

**WORKSHOP: MEN AND RECONCILIATION OF
WORK AND FAMILY
SLOVENIAN APPROACH: PARENTAL LEAVE,
COLLECTIVE AGREEMENTS AND PRACTICES IN
COMPANIES**

The Association of Free Trade Unions of Slovenia - ZSSS
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3rd June 2016, Vienna

INTRODUCTION

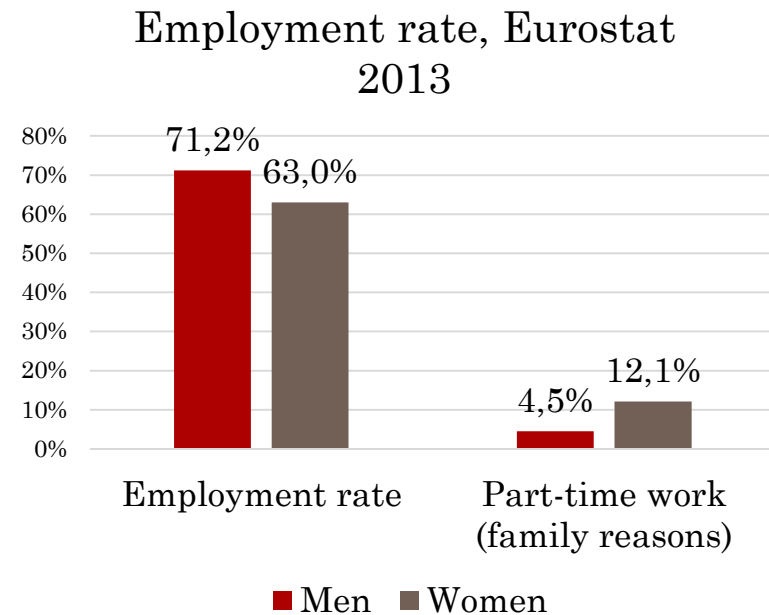
Without the possibility to combine paid work and family obligations, the equality between men and women cannot be achieved.

The successful reconciliation of family and professional life is dependent on:

- the state (family policies)
- social partners (national, sectoral, company level)
- employers – implementation in practice.

