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# EMCC

European Monitoring Centre on Change

## Slovenia: Notice period to employees

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Slovenia

Phase:

Management

Type:

Notice period to employees

Last modified: 25 September, 2019

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

English name: Employment Relationship Act (ZDR-1)

### Article

79, 94 and 214

### Description

In the event of ordinary individual or collective cancellation of the employment contract by the employer for a business reason, the notice period shall be:

- 15 days for up to one year of service with the employer,
- 30 days for a period exceeding one year of service with the employer,
- after a two-year period of employment with the employer, the 30-day notice period increases for each year of employment with the employer by two days, but should not exceed 60 days,
- after a period of 25 years of service with the employer, the period of notice is 80 days unless a different notice period is specified by a branch collective agreement, but in no circumstances less than 60 days.

An 'economic dependant' (defined as a self-employed person who performs work in person, independently and for remuneration for a longer period of time in circumstances of economic dependency and who does not employ workers) is provided with limited labour law protection, including assurance of minimum notice periods. Economic dependency means that a person obtains at least 80% of his or her annual income from the same contracting authority.

A fixed-term employment contract terminates without notice upon the expiry of the time period for which it was concluded.

### Comments

The notice period can be shorter if the employer and the employee agree on appropriate compensation. This agreement must be in written form.

Employees who have been notified of the termination of the employment contract are obliged to register with the employment service of Slovenia within three days after the notification of termination of employment. This obligation, valid since October 2017, increased the number of registered employees to more than two-thirds in the year 2018 (source: Ministry of labour). Beforehand, the number of workers registered was considerable lower.

The OECD reports that workers who lost their job due to firm closure or downsizing have a lower than average likelihood of being referred to active labour market policies, but for most programmes have nevertheless better than the average outcomes (OECD, 2016, p. 144). In particular, they are more likely than other groups of unemployed people to find a new job after the termination of employment. So, it is possible to assume that the obligation of registering will further improve the activation of these workers.

#### Cost covered by

Not applicable

#### Involved actors other than national government

National government only

#### Thresholds

No, applicable in all circumstances

### Sources

-  [Employment Relationships Act \(ZDR-1\) \(SL\)](#)
-  [Employment Relationship Act \(ZDR-1\) \(EN\)](#)
-  [OECD \(2016\), Connecting people with jobs: The labour market, activation policies and disadvantaged workers in Slovenia, OECD Publishing, Paris.](#)
-  [Ministry of Labour, Family, Social Affairs, and Equal Opportunities, Letno poročilo o izvajanju ukrepov države na trgu dela \[Report on the implementation of labour market measures\], May 2018](#)

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