

Slovenia

Fixed Term Contracts

Fixed term contracts are limited to a maximum of 2 years. It is usual practice to conclude an employment contract for an indefinite period and there must be objective reasons to employ a worker on a fixed-term contract.

Probationary Periods

Generally, probationary periods are for 3 months but can be extended for another 3 months. Probationary periods cannot exceed six months in total. During a probationary period, the worker can be terminated once provided 7 days' notice and a valid reason.

Holidays

In Slovenia, Workers recognize 11 paid public holidays. Unless otherwise dictated by collective agreement, work performed on a public holiday should be compensated at 150% of normal wages.

Vacation

After 6 months of service, workers on a five-day workweek are entitled to 20 days of paid vacation annually (24 for Workers on a six-day workweek). Accrued but unused leave carries over year to year for a maximum of two years. However, any leave carried over must be used before June 30 of the following year. Workers over the age of 55, disabled workers, or nursing a disabled child may be entitled to three additional days of vacation.

Sick Leave

Workers are entitled to paid sick leave for up to 120 working days per year. The first 30 days of sick leave the worker receives 80% of their salary or wages. Sick leave beyond the first 30 days is paid by the State. Workers must provide a medical certificate to be entitled to be absent from work.

Working Hours

A regular workweek is Monday through Friday, eight hours per day, 40 hours per week. Workers are entitled to 24 consecutive hours of rest weekly. Workers that work eight hours per day are entitled to an unpaid thirty-minute break.

Overtime

A worker can be ordered to work overtime under certain conditions if provided prior written notice. However, without the consent of the worker, overtime cannot exceed more than 8 hours per week, 20 hours per month, and 170 hours per year. If the worker consents to overtime, then overtime cannot exceed 230 hours per year. Overtime is paid at 150% of regular wages.

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Mandatory Bonuses

Workers are entitled to an annual leave payment or holiday pay that is paid out in July each year. The calculation for the holiday pay is based on the minimum wage for the respective year. Workers cannot receive less than the calculation amount except for

Termination

Except in cases of extraordinary dismissal reasons, terminating a Worker requires notice and, in some cases, severance. The notice required depends on the length of service and the reason for termination. Certain groups of workers (e.g. pregnant Workers, workers over 58 years old, disabled persons, etc.) have special dismissal protections.

Resignation

Workers must recognize the same notice periods outlined above in submitting a resignation. 15 days' notice is required for up to one year of service and 30 days' notice for longer employment with a max of 60 days. Depending on contract or agreement, severance may or may not be due.

Mandatory Employer Costs

In Slovenia all employees are enrolled in statutory social insurance scheme, which are paid as a withholding tax by the employer and also by employees via their monthly salary using their gross salary as the basis. The rates of contributions paid by employers and employees are:

TOTAL employer - 16.10%

TOTAL employee - 22.10%

contribution for pension and disability insurance

employer - 8.85%

employee - 15.50%

contribution for compulsory health insurance

employer - 6.56%

employee - 6.36%

parental care contribution

employer - 0.10%

employee - 0.10%

employment contribution

employer - 0.06%

employee - 0.14%

contribution for insurance in case of injury at work and occupational disease

employer - 0.53%