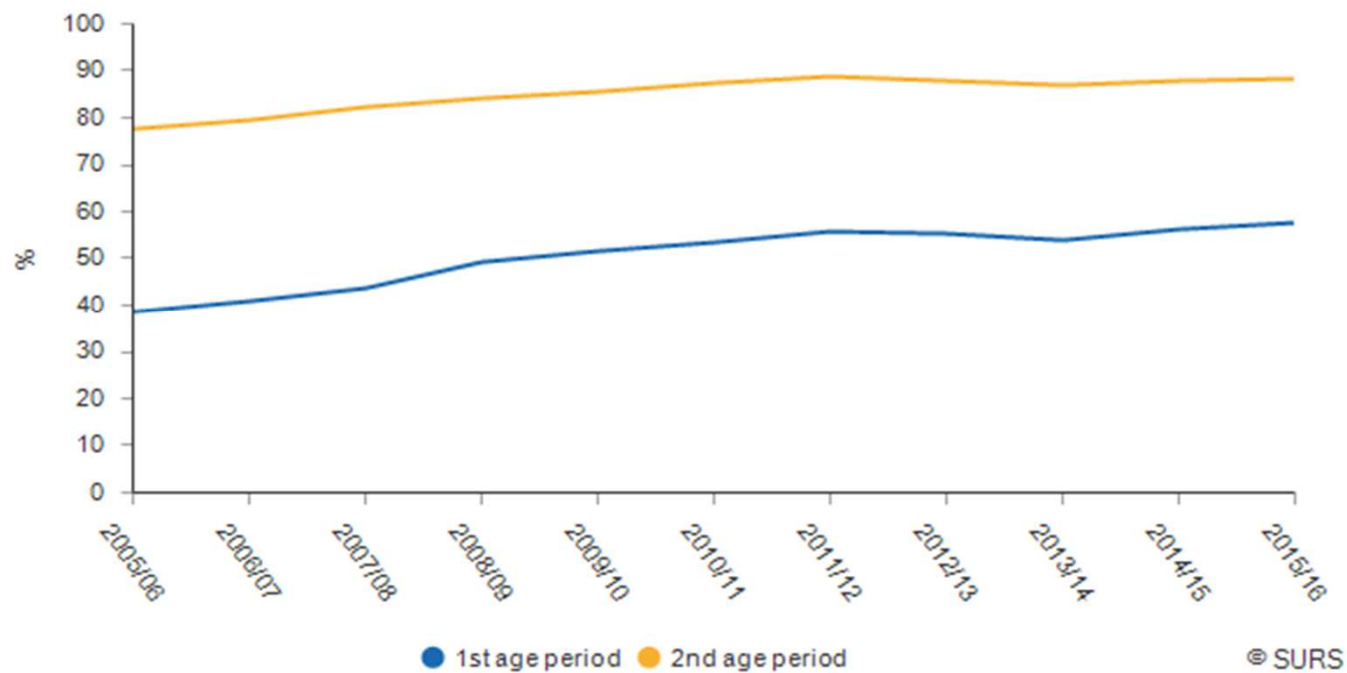
GENDER AND EMPLOYMENT IN SLOVENIA

- In Slovenia, women's employment rate is nearly as high as men's (72,2 % men; 63,0% women).
- A high share of women including those with small children work standard full time working hours – part time is relatively low (7,3 % men; 13,5 % women)
- Men with children tend to have higher employment rate than men without children, while for women employment rate is almost the same.
- High share of employed women is common for Slovenia as well as well-developed services provided by public kindergartens and cribs.



- Well developed and affordable network of public kindergartens
- The share of children in a day care between the age of three and five is 76 % (2015)

Chart 1: Participation in pre-school education in kindergartens by age periods, Slovenia



First age period: children from 11 months to 2 years of age

Second age period: children from 3 years up to entry into school

PARENTAL BENEFIT PERIOD

The parental benefit period is divided into three parts:

Maternity leave

- 105 days for mothers (28 days before the date of birth, 77 days immediately after birth)
- fathers have the right to maternity leave under certain circumstances such as if mother dies, abandons the child,..
- the compensation: 100 % of the average salary for the last 12 months

Parental leave

- shared period - 260 days (130 for mothers, 130 for fathers)
- mothers can transfer 100 days to fathers (30 days is not transferable), fathers may transfer all 130 days to mothers
- The compensation: 90 % of the average salary for the last 12 months
- the share of fathers, that take **at least one month of parental leave** **is 7 %!**

PARENTAL BENEFIT PERIOD

Paternity leave

- Changes to legislation were made in 2014:
 - New act defines 30 days of paid paternity leave and abolishes the unpaid paternity leave, defined by the previous act until 2018
 - (paid: 90% compensation of the of the average salary for the last 12 months; unpaid leave - state covers social security contributions calculated from the minimum wage)
- Transition period to full application of the act was also defined due to the crisis (full application in 2018).

	2014	2015	2016	2017	2018
Paid paternity leave (no. of days)	15	15	20	25	30
Unpaid paternity leave (no. of days)	75	75	50	25	0
TOTAL	90	90	70	50	30

Source: Parental Protection and Family Benefit Act (PPFBA-1)

- the right is not transferable - if not used, it is lost
- share of fathers who take paid paternity leave (15 days) is 84 %, the share of fathers who take unpaid paternity leave is cca 30 %

WORK-LIFE BALANCE IN LEGISLATION

Part-time work due to parenthood

- the right is held by one of the parents who is caring of a child up to three years of age, in case of two children until the end of first grade of primary school
- employer covers the salary on the basis of actual working hours, the state ensures the payment of social security contributions for the difference to full-time work – one year at least must be taken by each parent!

WORK-LIFE BALANCE IN LEGISLATION

Employment relationship act (ERA -1)


- *provides prohibition of discrimination on the basis of gender and family status*
- *protection of pregnant women and all workers in connection with their parenthood with regard to night work and overtime work*

Worker's right in connection with parental leave

The worker who is or has been on parental leave shall be entitled to:

- return to the same or a corresponding position,
- benefits from improvements in working conditions that occur during the absence, including improvement of payment
- protection against dismissal.

