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EUROPEAN SOCIAL CHARTER

Addendum to the
13th National Report on the implementation
of the European Social Charter
submitted by

THE GOVERNMENT OF SLOVENIA

(Articles 2§§3, 4, 5, 6, 7; Article 4§4 and Article 6§3
for the period
01/01/2009 – 31/12/2012)

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CYCLE 2014



REPUBLIC OF SLOVENIA

Addendum
to the Thirteenth National Report of the Republic of Slovenia
on the implementation of the European Social Charter (revised)

Article 2§3,4,5,6,7, Article 4§4, Article 6§3

(Group 3: Labour rights)

Reference period:

1 January 2009 to 31 December 2012

Introduction

Republic of Slovenia submitted its thirteenth report on the 7th January 2014. The thirteenth report of the Republic of Slovenia on the implementation of the ESCR covers the reporting period from 1 January 2009 to 31 December 2012. As stated in the introduction to the report, no significant legislative amendments related to the implementation of the ESCR Articles concerning the thematic group labour rights were adopted in this period with the exception of legal regulation of the minimum wage and the adoption of a new Health and Safety at Work Act. Therefore, the Republic of Slovenia placed the main focus of its thirteenth report on explanations and answers to the questions posed by the European Committee of Social Rights in its 2010 conclusions. The Republic of Slovenia also informed the Committee that the new Employment Relationship Act (*Uradni list RS*, No. 21/2013) was adopted in March 2013; it falls outside this reporting period and will therefore be included in the next report on the implementation of the ESCR Articles on labour rights.

In the beginning of July 2014, Slovenia received a request to amend the report by providing at least minimum information concerning Article 2§3,4,5,6,7, Article 4§4, Article 6§3.

2§3: Annual holiday with pay

No legislative change occurred during the reference period regarding the situation in Slovenia which was according to the ECSR in conformity with the Art. 2§3 of the Revised Charter.

During the reference period annual holiday with pay was regulated by the Employment Relationship Act - ZDR (*Uradni list RS nos. 42/02, 79/06 - ZZZPB-F, 103/07, 45/08 - ZArbitno*). In March 2013, outside the reference period, the new Employment Relationship Act - ZDR-1 (*Uradni list RS, No. 21/2013*) was adopted.

2§4: To eliminate risks in inherently dangerous or unhealthy occupations

No substantive legislative change occurred during the reference period regarding the situation in Slovenia which was according to the ECSR in conformity with the Art. 2§4 of the Revised Charter.

In June 2011, the new Occupational Health and Safety Act - ZVZD-1 (*Uradni list RS, No. 43/2011*) was adopted, which brings no substantive changes of the provisions relevant to this Article of the Revised Charter. The relevant provisions of the Act were partially renumbered:

- Article 5 remains Article 5,
- content of the Art. 14 as described in the previous report is in the Art. 17 and 18 of the new Act,
- content of the Art. 37 as described in the previous report is in the Art. 52 of the new Act.

During the reference period there were no changes regarding the Rules on the preparation of safety statement with risk assessment (*Uradni list RS, No. 30/2000*) described in the previous report.

During the reference period there were no changes of the provisions of the Employment Relationship Act - ZDR, relevant to this Article and described in the previous report.

2§5: Weekly rest period

No legislative change occurred during the reference period regarding the situation in Slovenia which was according to the ECSR in conformity with the Art. 2§5 of the Revised Charter.

During the reference period weekly rest period was regulated by the Employment Relationship Act - ZDR (*Uradni list RS nos. 42/02, 79/06 - ZZZPB-F, 103/07, 45/08 - ZArbitno*). In March 2013, outside the reference period, the new Employment Relationship Act - ZDR-1 (*Uradni list RS, No. 21/2013*) was adopted.

2§6: Information on the employment contract

No legislative change occurred during the reference period regarding the situation in Slovenia which was according to the ECSR in conformity with the Art. 2§6 of the Revised Charter.

During the reference period information on the employment contract was regulated by the Employment Relationship Act - ZDR (*Uradni list RS nos. 42/02, 79/06 - ZZZPB-F, 103/07, 45/08 - ZArbitno*). In March 2013, outside the reference period, the new Employment Relationship Act - ZDR-1 (*Uradni list RS, No. 21/2013*) was adopted.

2§7: Night work

No legislative change occurred during the reference period regarding the situation in Slovenia which was according to the ECSR in conformity with the Art. 2§7 of the Revised Charter.

During the reference period night work was regulated by the Employment Relationship Act - ZDR (*Uradni list RS nos. 42/02, 79/06 - ZZZPB-F, 103/07, 45/08 - ZArbitno*). In March 2013, outside the

reference period, the new Employment Relationship Act - ZDR-1 (*Uradni list RS*, No. 21/2013) was adopted.

4§4: The right to a reasonable period of notice

No legislative change occurred during the reference period regarding the situation in Slovenia which was according to the ECSR in conformity with the Art. 4§4 of the Revised Charter.

Minor changes related to the period of notice were introduced in 2007 by the Act Amending Employment Relationships Act - ZDR-A (*Uradni list RS*, No. 103/07). The changes were described in the previous report. The implementation of the changes started on the 1st January 2009 as planned.

During the reference period a reasonable period of notice remained regulated by the Employment Relationship Act - ZDR (*Uradni list RS nos. 42/02, 79/06 - ZZZPB-F, 103/07, 45/08 - ZArbitno*). In March 2013, outside the reference period, the new Employment Relationship Act - ZDR-1 (*Uradni list RS*, No. 21/2013) was adopted.

6§3: Conciliation and arbitration

No legislative change occurred during the reference period regarding the situation in Slovenia which was according to the ECSR in conformity with the Art. 6§3 of the Revised Charter.

The relevant Articles of the Collective Agreements Act (*Uradni list RS*, No. 43/2006) and the Labour and Social Courts Act (*Uradni list RS*, No. 2/2004) remained unchanged during the reference period.