000.00
4. Society for the Development of Voluntary and Preventive work Novo mesto: Terne Roma: SIT 900,000.00

The Ministry of Labour, Family and Social Affairs during the period between 2000 and 2004 also co-financed the following programmes within the framework of programmes relating to supporting families, aimed at the Roma community:

In 2000 to the total amount of SIT 240,000:

- The Most (Bridge) Society, Ljubljana: Roma 2000, SIT 240,000

In 2001 to the total amount of SIT 300,000:

- Voluntariat Institute (formerly Most) Ljubljana: Roma 2001, SIT 300,000

In 2002 to the total amount of SIT 1,100,000:

- The Črnomelj Institute for Education and Culture: Socialisation of Roma children through play and stories, SIT 400,000
- Voluntariat Institute, Ljubljana: Roma 2002, SIT 400,000
- Voluntariat Institute, Ljubljana: International Roma camp 2002, SIT 300,000

In 2003 to the total amount of SIT 1,408,717:

- Development and Education Centre, Novo Mesto: I can do it, too, SIT 169,691
- People's University, Kočevje: Let's go to fairy land with Roma children, SIT 40,982
- People's University, Kočevje: Education and care of a Roma child, SIT 50,585
- People's University, Kočevje: Motivation of Roma youth for education, SIT 46,400
- Voluntariat Institute, Ljubljana: Roma 2003, SIT 228,533
- Voluntariat Institute (formerly Most), Ljubljana: International Roma camp 2003, SIT 171,400
- The Črnomelj Institute for Education and Culture: Raising awareness among Roma families about the possibilities of preventing health threats to their children and youth, SIT 204,006
- The Črnomelj Institute for Education and Culture: Socialisation of Roma children through stories, SIT 194,478
- The Society for the Development of Voluntary Work Novo mesto: Džilavamo i khelamo – a camp for Roma children, SIT 142,833
- Group for a Soft Landing, Krško: Helping Roma children and youth with inclusion in the society, SIT 159,809

In 2004 to the total value of SIT 3,660,367:

5. The Pomurje Institute for Education and Research, Murska Sobota: Prevention of violence in Roma families, SIT 860,183
6. Voluntariat Institute, Ljubljana: A Roma exchange, SIT 528,656
7. Voluntariat Institute, Ljubljana: International Roma camp 2004, SIT 537,110
8. Development and Education Centre, Novo mesto: I can do it, too, SIT 101,072
9. Group for a Soft Landing, Krško: Helping Roma children and youth, SIT 265,642
10. Society for the Development of Voluntary Work, Novo mesto: Džilavamo i khelamo, SIT 918,372
11. A-Help Portorož (Brežice): CD Rom, SIT 163,266
12. The Society for the Development of Preventive and Voluntary Work, Ljubljana: A Roma wedding, SIT 286,066.

In 2003, the Republic of Slovenia in cooperation with the European Commission drew up and in 2003 signed the Joint Inclusion Memorandum. In this Memorandum the Roma ethnic community is again recognised as a vulnerable social group, while the Memorandum also talks about measures aimed at improving this situation. Slovenia will follow the joint strategic goals of the European Union for this area and strive for the implementation of the envisaged measures, particularly through the development of additional social service programmes aimed at increasing the integration of the most vulnerable groups.

The Ministry of Labour, Family and Social Affairs, in accordance with its competences, declares:

- that it is necessary to treat the Roma individually, as other citizens;
- that it is necessary to implement even more consistently the adopted regulations as this ensures that social aid is not granted to those who do not wish to work but to those who wish to improve their employment opportunities through various programmes; a change of the regulations towards special conditions for the Roma would contravene the Constitution of the Republic of Slovenia;
- it is necessary to encourage within local communities the appearance of new community prevention and development programmes in cooperation with NGOs and Roma societies.

In addition to the above, the Ministry of Labour, Family and Social Affairs will:

- allow social work centres in areas with the largest Roma populations to employ another expert worker,
- allow all social work centres in Dolenjska, Bela krajina and Posavje to employ through public works a worker, if possible a Roma person, who will be in charge of programmes aimed at the socialisation of the Roma.

### ***Ensuring accommodation for the Roma***

Most of the Roma still live in settlements which are isolated from the rest of the population or which are on the edges of settled areas, in conditions that are below the minimum standard. Data shows that 39% of the Roma live in brick houses, out of which half have been built without the necessary documentation, and only 12% live in flats. The rest live in temporary accommodation, such as wooden barracks, containers, caravans and similar. Only a small proportion of the Roma live together with the majority population (mostly in Prekmurje) and have reached a satisfactory socialisation level and are included in their environment and in society. It is difficult to socialise and include Roma families in the environment because of the low standard of their housing. Often they do not even have the right to live where they do and some settlements are illegal, built on land that is not theirs and where the Roma have a disruptive effect. Because of the fact that their life is not adapted to their surroundings, the Roma particularly in Dolenjska keep getting involved in conflicts with the population around them. Municipalities do not receive enough financial support from the state to resolve the problems relating to their living conditions.

In recent years the Ministry of the Environment and Spatial Planning helped municipalities with the drawing up of spatial plans, both by providing expert assistance as well as by co-financing site development documentation for Roma settlements in some municipalities. In 1995 and 1996 The Office for Spatial Planning within the Ministry of the Environment and Spatial Planning, on the basis of the government's Programme of Measures for Helping the Roma in Slovenia, subsidised the professional preparatory work for development plans and implementational acts to a total value of approximately SIT 4,000,000.00. In 1997/1998 it also co-financed a study entitled "The Roma in Slovenia" (carried out by AGEA Ljubljana), which contains an overview of all the municipalities with a Roma population, a proposal for national measures put forward by municipalities, a summary of a survey of Roma settlements in Slovenia and an overview of conditions in the existing Roma settlements.

In 2000, the Ministry of the Environment and Spatial Planning, on the basis of Government decisions dated 1 July 1999, subsidised 9 municipalities for the creation of development

documentation regarding the improvement of the living conditions of the Roma and of those inhabitants whose living conditions are made worse by Roma settlements. The following municipalities were involved: Beltinci, Rogašovci, Krško, Metlika, Turnišče, Dobrovnik, Grosuplje, Črenšovci and Kuzma, while the total value of the subsidies was SIT 10,600,000.00.

The National Housing Programme (Ur.l. RS, no. 43/2000), among other things, determines the national housing policy regarding the regulation of Roma settlements and chapter 2.9 “Resolving housing issues related to young families with more than one child, disabled persons and other groups of population with special needs in the non-profit housing sector” states the following: “the Roma, too, belong among population groups with special needs, which must not be overlooked in the implementation of the national housing programme”. The specific way of life of a part of this community which enjoys a special constitutional position in Slovenia, is the subject of particular attention from some local communities and some of their endeavours have in the past shown noticeable success. The resources from the Housing Fund of the Republic of Slovenia and other public funds will thus, in line with the above mentioned special criteria, need to be used to support efforts based on the positive experience of those municipalities which:

1. enable permanent forms of housing for Roma families with permanent residence in their area and
2. are simultaneously improving the housing conditions (regarding the use of own and rented flats, houses and housing developments) of other inhabitants in areas where these conditions are made worse by Roma settlements with no communal infrastructure.

The Housing Fund, as an institution which finances the implementation of the National Housing Programme, has in the calls for applications for loans included a special method of resolving the housing problems relating to the Roma. The XXX. call for applications for favourable housing loans for acquiring non-profitable and social housing published in December 1999 specifically stated that when considering the criteria for determining the amount of a loan, priority or a larger amount will be given to those non-profitable housing organisations which, together with municipalities, are improving the housing conditions (regarding the use of own and rented flats, houses and housing estates) of other inhabitants in areas where these conditions are made worse by Roma settlements. This method of resolving housing issues connected to the Roma was repeated in the Housing Fund’s call for applications for 2003, for long-term loans for acquiring social and non-profitable housing (38<sup>th</sup> call for applications of the Housing Fund of the Republic of Slovenia (Ur. l. RS, no. 62 of 27 June 2003).

At the beginning of 2002 representatives of the Ministry of the Environment and Spatial Planning, the Ministry of Agriculture, Forestry and Food and the Office for Nationalities tackled in more depth the legalisation of Roma settlements and the implementation of points made by the Government Commission for the Protection of the Roma Ethnic Community.

Suitable legal grounds for the resolution of spatial problems and the regulation of Roma settlements were found in the draft Spatial Planning Act and the Construction Act. Article 34 of the Spatial Planning Act allows for a shortened procedure for adopting a spatial plan, while municipalities can, in the event of ownership problems concerning land, proclaim public

interest. Article 55 of the Construction Act allows for exceptional measures in cases of less demanding constructions (which Roma housing usually is).

The Inspectorate for the Environment, Spatial Planning and Energy has already and will continue to deal equitably with violations of the laws the implementation of which it monitors. In the case of Roma violations, the inspection procedure is the same as in the case of other citizens, be it with regard to illegal construction or violations of the Environment Protection Act. Work in all the regional units of the Inspectorate is carried out in line with the Inspectorate's work plan for 2004, whilst the emphasis of the work is on priorities listed in the plan. The extent of inspection work in cases where offenders are Roma is proportional to that for violations by other citizens.

Furthermore, in 2002 municipal infrastructure projects in Roma settlements (water, electricity, sewage, roads and paths, etc.) in eleven municipalities (Dobrovnik, Kuzma, Tišina, Murska Sobota, Lendava, Turnišče, Črenšovci, Dobrovnik, Murska Sobota, Semič, Črnomelj) were co-financed via a call for applications by the Ministry of the Economy. The call for applications covered the period 2002-2004, so that in 2002 a total of SIT 59,300,000.00 was paid out to the above municipalities, in 2003 the total was SIT 51,600,800.00 and in 2004 the fund was exhausted with a payment of SIT 31,299,200.00.

Municipalities with historically settled Roma (such municipalities are obliged to elect Roma councillors) must, due to their clearly greater need, be given special additional funds for the building of infrastructure in Roma settlements, which can be allocated using constitutional criteria.

On the basis of paragraph one of Article 24 of the Financing of Municipalities Act (Ur. l. RS, no. 80/94, ..., 89/99) the shortfall in funds for municipalities which with their own financial resources cannot cover all their 'appropriate spending', calculated on the basis of Article 20 of this Act, is provided from the national budget in the form of financial compensation. This is, in addition to municipalities' own income, just one of the sources for financing 'appropriate spending' (funds with which a municipality can ensure the performance of its duties defined by the constitution and legislation). Resources guaranteed in the national budget at the Ministry of Finance under budget item 7505 "Additional funds for municipalities" must thus be allocated to municipalities on the basis of the Financing of Municipalities Act. The allocation of these funds for 2004 was adopted by the Government at its session of 27 November 2003, when it received the calculation of the appropriate spending for municipalities and the levels of financial compensation for 2004.

Pursuant to Article 26 of the Financing of Municipalities Act, municipalities are also entitled to funds from the national budget for co-financing specific measures and investments when in accordance with this Act or another regulation there is a special interest for their development at the national level. These funds from the national budget are available from various line ministries and are earmarked for the co-financing of specific investments in municipalities in line with a programme adopted by the Government which is included in the plan of national development programmes. The allocation of national budget funds for resolving problems relating to the Roma in municipalities would, on the basis of the provisions of this Act, be possible only for the co-financing of municipal investments related to the resolution of these problems (such as communal infrastructure in Roma settlements), but for this purpose

financial funds are already ensured by ministries. If these do not cover all the obligations, it would make sense to provide additional funds by re-allocation between specific purposes<sup>15</sup>.

This would also help the realisation of the National Assembly's resolution adopted when passing the Local Self-Government Act (Ur. l. RS, no. 51/02) at the 16<sup>th</sup> regular session of the National Assembly on 30 May 2002. The resolution entrusted the Government with the obligation to provide special funds to municipalities obliged to elect a special Roma councillor for the building of infrastructure in Roma settlements.

Article 26 of the Municipalities Financing Act should urgently be amended so as to envisage permanent annual supplementary funds, in line with criteria set in advance, for municipalities with a historically settled Roma community (similar to the Italian and Hungarian national communities). One of the possible ways of resolving this problem is thus an amendment of Article 26 of this Act, where paragraph 8 could, for example, be introduced setting out suitable criteria (appropriate spending per capita in a municipality combined with the number of the members of the Roma community or the number of settlements in the municipality).