COLLECTIVE BARGAINING AND COLLECTIVE AGREEMENTS IN SLOVENIA

- In Slovenia : the collective bargaining is highly developed and structured.
- Due to developed social dialogue the collective agreements play an important role (on national, sectoral and company level).
- The majority of employees are covered by the collective agreements – t.i. 80 – 90 % (among the highest in Europe).
- That is why they play an important role in regulating working life in Slovenia .  Contribution from the social partners is very important.
- Collective bargaining on different levels, in different sectors, occupations and on company level enables that social partners agree on the measures which are best suited for the individual working environment and workers' needs.
- Regulations are defined for men and women, and the majority is gender neutral.

BEST PRACTICES IN COLLECTIVE AGREEMENTS

Additional Leave in connection with family responsibilities or due to personal reasons

Vast majority of collective agreements on all levels regulate paid leave in connection with various family responsibilities or personal occurrences. Some examples of such activities:

- taking care of a sick child or serious illness of an adult family member when the worker has no right to a sick leave according to the statutory law,
 - death of the family member,
 - repairing the house or the apartment, or moving to another place,
 - seeking medical help for yourself or other family member ect.
- additional un(paid) leave, when paid options had run out
 - parents of school age children have the right to take at least a week of annual leave during school holidays

Leave in connection with childbirth

- fathers are entitled up to 3 days of paid leave when the child is born

Adaptation to kindergarten/school (Child's bonus)

- paid day off when the child is entering the first grade of the primary school
- paid or unpaid days off or flexible working time schedule when a child is getting familiar with kindergarten

BEST PRACTICES IN COLLECTIVE AGREEMENTS

Limiting work on Sunday and Statutory holidays - CA for workers' in trade sector (retail trade, wholesale trade and motor vehicles repair)

- CA limits the number of working days on Sundays and Statutory holidays for all workers, additionally for parents of preschool child and prohibits such a work for some categories of workers.
- It is not allowed to order work on Sundays and Statutory holidays to the:
 - worker who takes care of a child up to 3 years of age,
 - worker - single parent who takes care of a seriously ill child or physically or mentally disabled child,
 - pregnant worker and worker in the period of one year after giving birth or during the period of breastfeeding.
- CA also defines that a worker - one of the parents taking care of a pre-school child of more than 3 years of age is not ordered to work more than 10 Sundays in an individual calendar year, whereas two working Sundays must be followed by at least 2 Sundays off.
- Other workers – must not be ordered to work more than 2 Sundays in a month and not more than 26 Sundays in a year.
- A worker must not be ordered to work on at least 5 statutory public holidays as a rule 1 January, 1 May, 1 November, 25 December and Easter Sunday.

BEST PRACTICES IN COLLECTIVE AGREEMENTS

Family friendly working time arrangements - Collective agreement for metal and electro industry

Employer is obliged to enable the worker with family responsibilities to work in the most favorable working hours (schedule) for him, taking into consideration the needs of the working process.

Family responsibilities that must be taken into account are:

- taking care of a preschool child,
- taking care of a child in need of special care until the worker is obliged to protect and care for,
- taking care of an adult family member who requires constant care or assistance to perform basic life needs,
- serious illness of a spouse or of a partner.

BEST PRACTICES ON COMPANY LEVEL

Some of the „soft measures“ practiced at the company level:

- working time (flexible time of arrival and departure from work)
- planning of annual leave in cooperation with employees, with taking into consideration family responsibilities and leave of a partner,
- possibility to work-at-home due to family or personal reasons (ERA-1 gives this possibility as well),
- organization of events for employees and their family members,
- measures that facilitate return from parental leave,
- introduction of work-life topic into annual appraisal interviews,
- family services (organization of day care or summer camps for children during the school holidays)...

ADDITIONAL PROMOTION OF GOOD PRACTICES ON WLB

Informal good practice:

„Family Friendly Certificate“ (FFEC), introduced in 2007, is promoting corporate social responsibility with an emphasis on work-life balance.

Through the certification process the company/organization sets and implements specific goals and measures with the help of the expert counsellor.

The certification basis is the Catalogue of Measures that include working hours, work organization, information and communication policy, management skills, payment, family services etc.



Measure in Catalogue aimed at fathers is full compensation of unpaid part of paternity leave by the employer.

ACTIONS OF ZSSS ON WLB

- **2 PROJECTS IN 2015-2016:**
- Fathers and Employers in Action (ODA)



- GEQUAL



- preparation of new provisions to be incorporated into the collective agreements, including provisions for easier reconciliation when caring for elderly family members, active fatherhood, and equal pay.

THANK YOU FOR YOUR ATTENTION!

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