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European Monitoring Centre on Change

Slovenia: Time off for job search

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Slovenia

Phase:

Management

Type:

Time off for job search

Last modified: 25 September, 2019

Native name: Zakon o delovnih razmerjih (ZDR-1)
English name: Employment Relationship Act (ZDR-1)

Article

97

Description

If the employer gives notice of cancellation of the employment contract, the worker shall be entitled to absence from work during the period of notice to search for new employment and to wage compensation for a minimum of two hours per week.

In the event of termination of the employment contract for business reasons, an employer who does not offer the worker a new employment contract for another job and informs the employment service of the cancellation of the employment contract must allow the worker to be absent from work for at least one day per week to integrate into activities in the labour market in accordance with existing labour market regulations.

The employer shall be obliged to pay wage compensation for the time of absence from work for job search in the amount of 70% of the average monthly wage for full-time work during the past three months.

Comments

The employer has the right to reimbursement of wage compensation from the employment service for the time the worker is absent from work that enables the worker to participate in active labour market programmes. The worker indirectly carries the costs because the period in which the worker receives unemployment benefits is proportionally shorter for his time off from work.

Relatively few employers apply for a reimbursement. In 2018, 53 employers requested compensations for a total of 88 workers. On average, a worker had six days of time off from work (Report on the implementation of labour market measures, 2018).

Cost covered by

National government

Involved actors other than national government

Public employment service

Thresholds

No, applicable in all circumstances

Sources

- Kresal, B. (2008), National background paper Slovenia, Anticipating and managing restructuring in enterprises: 27 national seminars, ARENAS Report, European Commission, Brussels
- Zakon o delovnih razmerjih (ZDR-1) (SL)

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