With respect to temporary solutions to the problems regarding the housing conditions of the Roma ethnic community in Slovenia<sup>16</sup>, particularly in municipalities in Dolenjska, the Office for Nationalities is currently discussing with the Joint Services of the Government the supply of containers<sup>17</sup>, which have since accession to the EU and the construction of new border crossings between Slovenia and Croatia become unused. Although they are not in a very good condition and it has been proposed that they are written off they could, after suitable renovation, temporarily contribute towards a quick and effective resolution of the housing problems of the Roma in Dolenjska, Bela krajina and Posavje.

In relation to housing for the Roma, local communities will, in addition to the existing possibilities (loans, non-profitable housing, etc.) shortly be able to make use of the possibilities set out in the special rules which will soon be issued by the Ministry of the

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<sup>15</sup> SOURCE: A letter from the Ministry of Finance, reference: 412-1/2004/2, 238/SFLS of 19 April 2004.

<sup>16</sup> As an example of a suggestion for resolving problems relating to the payment of communal services by Roma families, it is worth mentioning the conclusions drawn by Komunala Novo mesto d.o.o., when in its letter with reference no. 50-1772/04-AM it stated that with respect to the payment and recovery of payments for communal services they have numerous problems as the traditional way of cutting off water supply or failing to provide other communal services proved to be no longer effective. This applies mainly to Roma families, who after having receiving the first reminder immediately notify the Human Rights Ombudsman, who on every occasion assesses that the communal services provider acted in an unjustifiably inhumane way and infringed on the rights of the Roma. Komunala Novo mesto d.o.o. claims that they treat the members of the Roma ethnic community in completely the same way as all the other citizens of the Republic of Slovenia, while the communal services that have not been paid by the Roma at the time represented a loss of income amounting to SIT 6,511,548.62. Komunala Novo mesto d.o.o. suggested that the unpaid services should be paid from the funds earmarked for assistance to Roma families and from the funds earmarked for social aid, as communal services represent basic living needs. This would permanently solve the payment of these services and ensure an uninterrupted water supply and other services for Roma families.

<sup>17</sup> SOURCE: A letter from the Joint Services of the Government, ref. no. 402-04-30/2004, of 29 April 2004, received by the Office for Nationalities on 7 June 2004.

Environment, Spatial Planning and Energy and which will facilitate allocation of housing units for the temporary fulfilment of housing needs (we were informed about this in a letter from the Ministry of the Environment, Spatial Planning and Energy ref. no. 350-01-90/97 dated 15 July 2004).

### **Housing problems**

As was explained in the 4<sup>th</sup> report, the new law in Article 31 regulates the subsidy of rents in a new, more favourable way. The law thus in Article 121 states that a tenant whose income and the income of other persons listed in the tenancy agreement does not exceed their minimum income increased by 30% of their actual income and by the rent amount, is entitled to a rent subsidy. A subsidy is set at a maximum 80% of the non-profitable rent.

Currently, 5600 non-profitable flats are needed in Slovenia.

The state earmarks budget funds for housing in a number of ways. The state should each year provide budget funds for increasing the capital of the Housing Fund – Public Fund, however, this has not happened for a number of years now, as the state was supposed to obtain the funds for increasing the Housing Fund's capital from the sale of state assets, which has not yet taken place. From the national budget the state annually earmarks premiums for savers in the national savings scheme for housing, subsidies to municipalities for the construction of housing and subsidies for rents (municipal budgets, for 2003 all this represented only 0.12% of the gross domestic product).

Tax relief for housing is shown in the lower rate of value added tax (8.5%) for the whole area of housing construction and the recognition of income tax relief for funds invested in the purchase, building or maintenance of housing.

## **Article 19: RIGHT OF MIGRANT WORKERS AND THEIR FAMILIES TO PROTECTION AND ASSISTANCE**

### **19:1 Assistance and information provided by free services**

#### **Additional clarifications in respect of Conclusions 2004, page 540**

As regards information requested by the European Committee of Social Rights, we wish to inform you that public servants dealing with immigrants did not attend any special training in the context of combating racism and xenophobia and no special measures were taken to facilitate departure, journey and reception of immigrant workers.

### **19:2 Departure, journey and reception of migrant workers**

See information under paragraph 3 of Article 13 (13:3).

### **19:4 Equal treatment as regards employment, right to organize and accommodation**

#### **Additional clarifications in respect of Conclusions 2004, page 542**

We regret to say that the situation in Slovenia remains unchanged. A disproportion between supply and demand of all types of rented housing is still significant, therefore the right to rent the “non-profit housing” remains to be reserved to the Slovenian nationals.

As mentioned previously, Article 160 of the new Act provides for the equal treatment of the EU and Slovenian nationals as regards the right to rent housing, raise loans under favourable conditions with the Housing Fund of the Republic of Slovenia and the right to join the National Housing Saving Scheme, but the latter does not include nationals of the non-EU contracting parties to the European Social Charter.

Currently, the non-profit housing demand stands at 5,600 units with a 7-year average waiting period.

We are well aware that the provision on nationality violates Article 19 (4) and Article 31 (2), but would like to ask the EOSP to allow for the time needed to remedy the situation in the housing area and consider Slovenia’s intense efforts to improve the situation as soon as possible.



## 19:5 Equal treatment as regards taxes and contributions

### Additional clarifications in respect of Conclusions 2004, page 542

#### **Administrative fees for work permits**

For all applications and permits – with the exception of the permit for seasonal work in agriculture – a fee must be paid in accordance with the provisions of the Administrative Fees Act.

It amounts to 17,000 SIT or 1000 points in respect of the fixed-term permit and 34,000 SIT or 2000 points in respect of the open-end permit/.

Upon issuing permits for cross-border services and permits for posted workers a compensation of special costs, amounting to 10,000 SIT, must also be paid.

## 19:8 Expulsion of migrant workers

### Additional clarifications in respect of Conclusions 2004, page 544

As to the negative opinion regarding the provision of the Aliens Act (Ur. l. RS No. 108/02 – official consolidated text) – stipulating insufficient financial resources as one of the grounds to terminate residence to a foreigner residing in the Republic of Slovenia on the basis of temporary residence permit – we would like to reiterate that no legislative changes to regulate the issue in a different way were made during the reference period. We would like to stress again that such arrangement results from alignment and harmonization with the *acquis* in this field. Arrangement that provides the possibility to terminate residence to a foreigner not having adequate financial resources is in accordance with the applicable provisions of the *acquis* as well as with the adopted new sectoral directives subject to future implementation (e.g. Council Directive 2003/86/EC of 22 September 2003 on the right to family unification). We wish to recall that residence of a foreigner residing in the Republic of Slovenia on the basis of permanent residence permit can not be terminated on grounds of lack of means of subsistence but only on grounds justified by national security. It is also not possible that residence be terminated on grounds of lack of means of subsistence if the alien resides in the Republic of Slovenia on the basis of a temporary residence permit issued in respect of paid employment or work.

## 19:11 Teaching of the official language of the receiving state

### Additional clarifications in respect of Conclusions 2004, page 545

Data are forwarded to the ECSR concerning teaching of Slovenian language to foreigners on the basis of international treaties and to Slovenians not holding Slovenian citizenship, which is a commitment imposed by the Higher Education Act and the Decree on budgetary financing of higher education and other university member institutions from 2004 till 2008.

- In 2003, there were 731 participants studying Slovenian at the Centre for Slovene as a Second/Foreign Language within the Faculty of Arts, University of Ljubljana. 23 % of participants received state scholarships. In 2004, the number of students was 668.
- The Summer School of Slovenian language held in Portorož for 11 consecutive years (now under the University of Primorska) where 35 scholarships are awarded by the state for approximately 60 participants.

Learning Slovenian within peoples' universities or private schools is also an option, but such data are not at our disposal.

As regards the opinion of the ECSR reproaching Slovenia different treatment of migrant workers of Slovenian and non-Slovenian origin, we consider Article 19 (11) of the ESC to be binding on the signatory states to promote and facilitate the teaching of the receiving state's official language. With a view to implementing this ESC provision, the Republic of Slovenia included Article 7 (5) into the Higher Education Act (Uradni list RS, No 100/04-UPB2), reading as follows:

*“Aliens and Slovenians not holding Slovenian citizenship shall be enabled to learn Slovenian language.”*

For the purpose of teaching Slovenian to foreigners and Slovenians not holding Slovenian citizenship the Republic of Slovenia annually allocates funds to higher education institutions. The Republic of Slovenia is bound to provide special rights to Slovenians not holding Slovenian citizenship by the Constitution of the Republic of Slovenia (Uradni list RS/I, No. 33/91, RS No. 42/97, 66/00, 24/03 and 69/04; hereinafter: CRS) laying down in Article 5 inter alia:

*“Slovenians not holding Slovenian citizenship shall enjoy special rights and privileges in Slovenia.”*

More favourable position of Slovenians not holding Slovenian citizenship by virtue of Article 5 of the CRS does not constitute a breach of Article 19 (11) of the ESC since the letter does not require equal treatment of all aliens but merely “to promote and facilitate the teaching of the national language of the receiving state”.

## **19:12 The teaching of migrant workers' mother tongue to their children**

### **Additional clarifications in respect of Conclusions 2004, page 546**

In accordance with EU Directives, Recommendations of the Council of Europe and other international organizations and taking into account of one of basic human rights (right to learn mother tongue) the Ministry of Education, **Science** and Sport provides for additional classes of mother tongue and culture for pupils of other nationalities in Slovenia. On the initiative of Macedonian societies in Slovenia and the Embassy of the Republic of Macedonia in Ljubljana additional classes of Macedonian language and culture were organized for the pupils of Macedonian nationality in Ljubljana, Maribor, Kranj, Nova Gorica and Jesenice; the Ministry of Education, Science and Sports provided organizational and technical assistance. The Ministry of Education, Science and Sports adopted the system used by the West-European countries over more than thirty years in carrying out additional classes of mother tongue and

culture for pupils of other nationalities (Slovenian included). In the same way the Ministry of Education, Science and Sports subsequently provided for Arab language lessons (in Ljubljana).

The lessons are optional and held once a week in pupils' free time. The number of lessons is set by the Ministry of Education, Science and Sports based on the number of pupils and in accordance with criteria applicable to the organization of additional classes of Slovenian language and culture abroad. The financing, classroom renting, curricula, monitoring and other issues are agreed by both sides in every particular case, taking account of other circumstances like reciprocity etc.

**Article 20: RIGHT TO EQUAL OPPORTUNITIES AND EQUAL TREATMENT IN MATTERS OF EMPLOYMENT AND OCCUPATION WITHOUT DISCRIMINATION BASED ON SEX**

**Additional clarifications in respect of Conclusions 2004, page 547**

**Data (in numbers) on salary differences between women and men and data on distribution of women in different industrial sectors**

The latest data available on the average gross monthly salaries by gender, professional qualifications and educational level, collected by the Statistical Office of the Republic of Slovenia, are from 2002, as due to changes in methodology the Statistical Office of the Republic of Slovenia does not dispose of more recent data. These data still show that men having the same professional qualifications and carrying out the same work receive higher gross salaries than women. Nevertheless, these data reveal that in average the salary differential between women and men is constantly improving in favour of women; in 2002, men's salaries exceeded women's salaries by less than 10 percentage points. The greatest difference, i.e. by almost 20 percentage points, is noted between women and men with high education. Difference is the same for the highly skilled men and women workers; the gap between wages of skilled men and women workers is yet 24 percentage points. During the last years, the most substantial reduction is noted in salary differences between women and men holding Doctorate degrees, namely by 10 percentage points.

**Average monthly gross salaries of women working in companies, firms and organisations shown as a percentage of average monthly gross salaries of men, by levels of professional qualifications for certain jobs:**

	Total	Higher professional studies			Vocational college	Secondary school	Lower vocational education	Highly skilled	Skilled	Semi-skilled	Unqualified
		Doctor of Science	Master of Science	All							
<b>2001</b>	89,2	82,0	87,8	79,7	90,5	88,5	90,7	81,8	80,3	88,9	84,9
<b>2002</b>	90,4	92,2	88,2	80,3	91,3	91,7	91,0	79,9	75,5	87,8	88,1

Source: Statistical Office of the RS

Labour market analyses in Slovenia show vertical as well as horizontal gender segregation in the labour market. 2003 data show that despite better education and higher educational and training level of women – in comparison to men – only one third (33.2 %) of women holds the highest and best paid jobs (high officials, managers, legislators). As to the profession, women make up an above-average proportion of officials (65.4 %), work posts in services and sales (64.9 %), specialist services (59.6 %) and are least represented in professions of non-industrial nature (8.0 %). As to the sectors, women prevail in service sectors (54.9 %), mainly in the fields of health and social protection, education, financial intermediation services and hotels and restaurants and tourism industry. In non-agricultural sectors, women represent one third of total active population, the lowest number of women is employed in the field of construction industry.

