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EUROPEAN SOCIAL CHARTER

Responses to the ECSR additional
questions on the
23rd National Report on the implementation of the European
Social Charter

submitted by

THE GOVERNMENT OF SLOVENIA

Articles 2, 3, 4, 5, 6, and 20

Responses registered by the Secretariat on

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CYCLE 2026

Please provide information on the content and implementation of national policies on psychosocial or new and emerging risks in jobs requiring intense attention or high performance.

The Ministry¹ mainstreams and incorporates topics related to new and emerging risks into events aimed at employers, occupational safety and health (OSH) professionals, workers, and future workers (students). Concretely, it has organised seminars on the challenges of hybrid work, older workers in the digital age, and a seminar for students on safe and healthy work in the digitalisation era.

The Ministry has also prepared the publication **Safe and Healthy Ageing at Work: A Collection of Ideas for Human Resources Professionals to Maintain and Create an Age-Friendly Working Environment**, which presents solutions for preventing ageism in the workplace and reducing the psychosocial risks faced by older workers.

In addition, the Ministry has published **Third-Party Violence: A Collection of Ideas for Human Resources Professionals and Employers to Maintain and Create a Safe Working Environment** and organised a national conference on this topic. The conference presented practical strategies for managing the psychosocial risks arising from exposure to third-party violence, particularly in the retail and healthcare sectors.

Between 2026 and 2028, the Ministry, in cooperation with the University Medical Centre Ljubljana, is implementing a pilot project on a comprehensive approach to preventing and managing third-party violence in the health sector. The project will develop a comprehensive model that can later be transferred and implemented in other healthcare institutions.

Between 2026 and 2028, the Ministry will also actively participate in the European Healthy Workplaces Campaign (EU-OSHA), which will focus on mental health in the workplace.

¹ **Ministry of the Economy, Labour and Sport** (explanation: Following the government reorganisation the **Ministry of the Economy, Labour and Sport** took over the areas previously covered by the *Ministry of the Economy, Tourism and Sport*, as well as part of the responsibilities of the former *Ministry of Labour, Family, Social Affairs and Equal Opportunities*. This part covers employment relations, labour rights, employment, and vocational training. The remaining responsibilities of the former Ministry of Labour, Family, Social Affairs and Equal Opportunities were, following the reorganisation, transferred to the renamed **Ministry of Demography, Family and Social Affairs**).

Article 3.2

Please provide additional detailed information, both qualitative and quantitative, on the specific measures taken to ensure the occupational safety and health of domestic workers in law and in practice, in conformity with Article 3§2 of the Charter. Please refer to all categories of domestic workers present in Slovenia, regardless of their employment status, whether employed under an employment contract or self-employed, including those providing publicly or privately funded home-based care and personal assistance services.

As already highlighted in the submitted report, the occupational safety and health of domestic workers in Slovenia is not regulated by specific regulations. Instead, employers are bound by general regulations on occupational safety and health, unless exceptions apply. Pursuant to the Occupational Health and Safety Act (Official Gazette of the Republic of Slovenia, No. 43/11, hereinafter: ZVZD-1), individuals who provide work to domestic workers are not considered employers.

In Slovenia, paid domestic workers rarely, if ever, reside within the employer's household. Consequently, there is no need to legally regulate such cases from an occupational safety perspective. In Slovenia, domestic work is mainly carried out within the framework of public services. This includes roles like personal assistants and social care workers. These workers are employed by public services under an employment contract. Therefore, the provisions of ZVZD-1 apply to these employers entirely.

Workers who perform work in households are employed by employers who organize their work. Therefore, the general measures of ZVZD-1 and its executive acts apply to them. Any specific measures derive directly from their employers' risk assessments.

At the national level, specific measures for individual sectors may be determined in sectoral collective agreements. This is in addition to the safety statement with a risk assessment and other general acts of employers. The Collective Agreement for the Health and Social Care Sector of Slovenia (Official Gazette of the Republic of Slovenia, Nos. 15/94, 18/94 – ZRPJZ, 57/95, 19/96, 56/98, 76/98, 39/99 – ZMPUPR, 102/00, 62/01, 43/06 – ZKoIP, 60/08, 75/08, 107/11, 40/12, 46/13, 106/15, 46/17, 80/18, 5/19 – cor., 160/20, 88/21, 181/21, 136/22, 165/22, 21/23 – cor., 99/24, 110/24, 13/25 – cor., 92/25, and 6/26) for example applies to all institutions and employers in these sectors. It also covers all workers employed by them in the Republic of Slovenia.

