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Slovenia: Definition of collective dismissal

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Slovenia

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 07 June, 2019

Native name: Zakon o delovnih razmerjih (ZDR-1)

English name: Employment Relationship Act (ZDR-1)

Article

98

Description

An employer falls within the scope of legislation on collective redundancies if the following number of workers will be made redundant within a period of 30 days:

- at least 10 workers employed by an employer employing more than 20 and fewer than 100 workers,
- at least 10% of workers employed by an employer employing at least 100 workers but fewer than 300 workers,
- at least 30 workers employed by an employer employing 300 workers or more.

Economic, organisational, technological, structural or similar reasons are considered valid reasons for collective dismissals.

Comments

The definition of a collective dismissal refers to a certain number of employees in comparison to all employees including full-time employees with open-ended employment contracts, fixed-term and part-time employees. The definition includes all employees who are going to become redundant within the period of 30 days (Supreme Court decision no. VIII Ips 90/2013). The number of redundant employees covers persons whose employment contract is terminated as well as employees whose present contracts is terminated, but to whom the employer has offered a new employment contract under new conditions. Not included are the employees whose employment contracts are terminated by mutual agreement or who continue working for an employer under new conditions without termination of employment contract (Supreme Court decision no. VIII Ips 178/2012).

Cost covered by

Not applicable

Involved actors other than national government

National government only

Thresholds

Company size by number of employees:





21

Number of affected employees:

10

Sources

- [EMCC - Legal framework for restructuring](#)
- Jokay, K. (2006), Slovenia Country Dossier, Study on restructuring in new Member States, Joint Project of European Social Partner Organisations

-  Zakon o delovnih razmerjih (ZDR-1) (SL)
-  Employment Relationship Act (ZDR-1) (EN)
-  Supreme Court decision no. VIII Ips 90/2013
-  Supreme Court decision no. VIII Ips 178/2012

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