**ANNEX:**

- 12.5 Persons employed in firms, companies and organisations by levels of professional qualifications, by sectors, and by gender; 31 December 2003
- 12.6 Persons employed in firms, companies and other organisations by levels of professional education, by sectors, and by gender; 31 December 2003

- 13.6 Average monthly gross salaries of persons employed in firms, companies and organisations by levels of professional qualifications, by sectors, and by gender; 2002
- 13.7 Average monthly gross salaries of persons employed in firms, companies and organisations by educational levels, by sectors, and by gender; 2002

**Detailed information on the “National Programme for Equal Opportunities”;  
on expected impacts of the Programme, financial and other resources needed  
for its implementation**

National Program for Equal Opportunities is in its final stage of preparation. The time limit for the adoption in the National Assembly is 30 September 2005.

Resolution on the National Programme for Equal Opportunities of Women and Men is a strategic paper defining basic gender equality policies in the Republic of Slovenia for the period 2005 to 2013. The National Programme sets objectives and measures as well as key policy makers to ensure gender equality in particular areas of life of women and men in Slovenia.

The essential objective of the National Programme for Equal Opportunities of Women and Men is to define principal policies of equal opportunities in all relevant areas of social life. Areas included are:

- equal opportunities in achieving economic independence;
- equal conditions and opportunities in terms of entrepreneurship, employment, career prospects;
- equal access to education and training as well as equal opportunities to develop personal ambitions, interests and talents;
- overcoming prejudices and stereotypes on gender roles in society;
- shared responsibility for family and home;
- elimination of all forms of gender based violence;
- balanced sharing of power and influence.

The aim of the National Programme for Equal Opportunities for women and men is to set the overall orientation to achieve gender equality undertaken by the Government of the RS. Objectives and measures of the National Programme are designed as guidelines to Ministries and other governmental authorities to include these measures in the development of sectoral policies and programmes. The objectives and measures will be implemented through activities to be defined by the Ministries in periodical plans for a two-year period.

At the current stage of preparation of the Resolution on the National Programme for Equal Opportunities of Women and Men (2005 – 2013) we are not in a position to communicate data on financial and other resources used for its implementation since they are not entirely known.

## ANNEX

### 12.5. Persons in paid employment in enterprises, companies and organisations by level of professional skills by activity and by sex, 31. 12. 2003

Dejavnosti	Skupaj Total	Stopnja strokovne usposobljenosti Level of professional skills					Activities	
		visoka university			višja non- university	srednja secondary		
		doktorji ph. D.	magistri M. Sc./M. A.	drugi others				
<b>SKUPAJ</b>	<b>654036</b>	<b>2667</b>	<b>3097</b>	<b>100628</b>	<b>50445</b>	<b>181977</b>	<b>TOTAL</b>	
moški	345354	1876	1802	43540	23983	82539	men	
ženske	308682	791	1295	57088	26462	99438	women	
<b>A</b>	<b>Kmetijstvo, lov, gozdarstvo</b>	6640	7	12	446	389	1605	<b>A Agriculture, hunting and forestry</b>
	moški	4219	5	11	272	217	742	men
	ženske	2421	2	1	174	172	863	women
<b>B</b>	<b>Ribištvo</b>	155	-	-	13	9	48	<b>B Fishing</b>
	moški	123	-	-	12	6	36	men
	ženske	32	-	-	1	3	12	women
<b>C</b>	<b>Rudarstvo</b>	4498	1	1	254	197	778	<b>C Mining and quarrying</b>
	moški	4078	1	1	196	138	541	men
	ženske	420	-	-	58	59	237	women
CA	Pridobivanje energetskih surovin	3647	-	-	214	153	565	CA Mining & quarrying of energy materials
	moški	3370	-	-	163	112	414	men
	ženske	277	-	-	51	41	151	women
CB	Pridobivanje rud in kamnin brez energetskih	851	1	1	40	44	213	CB Mining & quarrying, not energy materials
	moški	708	1	1	33	26	127	men
	ženske	143	-	-	7	18	86	women
<b>D</b>	<b>Predelovalne dejavnosti</b>	209983	75	301	14208	11278	38687	<b>D Manufacturing</b>
	moški	125972	46	221	8939	7090	22026	men
	ženske	84011	29	80	5269	4188	16661	women
DA	Proizvodnja hrane, pijač, tobakčnih izdelkov	17990	4	18	1225	766	3343	DA Mfr. of food; beverages and tobacco
	moški	10040	4	8	618	389	1460	men
	ženske	7950	-	10	607	377	1883	women
DB	Proizv. tekstilij; tekstilnih, krznenih izdelkov	23887	-	12	821	863	3349	DB Mfr. of textiles and textile products
	moški	5533	-	6	306	286	867	men
	ženske	18354	-	6	515	577	2482	women

DC	Proizvodnja usnja, usnjenih izdelkov	6136	-	3	212	201	1017	<i>DC Mfr. of leather and leather products</i>
	moški	1878	-	2	107	96	290	<i>men</i>
	ženske	4258	-	1	105	105	727	<i>women</i>
DD	Obdelava in predelava lesa	9559	-	4	327	413	1529	<i>DD Manufacture of wood and wood products</i>
	moški	6694	-	3	230	273	939	<i>men</i>
	ženske	2865	-	1	97	140	590	<i>women</i>
DE	Proizv. vlaknin, papirja; založništvo, tiskarstvo	14136	3	17	1566	992	3748	<i>DE Mfr. of paper; publishing and printing</i>
	moški	8551	2	12	763	580	1952	<i>men</i>
	ženske	5585	1	5	803	412	1796	<i>women</i>
DF	Proizv. koksa, naftnih deriv., jedrskega goriva	162	-	1	25	17	41	<i>DF Mfr. of coke, petroleum prods.&amp;nuc. fuel</i>
	moški	112	-	-	15	10	23	<i>men</i>
	ženske	50	-	1	10	7	18	<i>women</i>
DG	Proizv. kemikalij, kemičnih izdelkov, umetnih vl.	12420	40	59	2019	887	3116	<i>DG Mfr. of chemicals, prod.&amp;man-made fibres</i>
	moški	7269	15	32	991	432	1440	<i>men</i>
	ženske	5151	25	27	1028	455	1676	<i>women</i>
DH	Proizv. izdelkov iz gume in plastičnih mas	11324	-	18	629	565	1910	<i>DH Mfr. of rubber and plastic products</i>
	moški	7747	-	15	386	352	1129	<i>men</i>
	ženske	3577	-	3	243	213	781	<i>women</i>
DI	Proizv. drugih nekovinskih mineralnih izdelkov	9477	1	7	442	455	1610	<i>DI Mfr. of other non-metal.mineral products</i>
	moški	6925	1	5	295	268	983	<i>men</i>
	ženske	2552	-	2	147	187	627	<i>women</i>
DJ	Proizvodnja kovin in kovinskih izdelkov	31473	3	21	1822	1697	5774	<i>DJ Mfr. of basic metals &amp; fabricated products</i>
	moški	25186	2	14	1342	1231	4185	<i>men</i>
	ženske	6287	1	7	480	466	1589	<i>women</i>
DK	Proizvodnja strojev in naprav	24143	5	32	1489	1447	4354	<i>DK Mfr. of machinery and equip ment nec.</i>
	moški	16884	5	31	1123	1079	3097	<i>men</i>
	ženske	7259	-	1	366	368	1257	<i>women</i>
DL	Proizvodnja električne, optične opreme	26850	17	100	2430	1680	5202	<i>DL Mfr. of electrical and optical equip ment</i>
	moški	13599	15	84	1896	1231	3254	<i>men</i>
	ženske	13251	2	16	534	449	1948	<i>women</i>
DM	Proizvodnja vozil in plovil	9922	1	6	648	703	1524	<i>DM Manufacture of transport equip ment</i>

	moški	7793	1	6	483	507	1129	men
	ženske	2129	-	-	165	196	395	women
DN	Proizv. pohištva, druge pred. dejav., reciklaža	12504	1	3	553	592	2170	DN Manufacturing nec.
	moški	7761	1	3	384	356	1278	men
	ženske	4743	-	-	169	236	892	women
E	Oskrba z elektriko, plinom, vodo	11230	-	19	1335	915	3203	E Electricity, gas and water supply
	moški	9029	-	16	994	651	2008	men
	ženske	2201	-	3	341	264	1195	women
F	Gradbeništvo	39973	1	14	1642	1966	7348	F Construction
	moški	35929	1	11	1264	1434	5185	men
	ženske	4044	-	3	378	532	2163	women
G	Trgovina; popravila motornih vozil	88893	18	103	7042	6095	28466	G Wholesale, retail; certain repair
	moški	41700	10	62	3792	3403	11923	men
	ženske	47193	8	41	3250	2692	16543	women
H	Gostinstvo	16459	-	9	730	691	3640	H Hotels and restaurants
	moški	6210	-	9	311	303	1554	men
	ženske	10249	-	-	419	388	2086	women
I	Promet, skladiščenje, zveze	37953	3	42	2538	2873	14516	I Transport, storage and communication
	moški	27628	2	30	1572	1565	8105	men
	ženske	10325	1	12	966	1308	6411	women
J	Finančno posredništvo	20018	10	114	4352	3111	11241	J Financial intermediation
	moški	6496	6	71	1899	1060	2975	men
	ženske	13522	4	43	2453	2051	8266	women
K	Nepremičnine, najem, poslovne storitve	50592	480	509	11626	5357	15187	K Real estate, renting & business activities
	moški	28902	341	322	7089	3094	7965	men
	ženske	21690	139	187	4537	2263	7222	women
L	Javna uprava, obramba, socialno zavarovanje	48085	99	408	14363	6574	22178	L Public administ. & defence; comp.soc.sec.
	moški	24285	64	213	6320	2757	12410	men
	ženske	23800	35	195	8043	3817	9768	women
M	Izobraževanje	55940	1913	928	29602	2867	11048	M Education
	moški	12415	1364	504	6329	596	1720	men
	ženske	43525	549	424	23273	2271	9328	women
N	Zdravstvo, socialno varstvo	44734	50	554	8503	6196	17775	N Health and social work



	moški	8558	31	288	2732	689	2338	men
	ženske	36176	19	266	5771	5507	15437	women
<b>O</b>	<b>Druge javne, skupne in osebne storitve</b>	18883	10	83	3974	1927	6257	<b>O Other social and personal services</b>
	moški	9810	5	43	1819	980	3011	men
	ženske	9073	5	40	2155	947	3246	women

Opomba: Od 1. 1. 1999 so vključeni tudi udeleženci javnih del  
*Note: Since 1999 the public works are included*

Vir: SRDAP, statistični register delovno aktivnega prebivalstva  
*Source: SRE, Statistical Register of Employment*

Dejavnosti	Stopnja strokovne usposobljenosti <i>Level of professional skills</i>						Activities	
	nižja <i>lower</i>	visoko kvalificirani <i>highly skilled workers</i>	kvali- ficirani <i>skilled workers</i>	polkvalificirani <i>semi- skilled workers</i>	nekvali- ficirani <i>unskilled workers</i>	neznano <i>unknown</i>		
<b>SKUPAJ</b>	<b>5878</b>	<b>6696</b>	<b>181398</b>	<b>34948</b>	<b>83628</b>	<b>2674</b>	<b>TOTAL</b>	
<b>moški</b>	<b>2739</b>	<b>5145</b>	<b>121555</b>	<b>17760</b>	<b>43009</b>	<b>1406</b>	<b>men</b>	
<b>ženske</b>	<b>3139</b>	<b>1551</b>	<b>59843</b>	<b>17188</b>	<b>40619</b>	<b>1268</b>	<b>women</b>	
<b>A</b>	<b>Kmetijstvo, lov, gozdarstvo</b>	33	54	2208	475	1382	29	<b>A Agriculture, hunting and forestry</b>
	moški	31	48	1616	337	922	18	men
	ženske	2	6	592	138	460	11	women
<b>B</b>	<b>Ribištvo</b>	-	3	56	3	23	-	<b>B Fishing</b>
	moški	-	3	47	3	16	-	men
	ženske	-	-	9	-	7	-	women
<b>C</b>	<b>Rudarstvo</b>	5	18	2247	363	628	6	<b>C Mining and quarrying</b>
	moški	4	17	2207	351	617	5	men
	ženske	1	1	40	12	11	1	women
CA	Pridobivanje energijskih surovin	1	4	1898	287	521	4	CA Mining & quarrying of energy materials
	moški	1	3	1873	282	519	3	men
	ženske	-	1	25	5	2	1	women
CB	Pridobivanje rud in kamnin brez energijskih	4	14	349	76	107	2	CB Mining & quarrying, not energy materials
	moški	3	14	334	69	98	2	men
	ženske	1	-	15	7	9	-	women