Article 61 of this collective agreement stipulates that the employer is responsible for the safety at work (as a rule, the employer is the **public institution**). This institution (employer) must fulfil the following duties:

- Adapt the work to the individual worker. This includes appropriate workplace design and the choice of work equipment. It also involves selecting working processes and reducing harmful health effects.
- Adapt the work to technical progress and expert findings both domestically and globally.

- Develop a coordinated occupational safety policy. This policy must include technology, work organization, social relations, and environmental influences.
- Organize preventive medical examinations. These must occur at least once a year for workers who work directly with patients, care recipients, or infectious material. For other workers, examinations must occur at least once every 3 years.
- Provide protective equipment and work uniforms.

All measures related to occupational health and safety are covered by the public institution's funds.

The Council of the public institution shall adopt rules for specific positions. These are positions that adversely affect the health of workers. Under these rules, such workers are referred to an active medical retreat. The retreat lasts 5 to 10 days and is paid at the employer's expense. These rules shall determine the criteria for identifying the workers. They shall also set the frequency and duration of the retreat.

Article 3.3

Please provide information on the specific measures taken to ensure the supervision of implementation of health and safety regulations by the labour inspection or other competent authorities concerning domestic workers, including information on inspections and their results, as well as information on awareness raising activities to inform workers and employers of their rights and obligations

In practice, it is not common in Slovenia for households to employ domestic workers because this type of help is provided either by public services or within families. In the last five years, i.e. from 2021 to 2025, the Labour Inspectorate of the Republic of Slovenia did not plan any targeted inspection action in the field of occupational health and safety of domestic workers.

It is needed to stress that in case of potential inspection controls regarding domestic workers, the inspector may have a denied entry when the owner of the apartment or private premises does not give the consent to entry in the private property. It is mandatory to comply with the provisions of the Law on Inspection Supervision (ZIN) (Official Gazette of the Republic of Slovenia, Nos. 43/07), which stipulates that an inspection of the apartment can be only carried out on the basis of a decision of the competent court.

Regarding the awareness raising activities the Labour Inspectorate of the Republic of Slovenia delivers information assistance when needed but only keeps statistics on the number of requests and not on the content of the questions.

Article 5

Please provide information on whether domestic law recognises the freedom of association and the right to form and join trade unions of platform workers regardless of their legal status or employment classification

Regarding the additional question concerning the possibility of trade union organization for platform workers, we would like to clarify that the operation of trade unions in our country is primarily regulated by the Constitution of the Republic of Slovenia and is based on international instruments defining freedom of association. In addition to the Revised European Social Charter, particular emphasis should be placed on the following ratified International Labour Organization (ILO) Conventions:

- ILO Convention No. 87 concerning Freedom of Association and Protection of the Right to Organise;
- ILO Convention No. 98 concerning the Application of the Principles of the Right to Organise and to Bargain Collectively;
- ILO Convention No. 135 concerning Protection and Facilities to be Afforded to Workers' Representatives in the Undertaking.

Article 76 of the Constitution of the Republic of Slovenia, within the chapter on economic and social relations, stipulates that the establishment and operation of trade unions, as well as membership therein, shall be free.

The issue of freedom of association, in terms of the establishment and operation of trade unions, is also guaranteed at the legislative level. The law regulating the field of trade unions is the Trade Union Representativeness Act (Official Gazette of the Republic of Slovenia, No. 13/93). This Act regulates only the procedure for acquiring the status of a legal entity as a trade union and the manner and conditions for obtaining the status of a representative trade union. In line with the constitutional provision, the Trade Union Representativeness Act does not interfere with anyone's right to establish a trade union, join one, adopt a trade union statute or rules together with others, or elect trade union representatives.

We would also like to note that trade unions representing and organizing platform workers are already active in the Republic of Slovenia.

Examples include:

- **The Precariat Trade Union (*Sindikat prekarcev*)**; and
- **The Trade Union of Students, Pupils and Young Unemployed Persons (*Sindikat Mladi plus*)**, which also includes the **Food Delivery Workers' Trade Union**.
 - *Sindikat Mladi plus* advocates for the rights of students, pupils and young unemployed persons, while also paying particular attention to self-employed persons, individuals working under copyright or service contracts, and other platform workers.
 - *Sindikat Mladi plus* has also participated in the project "**Establishing and Strengthening Social Dialogue in Digital Platforms**", which brought together trade union organizations from Slovenia, Austria, Poland, Italy and Belgium, as well as the European Trade Union Confederation (ETUC), with the aim of strengthening

the position of platform workers and encouraging their participation in social dialogue.