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Slovenia: Public authorities information and consultation on dismissals

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Slovenia

Phase:

Anticipation

Type:

Public authorities information and consultation on dismissals

Last modified: 18 June, 2021

Native name:

Zakon o delovnih razmerjih (ZDR-1)

English name:

Employment Relationship Act (ZDR-1)

Article

100-103

Description

The employer must inform the Employment Service in writing about the procedure of establishing collective redundancies (within 30 days, dismissals of at least 10 employees in companies with 21-99 workers, at least 10% in companies with 100-299 employees or at least 30 dismissals in larger firms). The employer is obliged to consider and to take into account any proposals submitted by the Employment Service in order to reduce the harmful consequences of collective dismissals.

The notification must include:

- the confirmation that the employer has conducted consultations with trade unions,
- the reasons for the redundancies,
- the number and categories of all workers employed,
- the foreseen categories of redundant workers, and
- the foreseen term in which the work of the redundant workers will no longer be needed.

A copy of the written notification must be sent to the trade unions.

The employer may give notice of termination of employment contracts to redundant workers by taking into account the adopted dismissal programme for redundant workers, but not prior to the expiration of a 30-day period from the notification of the Employment Service about the procedure. The expiration period may be extended to a 60-day period at the request of the Employment Service.

Comments

A research report on managing restructuring in Slovenia (Urdih Lazar and Dodič Fikfak, 2014) highlights the active role of the Employment Service of Slovenia in cases of collective dismissals, something that has developed through the exchange of good practices with other EU countries. After being informed by the employer about the planned collective dismissals, the Employment Service may give on-site support to the redundant workers in accordance with the employer during the notice period. This support may include training courses in job seeking or unemployment registration procedures, and psychosocial support for coping better with the expected dismissal. The Employment Service also provides the redundant workers with information about job vacancies. Unfortunately, the Employment Service cannot provide complete information about job vacancies, because the general obligation of reporting every employment vacancy has recently been cancelled.

Cost covered by

Not applicable

Involved actors other than national government

Public employment service
Trade union

Thresholds





Company size by number of employees:

21

Number of affected employees:

10

Sources

-  [Zakon o delovnih razmerjih \(ZDR-1\) \(SL\)](#)
-  [EMCC - Legal framework for restructuring](#)
-  DG Employment, Social Affairs and Equal Opportunities/Héra (2011), Selected companies' legal obligations regarding restructuring
-  Urdih Lazar, T. and Dodič Fikfak, M. (2014), Managing restructuring in Slovenia: Innovation and learning after the financial crisis, IRENE policy paper, no. 10

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