<b>D</b>	<b>Predelovalne dejavnosti</b>	2725	1967	74810	23922	41536	474	<b>D Manufacturing</b>
	moški	1102	1692	52907	11486	20175	288	men
	ženske	1623	275	21903	12436	21361	186	women
DA	Proizvodnja hrane, pijač, tobaka in izdelkov	110	117	6717	2283	3367	40	DA Mfr. of food; beverages and tobacco
	moški	54	100	4595	1027	1768	17	men
	ženske	56	17	2122	1256	1599	23	women
DB	Proizv. tekstilij; tekstilnih, krznenih izdelkov	436	173	10283	4020	3894	36	DB Mfr. of textiles and textile products
	moški	90	98	1998	853	1024	5	men
	ženske	346	75	8285	3167	2870	31	women
DC	Proizvodnja usnja, usnjenih izdelkov	35	30	2841	373	1407	17	DC Mfr. of leather and leather products
	moški	20	23	817	154	366	3	men
	ženske	15	7	2024	219	1041	14	women
DD	Obdelava in predelava lesa	100	51	3576	1349	2192	18	DD Manufacture of wood and wood products
	moški	42	41	2942	849	1364	11	men
	ženske	58	10	634	500	828	7	women
DE	Proizv. vlaknin, papirja; založništvo, tiskarstvo	183	216	4219	1376	1794	22	DE Mfr. of paper; publishing and printing
	moški	124	183	3163	697	1063	12	men
	ženske	59	33	1056	679	731	10	women
DF	Proizv. koksa, naftnih deriv., jedrskega goriva	1	2	53	5	16	1	DF Mfr. of coke, petroleum prods.&nuc. fuel
	moški	-	2	50	4	7	1	men
	ženske	1	-	3	1	9	-	women
DG	Proizv. kemikalij, kemičnih izdelkov, umetnih vl.	73	36	3786	972	1392	40	DG Mfr. of chemicals, prod.&man-made fibres
	moški	64	31	2969	510	759	26	men
	ženske	9	5	817	462	633	14	women
DH	Proizv. izdelkov iz gume in plastičnih mas	130	50	3850	986	3163	23	DH Mfr. of rubber and plastic products
	moški	75	39	2962	632	2135	22	men
	ženske	55	11	888	354	1028	1	women
DI	Proizv. drugih nekovinskih mineralnih izdelkov	86	134	3517	933	2229	63	DI Mfr. of other non-metal mineral products

	moški	65	130	2894	704	1530	50	men
	ženske	21	4	623	229	699	13	women
DJ	Proizvodnja kovin in kovinskih izdelkov	331	596	13497	2993	4663	76	<i>DJ Mfr. of basic metals &amp; fabricated products</i>
	moški	191	550	12318	2043	3254	56	men
	ženske	140	46	1179	950	1409	20	women
DK	Proizvodnja strojev in naprav	256	232	8259	1989	6027	53	<i>DK Mfr. of machinery and equipment nec.</i>
	moški	119	225	7387	1155	2626	37	men
	ženske	137	7	872	834	3401	16	women
DL	Proizvodnja električne, optične opreme	857	133	6269	2993	7129	40	<i>DL Mfr. of electrical and optical equipment</i>
	moški	174	103	4065	833	1925	19	men
	ženske	683	30	2204	2160	5204	21	women
DM	Proizvodnja vozil in plovil	47	101	3962	1677	1237	16	<i>DM Manufacture of transport equipment</i>
	moški	37	95	3626	1045	852	12	men
	ženske	10	6	336	632	385	4	women
DN	Proizv. pohištva, druge pred. dejav., reciklaža	80	96	3981	1973	3026	29	<i>DN Manufacturing nec.</i>
	moški	47	72	3121	980	1502	17	men
	ženske	33	24	860	993	1524	12	women
E	<b>Oskrba z elektriko, plinom, vodo</b>	94	387	3806	472	923	76	<b><i>E Electricity, gas and water supply</i></b>
	moški	66	385	3633	441	774	61	men
	ženske	28	2	173	31	149	15	women
F	<b>Gradbeništvo</b>	166	1055	15438	2230	9897	216	<b><i>F Construction</i></b>
	moški	134	1046	14997	2159	9504	194	men
	ženske	32	9	441	71	393	22	women
G	<b>Trgovina; popravila motornih vozil</b>	531	1451	38300	930	5725	232	<b><i>G Wholesale, retail; certain repair</i></b>
	moški	259	588	16976	677	3903	107	men
	ženske	272	863	21324	253	1822	125	women
H	<b>Gostinstvo</b>	166	114	7184	1010	2864	51	<b><i>H Hotels and restaurants</i></b>
	moški	50	47	3085	154	679	18	men
	ženske	116	67	4099	856	2185	33	women
I	<b>Promet, skladiščenje, zveze</b>	445	966	13569	830	1921	250	<b><i>I Transport, storage and communication</i></b>

	moški	382	895	12493	789	1633	162	men
	ženske	63	71	1076	41	288	88	women
<b>J</b>	<b>Finančno posredništvo</b>	203	26	637	44	162	118	<b>J Financial intermediation</b>
	moški	85	16	282	20	43	39	men
	ženske	118	10	355	24	119	79	women
<b>K</b>	<b>Nepremičnine, najem, poslovne storitve</b>	547	206	8106	742	7642	190	<b>K Real estate, renting &amp; business activities</b>
	moški	378	161	6259	537	2661	95	men
	ženske	169	45	1847	205	4981	95	women
<b>L</b>	<b>Javna uprava, obramba, socialno zavarovanje</b>	233	132	2522	182	1007	387	<b>L Public administ. &amp; defence; comp.soc.sec.</b>
	moški	73	69	1670	77	406	226	men
	ženske	160	63	852	105	601	161	women
<b>M</b>	<b>Izobraževanje</b>	426	128	4170	746	3931	181	<b>M Education</b>
	moški	54	61	1443	88	216	40	men
	ženske	372	67	2727	658	3715	141	women
<b>N</b>	<b>Zdravstvo, socialno varstvo</b>	139	94	4699	2475	3984	265	<b>N Health and social work</b>
	moški	25	43	1643	253	464	52	men
	ženske	114	51	3056	2222	3520	213	women
<b>O</b>	<b>Druge javne, skupne in osebne storitve</b>	165	95	3646	524	2003	199	<b>O Other social and personal services</b>
	moški	96	74	2297	388	996	101	men
	ženske	69	21	1349	136	1007	98	women

Opomba: Od 1. 1. 1999 so vključeni tudi udeleženci javnih del  
Note: Since 1999 the public works are included

Vir: SRDAP, statistični register delovno aktivnega prebivalstva  
Source: SRE, Statistical Register of Employment

**12.6 Persons in paid employment in enterprises, companies and organisations by level of professional attainment by activity and by sex, 31. 12. 2003**

Dejavnosti	Skupaj Total	Stopnja strokovne izobrazbe Level of professional attainment					Activities
		visoka university			višja non- university	srednja secondary	
		doktorji Ph. D.	magistri M. Sc./M. A.	drugi others			
<b>SKUPAJ</b>	<b>654036</b>	<b>3513</b>	<b>6271</b>	<b>85287</b>	<b>49848</b>	<b>187822</b>	<b>TOTAL</b>
<b>moški</b>	<b>345354</b>	<b>2395</b>	<b>3318</b>	<b>37019</b>	<b>19677</b>	<b>86817</b>	<b>men</b>

ženske		308682	1118	2953	48268	30171	101005	women
<b>A</b>	<b>Kmetijstvo, lov, gozdarstvo</b>	6640	13	27	411	368	1633	<b>A Agriculture, hunting and forestry</b>
	moški	4219	11	18	228	207	775	men
	ženske	2421	2	9	183	161	858	women
<b>B</b>	<b>Ribištvo</b>	155	-	-	14	6	46	<b>B Fishing</b>
	moški	123	-	-	13	2	36	men
	ženske	32	-	-	1	4	10	women
<b>C</b>	<b>Rudarstvo</b>	4498	4	15	218	144	1004	<b>C Mining and quarrying</b>
	moški	4078	3	13	163	95	792	men
	ženske	420	1	2	55	49	212	women
CA	Pridobivanje energetskih surovin	3647	3	12	187	106	795	CA Mining & quarrying of energy materials
	moški	3370	2	12	138	74	659	men
	ženske	277	1	-	49	32	136	women
CB	Pridobivanje rud in kamnin brez energetskih	851	1	3	31	38	209	CB Mining & quarrying, not energy materials
	moški	708	1	1	25	21	133	men
	ženske	143	-	2	6	17	76	women
<b>D</b>	<b>Predelovalne dejavnosti</b>	209983	125	680	12658	8654	44053	<b>D Manufacturing</b>
	moški	125972	87	454	7525	5257	25175	men
	ženske	84011	38	226	5133	3397	18878	women
DA	Proizvodnja hrane, pijač, tobanih izdelkov	17990	8	49	1115	677	3632	DA Mfr. of food; beverages and tobacco
	moški	10040	6	22	523	334	1645	men
	ženske	7950	2	27	592	343	1987	women
DB	Proizv. tekstilij; tekstilnih, krznenih izdelkov	23887	-	28	736	661	4145	DB Mfr. of textiles and textile products
	moški	5533	-	11	244	194	1032	men
	ženske	18354	-	17	492	467	3113	women
DC	Proizvodnja usnja, usnjenih izdelkov	6136	-	7	185	187	1208	DC Mfr. of leather and leather products
	moški	1878	-	3	78	86	340	men
	ženske	4258	-	4	107	101	868	women
DD	Obdelava in predelava lesa	9559	-	8	271	283	1714	DD Manufacture of wood and wood products
	moški	6694	-	6	181	172	1080	men
	ženske	2865	-	2	90	111	634	women
DE	Proizv. vlaknin, papirja; založništvo, tiskarstvo	14136	7	52	1294	727	4131	DE Mfr. of paper; publishing and printing
	moški	8551	5	28	550	410	2253	men
	ženske	5585	2	24	744	317	1878	women

DF	Proizv. koksa, naftnih deriv., jedrskega goriva	162	-	1	27	15	42	<i>DF Mfr. of coke, petroleum prods. &amp; nuc. fuel</i>
	moški	112	-	-	16	8	25	<i>men</i>
	ženske	50	-	1	11	7	17	<i>women</i>
DG	Proizv. kemikalij, kemičnih izdelkov, umetnih vl.	12420	57	174	1883	652	3377	<i>DG Mfr. of chemicals, prod. &amp; man-made fibres</i>
	moški	7269	26	85	892	325	1676	<i>men</i>
	ženske	5151	31	89	991	327	1701	<i>women</i>
DH	Proizv. izdelkov iz gume in plastičnih mas	11324	3	26	601	430	2277	<i>DH Mfr. of rubber and plastic products</i>
	moški	7747	3	22	344	261	1367	<i>men</i>
	ženske	3577	-	4	257	169	910	<i>women</i>
DI	Proizv. drugih nekovinskih mineralnih izdelkov	9477	2	15	424	387	1769	<i>DI Mfr. of other non-metal. mineral products</i>
	moški	6925	2	9	279	218	1117	<i>men</i>
	ženske	2552	-	6	145	169	652	<i>women</i>
DJ	Proizvodnja kovin in kovinskih izdelkov	31473	11	57	1535	1319	6188	<i>DJ Mfr. of basic metals &amp; fabricated products</i>
	moški	25186	10	40	1059	960	4526	<i>men</i>
	ženske	6287	1	17	476	359	1662	<i>women</i>
DK	Proizvodnja strojev in naprav	24143	5	59	1358	1113	5127	<i>DK Mfr. of machinery and equip ment nec.</i>
	moški	16884	5	52	988	821	3520	<i>men</i>
	ženske	7259	-	7	370	292	1607	<i>women</i>
DL	Proizvodnja električne, optične opreme	26850	30	178	2226	1253	6129	<i>DL Mfr. of electrical and optical equip ment</i>
	moški	13599	28	154	1698	844	3694	<i>men</i>
	ženske	13251	2	24	528	409	2435	<i>women</i>
DM	Proizvodnja vozil in plovil	9922	1	18	533	500	1860	<i>DM Manufacture of transport equip ment</i>
	moški	7793	1	15	369	370	1401	<i>men</i>
	ženske	2129	-	3	164	130	459	<i>women</i>
DN	Proizv. pohišstva, druge pred. dejav., reciklaža	12504	1	8	470	450	2454	<i>DN Manufacturing nec.</i>
	moški	7761	1	7	304	254	1499	<i>men</i>
	ženske	4743	-	1	166	196	955	<i>women</i>
<b>E</b>	<b>Oskrba z elektriko, plinom, vodo</b>	11230	3	59	1327	861	3140	<b><i>E Electricity, gas and water supply</i></b>
	moški	9029	2	45	967	650	2043	<i>men</i>
	ženske	2201	1	14	360	211	1097	<i>women</i>
<b>F</b>	<b>Gradbeništvo</b>	39973	2	27	1305	1326	7602	<b><i>F Construction</i></b>
	moški	35929	2	21	929	921	5554	<i>men</i>

	ženske	4044	-	6	376	405	2048	women
<b>G</b>	<b>Trgovina; popravila motornih vozil</b>	88893	33	278	6276	4542	29970	<b>G Wholesale, retail; certain repair</b>
	moški	41700	20	157	2968	2336	12913	men
	ženske	47193	13	121	3308	2206	17057	women
<b>H</b>	<b>Gostinstvo</b>	16459	1	24	592	607	3788	<b>H Hotels and restaurants</b>
	moški	6210	-	16	201	240	1554	men
	ženske	10249	1	8	391	367	2234	women
<b>I</b>	<b>Promet, skladiščenje, zveze</b>	37953	7	131	2577	2370	13664	<b>I Transport, storage and communication</b>
	moški	27628	6	91	1458	1217	7918	men
	ženske	10325	1	40	1119	1153	5746	women
<b>J</b>	<b>Finančno posredništvo</b>	20018	24	290	4514	2445	10921	<b>J Financial intermediation</b>
	moški	6496	19	153	1879	804	2921	men
	ženske	13522	5	137	2635	1641	8000	women
<b>K</b>	<b>Nepremičnine, najem, poslovne storitve</b>	50592	715	907	10760	4083	16201	<b>K Real estate, renting &amp; business activities</b>
	moški	28902	476	558	6391	2311	8823	men
	ženske	21690	239	349	4369	1772	7378	women
<b>L</b>	<b>Javna uprava, obramba, socialno zavarovanje</b>	48085	191	889	14715	5999	19027	<b>L Public administ. &amp; defence; comp.soc.sec.</b>
	moški	24285	120	467	6242	2688	10451	men
	ženske	23800	71	422	8473	3311	8576	women
<b>M</b>	<b>Izobraževanje</b>	55940	2140	1297	18077	11596	12986	<b>M Education</b>
	moški	12415	1501	627	4143	1716	2370	men
	ženske	43525	639	670	13934	9880	10616	women
<b>N</b>	<b>Zdravstvo, socialno varstvo</b>	44734	199	1419	8249	5365	17693	<b>N Health and social work</b>
	moški	8558	120	571	2373	607	2437	men
	ženske	36176	79	848	5876	4758	15256	women
<b>O</b>	<b>Druge javne, skupne in osebne storitve</b>	18883	56	228	3594	1482	6094	<b>O Other social and personal services</b>
	moški	9810	28	127	1539	626	3055	men
	ženske	9073	28	101	2055	856	3039	women

Opomba: Od 1. 1. 1999 so vključeni tudi udeleženci javnih del  
Note: Since 1999 the public works are included

Vir: SRDAP, statistični register delovno aktivnega prebivalstva  
Source: SRE, Statistical Register of Employment

12.6 Persons in paid employment in enterprises companies and organisations by level of professional attainment by activity and by sex, 31. 12. 2003 (continued)

Dejavnosti		Stopnja strokovne izobrazbe <i>Level of professional attainment</i>						Activities
		nižja <i>lower</i>	visoko kvalificirani <i>highly skilled workers</i>	kvalificirani <i>skilled workers</i>	polkvali- ficirani <i>semi- skilled workers</i>	nekvali- ficirani <i>unskilled workers</i>	neznano <i>unknown</i>	
<b>SKUPAJ</b>		<b>3617</b>	<b>6018</b>	<b>180137</b>	<b>18745</b>	<b>110084</b>	<b>2694</b>	<b>TOTAL</b>
moški		1392	4210	118186	10555	60138	1647	men
ženske		2225	1808	61951	8190	49946	1047	women
<b>A</b>	<b>Kmetijstvo, lov, gozdarstvo</b>	18	32	1933	368	1818	19	<b>A Agriculture, hunting and forestry</b>
	moški	12	24	1336	311	1284	13	men
	ženske	6	8	597	57	534	6	women
<b>B</b>	<b>Ribištvo</b>	1	-	50	-	38	-	<b>B Fishing</b>
	moški	1	-	39	-	32	-	men
	ženske	-	-	11	-	6	-	women
<b>C</b>	<b>Rudarstvo</b>	54	23	2174	249	606	7	<b>C Mining and quarrying</b>
	moški	48	23	2112	246	577	6	men
	ženske	6	-	62	3	29	1	women
CA	Pridobivanje energetskih surovin	49	9	1880	214	387	5	CA Mining & quarrying of energy materials
	moški	45	9	1837	213	377	4	men
	ženske	4	-	43	1	10	1	women
CB	Pridobivanje rud in kamnin brez energetskih	5	14	294	35	219	2	CB Mining & quarrying, not energy materials
	moški	3	14	275	33	200	2	men
	ženske	2	-	19	2	19	-	women
<b>D</b>	<b>Predelovalne dejavnosti</b>	1535	1515	72119	12164	56172	308	<b>D Manufacturing</b>
	moški	530	1254	50426	6247	28821	196	men
	ženske	1005	261	21693	5917	27351	112	women
DA	Proizvodnja hrane, pijač, tobačnih izdelkov	105	150	6241	596	5389	28	DA Mfr. of food; beverages and tobacco
	moški	51	124	4200	403	2717	15	men
	ženske	54	26	2041	193	2672	13	women
DB	Proizv. tekstilij; tekstilnih, krznenih	439	95	8647	2665	6441	30	DB Mfr. of textiles and textile products



	izdelkov							
	moški	52	38	1840	544	1575	3	men
	ženske	387	57	6807	2121	4866	27	women
DC	Proizvodnja usnja, usnjenih izdelkov	37	26	2022	128	2322	14	<i>DC Mfr. of leather and leather products</i>
	moški	20	17	570	65	696	3	men
	ženske	17	9	1452	63	1626	11	women
DD	Obdelava in predelava lesa	50	57	3252	667	3245	12	<i>DD Manufacture of wood and wood products</i>
	moški	24	48	2643	466	2064	10	men
	ženske	26	9	609	201	1181	2	women
DE	Proizv. vlaknin, papirja; založništvo, tiskarstvo	304	85	4081	760	2686	9	<i>DE Mfr. of paper, publishing and printing</i>
	moški	97	67	3063	511	1562	5	men
	ženske	207	18	1018	249	1124	4	women
DF	Proizv. koksa, naftnih deriv., jedrskega goriva	-	-	48	2	27	-	<i>DF Mfr. of coke, petroleum prods.&amp;nuc. fuel</i>
	moški	-	-	44	2	17	-	men
	ženske	-	-	4	-	10	-	women
DG	Proizv. kemikalij, kemičnih izdelkov, umetnih vl.	22	55	3415	1011	1751	23	<i>DG Mfr. of chemicals, prod.&amp;man-made fibres</i>
	moški	10	44	2556	452	1187	16	men
	ženske	12	11	859	559	564	7	women
DH	Proizv. izdelkov iz gume in plastičnih mas	53	58	3878	193	3797	8	<i>DH Mfr. of rubber and plastic products</i>
	moški	35	48	3016	131	2512	8	men
	ženske	18	10	862	62	1285	-	women
DI	Proizv. drugih nekovinskih mineralnih izdelkov	24	88	3126	608	2987	47	<i>DI Mfr. of other non-metal.mineral products</i>
	moški	14	79	2542	500	2129	36	men
	ženske	10	9	584	108	858	11	women
DJ	Proizvodnja kovin in kovinskih izdelkov	143	270	12988	1658	7252	52	<i>DJ Mfr. of basic metals &amp; fabricated products</i>
	moški	69	254	11701	1177	5349	41	men
	ženske	74	16	1287	481	1903	11	women
DK	Proizvodnja strojev in naprav	166	287	9082	878	6025	43	<i>DK Mfr. of machinery and equip ment nec.</i>
	moški	75	267	7512	645	2969	30	men
	ženske	91	20	1570	233	3056	13	women

DL	Proizvodnja električne, optične opreme	106	186	7521	1898	7303	20	<i>DL Mfr. of electrical and optical equipment</i>
	moški	41	145	4377	573	2035	10	<i>men</i>
	ženske	65	41	3144	1325	5268	10	<i>women</i>
DM	Proizvodnja vozil in plovil	59	70	3822	616	2436	7	<i>DM Manufacture of transport equipment</i>
	moški	31	63	3366	491	1679	7	<i>men</i>
	ženske	28	7	456	125	757	-	<i>women</i>
DN	Proizv. pohištva, druge pred. dejav., reciklaža	27	88	3996	484	4511	15	<i>DN Manufacturing nec.</i>
	moški	11	60	2996	287	2330	12	<i>men</i>
	ženske	16	28	1000	197	2181	3	<i>women</i>
E	<b>Oskrba z elektriko, plinom, vodo</b>	53	353	3848	356	1172	58	<b><i>E Electricity, gas and water supply</i></b>
	moški	23	347	3582	334	986	50	<i>men</i>
	ženske	30	6	266	22	186	8	<i>women</i>
F	<b>Gradbeništvo</b>	79	551	14308	1437	13166	170	<b><i>F Construction</i></b>
	moški	55	528	13722	1402	12634	161	<i>men</i>
	ženske	24	23	586	35	532	9	<i>women</i>
G	<b>Trgovina; popravila motornih vozil</b>	248	1555	37354	562	7952	123	<b><i>G Wholesale, retail; certain repair</i></b>
	moški	115	667	16675	398	5394	57	<i>men</i>
	ženske	133	888	20679	164	2558	66	<i>women</i>
H	<b>Gostinstvo</b>	119	145	6815	402	3935	31	<b><i>H Hotels and restaurants</i></b>
	moški	12	75	3077	82	944	9	<i>men</i>
	ženske	107	70	3738	320	2991	22	<i>women</i>
I	<b>Promet, skladiščenje, zveze</b>	399	719	13303	860	3765	158	<b><i>I Transport, storage and communication</i></b>
	moški	315	628	11798	822	3266	109	<i>men</i>
	ženske	84	91	1505	38	499	49	<i>women</i>
J	<b>Finančno posredništvo</b>	83	104	1208	81	306	42	<b><i>J Financial intermediation</i></b>
	moški	24	45	512	26	107	6	<i>men</i>
	ženske	59	59	696	55	199	36	<i>women</i>
K	<b>Nepremičnine, najem, poslovne storitve</b>	178	195	8733	402	8331	87	<b><i>K Real estate, renting &amp; business activities</i></b>
	moški	71	153	6444	275	3356	44	<i>men</i>
	ženske	107	42	2289	127	4975	43	<i>women</i>
L	<b>Javna uprava, obramba, socialno zavarovanje</b>	302	198	4134	92	1364	1174	<b><i>L Public administ. &amp; defence; comp. soc. sec.</i></b>
	moški	56	141	2760	34	485	841	<i>men</i>

	ženske	246	57	1374	58	879	333	women
<b>M</b>	<b>Izobraževanje</b>	202	188	4792	340	4175	147	<b>M Education</b>
	moški	12	91	1598	48	276	33	men
	ženske	190	97	3194	292	3899	114	women
<b>N</b>	<b>Zdravstvo, socialno varstvo</b>	131	181	5372	1221	4661	243	<b>N Health and social work</b>
	moški	16	69	1616	170	530	49	men
	ženske	115	112	3756	1051	4131	194	women
<b>O</b>	<b>Druge javne, skupne in osebne storitve</b>	215	259	3994	211	2623	127	<b>O Other social and personal services</b>
	moški	102	165	2489	160	1446	73	men
	ženske	113	94	1505	51	1177	54	women

Vir: SRDAP, statistični register delovno aktivnega prebivalstva.  
Source: SRE, Statistical Register of Employment.

**13.6 Average monthly gross earnings in enterprises, companies and organisations by level of professional skills by activity and by sex, 2002 SIT**

Dejavnosti	Skupaj Total	Stopnja strokovne usposobljenosti Level of professional skills				Activities	
		visoka university			višja non- university		
		skupaj total	doktorji Ph. D.	magistri M. Sc., M. A.			
<b>SKUPAJ</b>	<b>235882</b>	<b>461294</b>	<b>626907</b>	<b>569105</b>	<b>304771</b>	<b>TOTAL</b>	
moški	246985	512888	641013	600801	319695	men	
ženske	223456	411936	590719	529684	291757	women	
<b>A</b>	<b>Kmetijstvo, lov, gozdarstvo</b>	194055	527980	.	793790	338250	<b>A Agriculture, hunting and forestry</b>
	moški	195375	542994	.	809910	330009	men
	ženske	189879	489440	-	.	358582	women
<b>B</b>	<b>Ribištvo</b>	237431	629769	-	.	288084	<b>B Fishing</b>
	moški	266540	629769	-	.	.	men
	ženske	155278	-	-	-	.	women
<b>C</b>	<b>Rudarstvo</b>	278774	521769	.	.	397927	<b>C Mining and quarrying</b>
	moški	281096	558666	-	.	442841	men
	ženske	255895	410461	.	.	296123	women
CA	Pridobivanje energetskih surovin	292235	506080	.	.	399049	CA Mining & quarrying of energy materials
	moški	295019	543456	-	.	446721	men
	ženske	257804	389557	.	.	285742	women
CB	Pridobivanje rud in kamnin brez energetskih	229983	628043	-	-	393643	CB Mining & quarrying, not energy materials

	moški	225841	668593	-	-	426932	men
	ženske	252557	.	-	-	330235	women
<b>D</b>	<b>Predelovalne dejavnosti</b>	202669	522860	790185	634068	291475	<b>D Manufacturing</b>
	moški	220975	557976	796198	655801	309178	men
	ženske	174649	460072	770696	592724	259738	women
DA	Proizvodnja hrane, pijač, tobačnih izdelkov	224677	644107	-	695531	335244	DA Mfr. of food; beverages and tobacco
	moški	245973	772347	-	741198	384090	men
	ženske	198392	499741	-	669436	292190	women
DB	Proizv. tekstilij; tekstilnih, krznenih izdelkov	146160	430950	-	299335	244991	DB Mfr. of textiles and textile products
	moški	176449	529586	-	.	289067	men
	ženske	135700	369262	-	312269	222530	women
DC	Proizvodnja usnja, usnjenih izdelkov	160839	457579	-	.	304811	DC Mfr. of leather and leather products
	moški	205281	611592	-	.	334978	men
	ženske	140336	341314	-	-	282556	women
DD	Obdelava in predelava lesa	168663	487999	-	.	254348	DD Manufacture of wood and wood products
	moški	173770	513075	-	.	279218	men
	ženske	158566	440567	-	-	199694	women
DE	Proizv. vlaknin, papirja; založništvo, tiskarstvo	229370	495150	.	209352	322279	DE Mfr. of paper; publishing and printing
	moški	240532	567066	.	209352	340801	men
	ženske	212019	414715	-	-	292616	women
DG	Proizv. kemikalij, kemičnih izdelkov, umetnih vl.	339045	705416	918443	1040202	343581	DG Mfr. of chemicals, prod.&man-made fibres
	moški	340928	755557	1010891	1128141	362283	men
	ženske	336300	646529	801877	902353	323971	women
DH	Proizv. izdelkov iz gume in plastičnih mas	200728	502843	.	610948	281749	DH Mfr. of rubber and plastic products
	moški	209996	558635	.	610959	284894	men
	ženske	177536	403539	.	.	274820	women
DI	Proizv. drugih nekovinskih mineralnih izdelkov	189652	541812	-	856184	283327	DI Mfr. of other non-metal mineral products
	moški	197390	585685	-	850936	314649	men
	ženske	170164	460657	-	864231	239604	women
DJ	Proizvodnja kovin in kovinskih izdelkov	199234	432105	.	562445	271348	DJ Mfr. of basic metals & fabricated products
	moški	206067	459055	.	650236	286645	men
	ženske	173063	363354	.	409689	233324	women
DK	Proizvodnja strojev in naprav	202034	438193	.	418120	280334	DK Mfr. of machinery and equip ment nec.

	moški	216067	448443	.	418120	291122	men
	ženske	167995	399933	-	-	243234	women
DL	Proizvodnja električne, optične opreme	212294	502201	581780	412155	301092	<i>DL Mfr. of electrical and optical equipment</i>
	moški	.	515586	593234	414031	312032	men
	ženske	161624	439727	.	405691	269096	women
DM	Proizvodnja vozil in plovil	205852	469289	.	541801	301570	<i>DM Manufacture of transport equipment</i>
	moški	212860	492181	.	545094	319452	men
	ženske	183500	404750	-	.	258612	women
DN	Proizv. pohištva, druge pred. dejav., reciklaža	168301	436480	.	405549	260724	<i>DN Manufacturing nec.</i>
	moški	175936	479963	.	430311	280450	men
	ženske	154239	362291	.	362629	221934	women
E	<b>Oskrba z elektriko, plinom, vodo</b>	279843	494676	-	714036	353296	<b><i>E Electricity, gas and water supply</i></b>
	moški	284625	513688	-	490591	355118	men
	ženske	259158	424468	-	.	344567	women
F	<b>Gradbeništvo</b>	193738	541089	-	-	351182	<b><i>F Construction</i></b>
	moški	189955	584668	-	-	367906	men
	ženske	231602	376140	-	-	306989	women
G	<b>Trgovina; popravila motornih vozil</b>	197142	496859	430701	1008246	290113	<b><i>G Wholesale, retail; certain repair</i></b>
	moški	215753	500988	.	1461160	293026	men
	ženske	182562	491706	430382	829036	287007	women
H	<b>Gostinstvo</b>	178318	486776	-	835172	297383	<b><i>H Hotels and restaurants</i></b>
	moški	195872	613445	-	996885	315649	men
	ženske	168310	419118	-	633030	285867	women
I	<b>Promet, skladiščenje, zveze</b>	253403	533626	.	762072	341917	<b><i>I Transport, storage and communication</i></b>
	moški	254815	570492	.	827481	376266	men
	ženske	250002	453332	-	.	301859	women
J	<b>Finančno posredništvo</b>	328527	570169	.	779447	329624	<b><i>J Financial intermediation</i></b>
	moški	397095	675695	.	823258	351310	men
	ženske	299656	498887	-	689634	319716	women
K	<b>Nepremičnine, najem, poslovne storitve</b>	272015	444880	608208	478092	289637	<b><i>K Real estate, renting &amp; business activities</i></b>
	moški	290932	471377	608345	487522	302787	men
	ženske	249395	406970	607918	467599	270518	women
L	<b>Javna uprava, obramba, socialno zavarovanje</b>	288686	424952	758680	636526	264839	<b><i>L Public administ. &amp; defence; comp.soc.sec.</i></b>
	moški	304230	437617	752111	721584	283499	men

	ženske	270438	411052	771608	518876	249004	women
<b>M</b>	<b>Izobraževanje</b>	295937	366439	609035	402408	314344	<b>M Education</b>
	moški	358283	429173	631977	414270	315316	men
	ženske	278111	341474	541097	388308	314094	women
<b>N</b>	<b>Zdravstvo, socialno varstvo</b>	306194	568756	750217	706059	326332	<b>N Health and social work</b>
	moški	430420	694509	738648	735348	393041	men
	ženske	278958	505268	797193	663434	316389	women
<b>O</b>	<b>Druge javne, skupne in osebne storitve</b>	272701	427293	534032	457838	346411	<b>O Other social and personal services</b>
	moški	304306	499607	544361	.	431237	men
	ženske	242145	365715	499760	474307	294969	women

Vir: ZAP/L, letna raziskava  
Source: ZAP/L, yearly survey

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Dejavnosti	Stopnja strokovne usposobljenosti <i>Level of professional skills</i>						Activities	
	srednja <i>secondary</i>	nižja <i>lower</i>	visoko kvalificirani <i>highly skilled workers</i>	kvalificirani <i>skilled workers</i>	polkvalifi- cirani <i>semi- skilled workers</i>	nekvalifi- cirani <i>unskilled workers</i>		
<b>SKUPAJ</b>	<b>218037</b>	<b>159533</b>	<b>182238</b>	<b>164196</b>	<b>143822</b>	<b>128443</b>	<b>TOTAL</b>	
moški	228060	165065	194811	179392	151729	137513	men	
ženske	209273	149993	155847	136703	133692	122181	women	
<b>A</b>	<b>Kmetijstvo, lov, gozdarstvo</b>	176705	184435	123873	143208	145828	134956	<b>A Agriculture, hunting and forestry</b>
	moški	183633	185719	-	147549	151194	137568	men
	ženske	167529	154756	123873	122480	120849	124925	women
<b>B</b>	<b>Ribištvo</b>	155033	.	.	.	157291	104949	<b>B Fishing</b>
	moški	166736	.	.	.	157291	-	men
	ženske	131043	-	-	-	-	104949	women
<b>C</b>	<b>Rudarstvo</b>	296509	155446	227408	271467	215818	214448	<b>C Mining and quarrying</b>
	moški	321940	152985	228107	272567	217306	217015	men
	ženske	230322	.	.	177959	179600	158233	women
CA	Pridobivanje energijskih surovin	302482	-	204674	284933	228004	219995	CA Mining & quarrying of energy materials
	moški	326416	-	204674	285965	229374	220413	men
	ženske	216734	-	-	179323	.	.	women
CB	Pridobivanje rud in kamnin brez	272048	155446	228192	175347	194428	187698	CB Mining & quarrying, not

	energetskih							<i>energy materials</i>
	moški	292047	152985	228929	175375	195004	195604	<i>men</i>
	ženske	253639	.	.	.	.	162286	<i>women</i>
<b>D</b>	<b>Predelovalne dejavnosti</b>	206651	165580	161890	165020	140089	128439	<b><i>D Manufacturing</i></b>
	moški	214447	173738	184377	179292	148470	136031	<i>men</i>
	ženske	193758	149407	125235	132583	131572	123065	<i>women</i>
DA	Proizvodnja hrane, pijač, tobakačnih izdelkov	218331	164907	196073	178138	159463	121379	<i>DA Mfr. of food; beverages and tobacco</i>
	moški	237478	181395	193238	189380	166233	128527	<i>men</i>
	ženske	200686	154841	212361	149873	152160	116131	<i>women</i>
DB	Proizv. tekstilij; tekstilnih, krznenih izdelkov	162298	152524	122207	122016	115529	121917	<i>DB Mfr. of textiles and textile products</i>
	moški	165577	158750	149454	140282	119546	115773	<i>men</i>
	ženske	159886	144180	115220	118780	113982	124802	<i>women</i>
DC	Proizvodnja usnja, usnjenih izdelkov	168791	155366	149169	125856	115890	122991	<i>DC Mfr. of leather and leather products</i>
	moški	196360	176055	182322	160360	130685	142743	<i>men</i>
	ženske	158624	143174	116739	116609	110755	112239	<i>women</i>
DD	Obdelava in predelava lesa	171499	126421	121126	133127	118676	108208	<i>DD Manufacture of wood and wood products</i>
	moški	181029	139370	119560	133907	120856	107601	<i>men</i>
	ženske	158480	109663	129193	131033	113882	109141	<i>women</i>
DE	Proizv. vlaknin, papirja; založništvo, tiskarstvo	207746	174139	161762	175172	139543	126810	<i>DE Mfr. of paper; publishing and printing</i>
	moški	216244	180198	165373	183022	145540	134732	<i>men</i>
	ženske	196908	156067	148760	148220	133582	118840	<i>women</i>
DG	Proizv. kemikalij, kemičnih izdelkov, umetnih vl.	276448	207540	274989	221137	210524	153423	<i>DG Mfr. of chemicals, prod. &amp; man-made fibres</i>
	moški	281551	212635	280186	227461	206491	165398	<i>men</i>
	ženske	271837	165523	255539	193655	215697	143683	<i>women</i>
DH	Proizv. izdelkov iz gume in plastičnih mas	214626	164652	193577	156059	134648	135363	<i>DH Mfr. of rubber and plastic products</i>
	moški	227581	180889	195023	166754	137346	140126	<i>men</i>
	ženske	189733	131454	163091	133224	129288	126963	<i>women</i>
DI	Proizv. drugih nekovinskih mineralnih izdelkov	201043	151773	191270	158895	132856	129086	<i>DI Mfr. of other non-metal mineral products</i>
	moški	209462	159083	191270	164546	143488	135831	<i>men</i>

	ženske	183752	137009	-	131088	114940	119141	women
DJ	Proizvodnja kovin in kovinskih izdelkov	206789	181277	207362	181772	147099	132813	<i>DJ Mfr. of basic metals &amp; fabricated products</i>
	moški	215663	180653	208791	185284	151953	140245	men
	ženske	173715	184164	179604	150057	133486	122541	women
DK	Proizvodnja strojev in naprav	211850	197121	162138	178849	147472	138414	<i>DK Mfr. of machinery and equip ment nec.</i>
	moški	216263	199468	162719	181049	161141	148204	men
	ženske	197959	173399	.	159611	134157	133785	women
DL	Proizvodnja električne, optične opreme	212026	162916	176759	177760	136672	126351	<i>DL Mfr. of electrical and optical equip ment</i>
	moški	217662	167159	182986	188462	146041	134442	men
	ženske	197440	159797	160481	150970	132766	124829	women
DM	Proizvodnja vozil in plovil	205068	168804	196828	178503	149414	136510	<i>DM Manufacture of transport equip ment</i>
	moški	211334	170272	195753	180301	158586	134775	men
	ženske	185181	156474	.	158872	137296	138726	women
DN	Proizv. pohištva, druge pred. dejav., reciklaža	182650	117288	218008	154257	124424	124256	<i>DN Manufacturing nec.</i>
	moški	177776	117060	218944	158081	128778	139356	men
	ženske	191532	117899	215062	137722	119693	111269	women
E	<b>Oskrba z elektriko, plinom, vodo</b>	261179	193706	237807	228135	178940	158955	<b><i>E Electricity, gas and water supply</i></b>
	moški	278042	196961	238107	229677	179040	164980	men
	ženske	228249	175567	.	196868	177503	149566	women
F	<b>Gradbeništvo</b>	202286	155426	188651	163661	134757	113534	<b><i>F Construction</i></b>
	moški	202934	155113	188697	163963	134624	113304	men
	ženske	200589	176367	183827	129788	160447	117363	women
G	<b>Trgovina; popravila motornih vozil</b>	183297	139059	192974	139842	137639	131988	<b><i>G Wholesale, retail; certain repair</i></b>
	moški	193690	147941	193258	157208	136595	137660	men
	ženske	176007	127729	192613	130684	139638	121394	women
H	<b>Gostinstvo</b>	188901	159686	177604	148071	133252	125981	<b><i>H Hotels and restaurants</i></b>
	moški	202183	175754	187238	154695	139998	130271	men
	ženske	180552	147405	168307	143270	131019	125036	women
I	<b>Promet, skladiščenje, zveze</b>	248850	191208	238723	195277	199800	146829	<b><i>I Transport, storage and communication</i></b>
	moški	265532	188316	240188	195656	203959	150354	men
	ženske	230501	204189	211099	191572	173787	133078	women



<b>J</b>	<b>Finančno posredništvo</b>	249721	172028	137752	229313	183633	172125	<b>J Financial intermediation</b>
	moški	268501	201877	140417	232606	185252	186412	men
	ženske	243684	155676	135177	227101	181766	161012	women
<b>K</b>	<b>Nepremičnine, najem, poslovne storitve</b>	212899	131948	176466	140047	143332	111184	<b>K Real estate, renting &amp; business activities</b>
	moški	213665	129040	183025	146781	144680	128457	men
	ženske	212239	138316	140821	123003	140241	106948	women
<b>L</b>	<b>Javna uprava, obramba, socialno zavarovanje</b>	227771	176137	199883	201950	134958	124132	<b>L Public administ. &amp; defence; comp. soc. sec.</b>
	moški	249474	180219	218824	211256	152943	147220	men
	ženske	198985	168485	160928	171613	127171	118801	women
<b>M</b>	<b>Izobraževanje</b>	217662	161279	219325	166754	134682	127312	<b>M Education</b>
	moški	213872	178358	210655	174339	166775	150487	men
	ženske	218236	156207	223729	163133	133355	126836	women
<b>N</b>	<b>Zdravstvo, socialno varstvo</b>	245713	191634	183426	172466	139243	132154	<b>N Health and social work</b>
	moški	265119	208468	202417	202843	145748	142942	men
	ženske	242803	186380	176455	162986	138834	131214	women
<b>O</b>	<b>Druge javne, skupne in osebne storitve</b>	274523	166799	148107	177285	160990	129177	<b>O Other social and personal services</b>
	moški	321902	178951	143539	195397	166828	158768	men
	ženske	235970	148612	.	142377	143447	108424	women

Vir: ZAP/L, letna raziskava  
Source: ZAP/L, yearly survey

**13.7 Average monthly gross earnings in enterprises, companies and organisations by level of school education by activity and by sex, 2002 SIT**

Dejavnosti	Skupaj Total	Stopnja šolske izobrazbe Level of school education						Activities
		brez šole in z 1 do 3 razredi osnovne šole no schooling and with 1 to 3 primary school grades	od 4 do 7 razredov osnovne šole 4 to 7 primary school grades	osnovna šola primary school	šola za KV delavce vocational school for skilled workers	druge srednje šole other secondary schools	šola za VKV delavce vocational school for highly skilled workers	
<b>SKUPAJ</b>	<b>235963</b>	<b>140184</b>	<b>145039</b>	<b>145432</b>	<b>170922</b>	<b>227956</b>	<b>183948</b>	<b>TOTAL</b>
moški	246717	158090	155053	158555	185398	237616	200095	men
ženske	223921	113419	127132	132494	144202	218583	156378	women

<b>A</b>	<b>Kmetijstvo, lov, gozdarstvo</b>	194055	143743	151406	149596	157598	192780	205784	<b>A Agriculture, hunting and forestry</b>
	moški	195084	144418	156211	155605	159941	213388	239247	men
	ženske	190794	.	115828	118564	136137	172599	.	women
<b>B</b>	<b>Ribištvo</b>	236058	-	.	135565	165374	144788	.	<b>B Fishing</b>
	moški	264457	-	.	.	176819	156038	.	men
	ženske	155278	-	-	.	.	118071	-	women
<b>C</b>	<b>Rudarstvo</b>	278829	195474	210423	215470	268250	315749	238196	<b>C Mining and quarrying</b>
	moški	280975	.	211440	216800	270353	333682	240855	men
	ženske	257539	.	.	194548	196604	245295	.	women
<b>CA</b>	<b>Pridobivanje energetskih surovin</b>	292235	.	216606	225720	282684	326321	.	<b>CA Mining &amp; quarrying of energy materials</b>
	moški	295019	.	217792	226673	284901	345327	.	men
	ženske	257804	-	.	.	186136	236250	-	women
<b>CB</b>	<b>Pridobivanje rud in kamnin brez energetskih</b>	230192	.	190440	196969	188589	268825	241679	<b>CB Mining &amp; quarrying, not energy materials</b>
	moški	225358	-	190985	196603	186677	269976	245111	men
	ženske	257067	.	.	199332	217539	266490	.	women
<b>D</b>	<b>Predelovalne dejavnosti</b>	202937	145874	141131	140799	171519	223372	177539	<b>D Manufacturing</b>
	moški	220907	158353	151053	152794	184047	236241	184106	men
	ženske	175441	118640	127166	129866	139699	203669	158663	women
<b>DA</b>	<b>Proizvodnja hrane, pijač, tobaka in izdelkov</b>	225123	129444	150949	144460	182524	245619	226711	<b>DA Mfr. of food; beverages and tobacco</b>
	moški	246253	135463	160810	154696	194596	267967	229083	men
	ženske	198935	120917	136840	136299	156556	224796	214897	women
<b>DB</b>	<b>Proizv. tekstilij; tekstilnih, krznenih izdelkov</b>	146398	129973	115881	120294	126012	169913	156089	<b>DB Mfr. of textiles and textile products</b>
	moški	176930	.	123239	127874	156520	180430	230403	men
	ženske	135941	127017	112221	118370	117562	163267	142236	women
<b>DC</b>	<b>Proizvodnja usnja, usnjenih izdelkov</b>	160789	140634	117456	126687	131258	184144	126555	<b>DC Mfr. of leather and leather products</b>
	moški	203491	142629	123285	147325	155283	183933	143207	men
	ženske	141054	.	113196	115974	123227	184272	113430	women
<b>DD</b>	<b>Obdelava in</b>	168890	.	116778	122784	130258	200256	126358	<b>DD</b>

	predelava lesa								<i>Manufacture of wood and wood products</i>
	moški	174290	.	118406	123796	132001	241550	124370	<i>men</i>
	ženske	158474	-	112734	121187	125698	157012	140092	<i>women</i>
DE	Proizv. vlaknin, papirja; založništvo, tiskarstvo	229604	122529	147922	154799	195210	249142	156323	<i>DE Mfr. of paper, publishing and printing</i>
	moški	238869	124781	156719	162861	205756	277960	164465	<i>men</i>
	ženske	215179	.	134832	145249	167076	213092	119989	<i>women</i>
DG	Proizv. kemikalij, kemičnih izdelkov, umetnih vl.	339481	.	152673	184883	229582	296030	218008	<i>DG Mfr. of chemicals, prod. &amp; man-made fibres</i>
	moški	341570	.	162100	185450	235200	298951	204913	<i>men</i>
	ženske	336443	-	129915	184333	215063	293342	.	<i>women</i>
DH	Proizv. izdelkov iz gume in plastičnih mas	201029	171245	143662	157030	167174	221235	166548	<i>DH Mfr. of rubber and plastic products</i>
	moški	209516	175539	148220	166941	174576	229952	169869	<i>men</i>
	ženske	179647	.	134425	134084	138820	198828	137097	<i>women</i>
DI	Proizv. drugih nekovinskih mineralnih izdelkov	190037	.	151312	139811	155844	196519	201276	<i>DI Mfr. of other non-metal mineral products</i>
	moški	197551	-	165272	149316	162364	201276	203406	<i>men</i>
	ženske	171095	.	115693	120248	131357	185610	.	<i>women</i>
DJ	Proizvodnja kovin in kovinskih izdelkov	199466	126989	153251	149923	179636	220967	185426	<i>DJ Mfr. of basic metals &amp; fabricated products</i>
	moški	205736	140962	160620	156997	182773	232542	192401	<i>men</i>
	ženske	175227	113803	131595	131017	153272	184931	136798	<i>women</i>
DK	Proizvodnja strojev in naprav	202241	140473	152271	147604	189494	222340	190995	<i>DK Mfr. of machinery and equipment nec.</i>
	moški	216192	.	162116	160039	193814	226607	195985	<i>men</i>
	ženske	168367	.	140197	138010	161494	212557	157333	<i>women</i>
DL	Proizvodnja električne, optične opreme	212590	124814	139402	142392	161219	222551	193056	<i>DL Mfr. of electrical and optical equipment</i>
	moški	256111	-	154513	164655	177957	245459	181434	<i>men</i>
	ženske	162126	124814	131389	135049	128874	183632	237644	<i>women</i>
DM	Proizvodnja vozil in plovil	206178	146271	156208	161563	183370	236733	220293	<i>DM Manufacture of transport equipment</i>
	moški	212682	144969	160776	169998	186336	246556	220414	<i>men</i>

	ženske	185220	.	142597	143113	159252	208347	219009	women
DN	Proizv. pohištva, druge pred. dejav., reciklaža	168441	175491	128437	125969	162857	194150	205415	DN Manufacturing nec.
	moški	175671	183343	133827	132135	166665	200228	171591	men
	ženske	155200	.	119881	117555	147331	184915	258599	women
E	Oskrba z elektriko, plinom, vodo	280165	.	183928	183159	239675	271131	248697	E Electricity, gas and water supply
	moški	284871	.	186500	185940	243473	290511	248732	men
	ženske	259803	.	142272	170577	202108	239175	.	women
F	Gradbeništvo	193423	148655	146440	137686	160429	221167	228245	F Construction
	moški	189762	148655	146470	136224	160236	219909	228750	men
	ženske	231269	-	.	180072	172113	224933	185994	women
G	Trgovina; popravila motornih vozil	197190	.	143402	145794	147202	194378	146722	G Wholesale, retail; certain repair
	moški	215197	.	147523	151778	164306	202284	156890	men
	ženske	183201	.	133005	135508	136545	188784	141116	women
H	Gostinstvo	178117	112419	127874	130554	158499	180342	203412	H Hotels and restaurants
	moški	195751	.	127050	136303	168939	188760	231092	men
	ženske	168135	107444	128354	129248	150454	174852	193309	women
I	Promet, skladiščenje, zveze	253244	149112	193694	205449	198799	246860	222621	I Transport, storage and communication
	moški	255894	168517	195204	208178	200574	261354	224797	men
	ženske	246534	134559	166895	190319	180840	227367	215027	women
J	Finančno posredništvo	328619	-	.	206096	246196	252337	172663	J Financial intermediation
	moški	398370	-	.	218204	298660	259179	182308	men
	ženske	299665	-	.	198144	200344	250512	161749	women
K	Nepremičnine, najem, poslovne storitve	272251	108440	121529	126884	150052	211292	202378	K Real estate, renting & business activities
	moški	290859	140079	143072	151942	156821	191311	202794	men
	ženske	250032	99370	104172	117135	137613	229653	199656	women
L	Javna uprava, obramba, socialno zavarovanje	288871	.	142472	155548	221779	237805	200426	L Public administ.& defence; comp.soc.sec.
	moški	304648	-	181896	181913	231289	253721	217054	men
	ženske	270459	.	125859	146096	182040	200423	164350	women

<b>M</b>	<b>Izobraževanje</b>	295397	113618	131288	134224	170329	245012	187595	<b>M Education</b>
	moški	358315	-	184425	196129	176274	238112	189579	men
	ženske	277467	113618	128851	132814	168362	246124	185218	women
<b>N</b>	<b>Zdravstvo, socialno varstvo</b>	306346	168823	145099	146236	175377	249111	199297	<b>N Health and social work</b>
	moški	419008	.	151750	184891	213753	275358	242585	men
	ženske	281413	151060	144561	142907	161607	244914	176537	women
<b>O</b>	<b>Druge javne, skupne in osebne storitve</b>	272645	163666	158197	155345	209062	293242	182457	<b>O Other social and personal services</b>
	moški	302137	169441	169317	182849	234238	349506	182977	men
	ženske	244377	.	118556	128511	154225	247199	179099	women

Vir: ZAP/3, triletna raziskava  
Source: ZAP/3, three-yearly survey

#### SIT

Dejavnosti	Stopnja šolske izobrazbe <i>Level of school education</i>								Activities
	usmerjeno izobraževanje - stopnje <i>vocational secondary schools - degrees</i>					višja šola <i>non-univers. colleges</i>	visoka šola <i>universities</i>		
	I	II	III	IV	V				
<b>SKUPAJ</b>	<b>167988</b>	<b>151888</b>	<b>149900</b>	<b>167835</b>	<b>218489</b>	<b>327127</b>	<b>463735</b>	<b>TOTAL</b>	
<b>moški</b>	<b>180037</b>	<b>161980</b>	<b>158243</b>	<b>184059</b>	<b>229408</b>	<b>354752</b>	<b>511931</b>	<b>men</b>	
<b>ženske</b>	<b>146081</b>	<b>135786</b>	<b>138207</b>	<b>144467</b>	<b>209980</b>	<b>307129</b>	<b>417139</b>	<b>women</b>	
<b>A</b>	<b>Kmetijstvo, lov, gozdarstvo</b>	-	123105	131447	167199	156725	381139	555377	<b>A Agriculture, hunting and forestry</b>
	moški	-	.	128964	156108	159255	368605	590490	men
	ženske	-	118441	.	174673	149284	420852	485711	women
<b>B</b>	<b>Ribištvo</b>	-	-	-	-	.	.	580052	<b>B Fishing</b>
	moški	-	-	-	-	.	.	580052	men
	ženske	-	-	-	-	.	.	-	women
<b>C</b>	<b>Rudarstvo</b>	.	.	210976	.	247121	386852	533859	<b>C Mining and quarrying</b>
	moški	.	.	211005	.	247121	421173	566528	men
	ženske	-	-	.	-	-	324450	423850	women
CA	Pridobivanje energetskih surovin	-	-	210976	.	.	360140	521540	CA Mining & quarrying of energy materials
	moški	-	-	211005	.	.	386283	558865	men
	ženske	-	-	.	-	-	312109	390448	women
CB	Pridobivanje rud in kamnin brez energetskih	.	.	-	-	.	485605	612442	CB Mining & quarrying, not energy materials
	moški	.	.	-	-	.	552425	619074	men

	ženske	-	-	-	-	-	-	-	women
<b>D</b>	<b>Predelovalne dejavnosti</b>	170881	146762	153626	167242	202773	354178	527453	<b>D Manufacturing</b>
	moški	188040	159600	167855	185805	220858	381830	573333	men
	ženske	142173	129308	128830	138258	175936	308212	454694	women
DA	Proizvodnja hrane, pijač, tobačnih izdelkov	146172	168096	182232	188731	215351	446013	619825	DA Mfr. of food; beverages and tobacco
	moški	153020	186945	190127	207123	233798	517722	780529	men
	ženske	140231	140024	135611	161469	197702	360110	472702	women
DB	Proizv. tekstilij; tekstilnih, krznenih izdelkov	127335	110707	132600	129703	166862	310974	414455	DB Mfr. of textiles and textile products
	moški	123759	132665	125823	148626	200801	383115	501803	men
	ženske	132144	107207	133898	122988	153532	278113	360061	women
DC	Proizvodnja usnja, usnjenih izdelkov	110267	103584	112112	112926	140468	378026	425718	DC Mfr. of leather and leather products
	moški	146947	147844	147966	184037	452135	579305		men
	ženske	100149	99950	104386	109513	125787	303310	328423	women
DD	Obdelava in predelava lesa	114482	104199	131830	164658	183692	338703	484930	DD Manufacture of wood and wood products
	moški	125399	104910	136346	164939	190895	367097	499231	men
	ženske	106644	102015	121391	164326	162083	286298	456160	women
DE	Proizv. vlaknin, papirja; založništvo, tiskarstvo	147985	136138	136712	184622	221955	399936	454212	DE Mfr. of paper; publishing and printing
	moški	145121	132868	192142	223014	430832	539029		men
	ženske	126175	163895	220493	354398	392892			women
DG	Proizv. kemikalij, kemičnih izdelkov, umetnih vl.	209639	181357	291066	218424	240182	406150	731121	DG Mfr. of chemicals, prod.&man-made fibres
	moški	217833	185134	296337	228262	263477	427842	794484	men
	ženske	163691	174464	182493	207944	380912	660743		women
DH	Proizv. izdelkov iz gume in plastičnih mas	132096	159589	168945	163678	206877	316746	478953	DH Mfr. of rubber and plastic products
	moški	140681	171944	176545	174636	224345	308319	554045	men
	ženske	115098	116488	137656	129754	173888	331611	360708	women
DI	Proizv. drugih nekovinskih mineralnih izdelkov	115706	123387	145964	184013	339655	559049		DI Mfr. of other non-metal mineral products
	moški	134095	128386	157985	205900	375628	616128		men
	ženske	99944	114442	108958	153572	281241	466986		women

DJ	Proizvodnja kovin in kovinskih izdelkov	229771	159915	159762	176162	199082	338531	465225	<i>DJ Mfr. of basic metals &amp; fabricated products</i>
	moški	232853	164559	161304	185360	208347	363702	513873	<i>men</i>
	ženske	221191	139485	149322	135894	166896	272143	366196	<i>women</i>
DK	Proizvodnja strojev in naprav	177984	159089	163147	169656	213694	335754	442768	<i>DK Mfr. of machinery and equipment nec.</i>
	moški	177984	154786	169257	180998	227760	361372	464290	<i>men</i>
	ženske	-	169747	136265	130540	171031	256260	369352	<i>women</i>
DL	Proizvodnja električne, optične opreme	102185	166929	144229	190227	223878	347339	495015	<i>DL Mfr. of electrical and optical equipment</i>
	moški	.	201941	165904	206594	242538	366031	512366	<i>men</i>
	ženske	99944	144269	127654	160355	188666	304282	417958	<i>women</i>
DM	Proizvodnja vozil in plovil	182663	174286	144879	170444	179549	303894	435006	<i>DM Manufacture of transport equipment</i>
	moški	182663	175103	165945	174966	189221	320176	458693	<i>men</i>
	ženske	-	.	124603	152649	153169	276501	368185	<i>women</i>
DN	Proizv. pohištva, druge pred. dejav., reciklaža	122394	130848	128375	132017	177044	335200	453811	<i>DN Manufacturing nec.</i>
	moški	131288	137573	133538	135034	178158	356714	509702	<i>men</i>
	ženske	111350	114408	115030	127282	174969	295619	352642	<i>women</i>
E	<b>Oskrba z elektriko, plinom, vodo</b>	.	199097	195094	213134	261075	378851	489554	<b><i>E Electricity, gas and water supply</i></b>
	moški	.	199945	195989	214189	274147	382403	512972	<i>men</i>
	ženske	-	.	.	196993	216573	367668	401668	<i>women</i>
F	<b>Gradbeništvo</b>	165278	169081	116624	186053	217885	408296	545228	<b><i>F Construction</i></b>
	moški	163208	168894	116647	185060	227026	433984	622447	<i>men</i>
	ženske	.	.	116266	218952	195802	322014	344172	<i>women</i>
G	<b>Trgovina; popravila motornih vozil</b>	111019	140315	123952	151605	189461	301379	479517	<b><i>G Wholesale, retail; certain repair</i></b>
	moški	.	145167	132220	174376	193879	312671	481230	<i>men</i>
	ženske	107560	110123	116269	135416	185873	288245	477484	<i>women</i>
H	<b>Gostinstvo</b>	101664	110388	127931	148902	210264	352345	497388	<b><i>H Hotels and restaurants</i></b>
	moški	101664	122889	.	151781	224787	421606	684465	<i>men</i>
	ženske	101664	107456	132246	146548	197323	314006	423775	<i>women</i>
I	<b>Promet, skladiščenje, zveze</b>	199708	183761	202670	201728	257423	390884	534684	<b><i>I Transport, storage and communication</i></b>
	moški	200770	183511	205849	198447	273504	433379	598905	<i>men</i>

	ženske	.	.	.	223271	233717	339914	416382	women
<b>J</b>	<b>Finančno posredništvo</b>	.	.	164361	196924	259638	366753	571501	<b>J Financial intermediation</b>
	moški	-	.	132527	183905	288038	412842	683482	men
	ženske	.	.	193386	203433	248571	344289	496846	women
<b>K</b>	<b>Nepremičnine, najem, poslovne storitve</b>	.	122890	152055	167965	223046	289812	440809	<b>K Real estate, renting &amp; business activities</b>
	moški	.	128618	135560	177293	234782	306152	463886	men
	ženske	.	103143	179324	145961	208721	265737	406413	women
<b>L</b>	<b>Javna uprava, obramba, socialno zavarovanje</b>	147884	209814	197702	201761	203960	277613	423945	<b>L Public administ. &amp; defence; comp. soc. sec.</b>
	moški	147884	.	.	190707	242580	306141	438105	men
	ženske	-	216180	203371	210920	189921	253522	409966	women
<b>M</b>	<b>Izobraževanje</b>	114812	163305	161310	159925	224105	327092	377650	<b>M Education</b>
	moški	-	152970	-	180487	215808	337699	437400	men
	ženske	114812	164503	161310	153389	226056	324936	347607	women
<b>N</b>	<b>Zdravstvo, socialno varstvo</b>	180534	161360	170655	172379	251269	320338	563173	<b>N Health and social work</b>
	moški	169475	173447	190440	182258	245726	347628	666447	men
	ženske	185848	156991	167043	168363	252035	317414	507446	women
<b>O</b>	<b>Druge javne, skupne in osebne storitve</b>	99967	205140	154055	166255	254841	318796	430379	<b>O Other social and personal services</b>
	moški	99967	177605	203765	169317	303489	407309	505243	men
	ženske	-	.	129015	161977	221836	277661	376472	women

Vir: ZAP/3, triletna raziskava  
Source: ZAP/3, three-yearly survey