



For the people
and Slovenia

Konfederacija slovenskih sindikatov
Confederation of Slovenian trade unions
P.O. Box 3704
1000 Ljubljana

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No.: 2/2016

European Parliament
Martin Schulz, President

European Commission
Jean-Claude Juncker, President

Eurostat
Walter Radermacher, Director General

Subject: Minimum wage in the Republic of Slovenia

Respected,

The Confederation of Slovenian Syndicates, as a representative syndicate central, working in the Republic of Slovenia, wishes to inform you of the actual state regarding the minimum wage in Slovenia.

The lowest legally fixed wage in the Republic of Slovenia is 313.61 EUR. It is fixed with the Collective agreement for railway transport and its wage annex (Official Gazette of the Republic of Slovenia, no. 95/2007 from 19. October 2007), which you will find in the appendix. There, you will also find ten collective agreements with the lowest minimum wages in the Republic of Slovenia and a spreadsheet for easier viewing with information on their publication in the Official Gazette of the Republic of Slovenia.

We wish to inform you of the actual state regarding minimum wages, because Slovenia is misleading the European public and the institutions of the European Union by presenting the amount of 790.73 EUR, which is fixed with the Act Regulating the Minimum Wage (Official Gazette of the Republic of Slovenia, no. 13/10 and 92/15), as the minimum income that each employee of the Republic of Slovenia is entitled to for full working time. The Act Regulating the Minimum Wage does not regulate the minimum wage as the name suggests, but rather the income, that each person, employed in the Republic of Slovenia, must receive from their employer. The act that regulates the minimum income of the employees is called the Act Regulating the Minimum Wage. However, it does not actually regulate the minimum wage, as the wages in the Republic of Slovenia are regulated with collective agreements in accordance with regulations. The contributions for pension and invalidity insurance for employees with lower wages than the minimum income, regulated with the Act Regulating the Minimum Wage, are paid from the employer only for the wage, regulated with the collective agreement and based on it with an individual employment contract. The difference between the actual wage and minimum income, currently set at 790.73 EUR by the Act Regulating the Minimum Wage, according to the interpretation of social partners (government, employers, and syndicates), and the official interpretation of the line ministry, is work for the social corrective measures and not part of the wage. The Ministry of Labour, Family and Social Affairs has published a definition of the minimum wage on their website. The definition is as follows: "The employee is entitled to payment for the work done in the amount of at least the minimum wage, if they work for the employer full working time in the Republic of Slovenia." The definition is misleading, as the Act Regulating the Minimum Wage does not have a set minimum wage, as stated in the official definition, but rather a minimum income, named the minimum wage, which it actually is not.

From the aforementioned it follows, that several international documents are being violated with the conduct in the Republic of Slovenia, as the pension rating base for the assessment of the old age pension of employees at the time of their employment will not be determined based on the gross amount of the minimum income 790.73 EUR, but rather on the amount of the gross wage of 313.61 EUR, determined legally with a collective agreement and based on that with an individual agreement. However, this is not enough for a decent pension taking into consideration the percentage for the assessment of the full old age pension 57.25%. A rough estimate gives us a meagre amount of 179.54 EUR of pension, which is not enough for a decent life.

International regulations, determining the duties of the countries to provide the citizens with decent living conditions by actively working and in retirement, are violated by misleading and even falsely presenting the minimum wage and payment of the contributions for the pension and invalidity insurance for the amount of the wage, and not the income with the social corrective measures, and with presenting the minimum wage in the amount of the minimum income, regulated by the Act Regulating the Minimum Wage. The European Social Charter (Official Gazette of the Republic of Slovenia, no. 24/1999 from 10. April 1999), and the Convention of the International Organisation of the work of the United Nations no. 102 on minimum norms of social safety and no. 121 on minimum wages, are being breached.

EUROSTAT ranks Republic of Slovenia in the table on minimum wages in the European Union as one of the most popular ones. Among other things it is even emphasized on their home page. We urge EUROSTAT to adjust the information on the Slovenian minimum wage to the actual information, described here. In the Republic of Slovenia we have legally set minimum wage of 313.61 EUR and not 790.73 EUR, as it has been wrongfully represented by the Republic of Slovenia and EUROSTAT.

If we take a look at EUROSTAT's currently published information, we see that Slovenia is among the countries with the lowest minimum wages and definitely not among the countries with the highest minimum wages, as represented by the Republic of Slovenia and EUROSTAT.

The Confederation of Slovenian Syndicates strives to implement the minimum gross hourly wage in the Republic of Slovenia with the act, implemented in Germany. Our suggestion is 5 EUR per hour gross, which would amount to about the same as the minimum income for the employees, set by the Act Regulating the Minimum Wage, for full monthly working time. Misrepresenting the information on the minimum wage in Slovenia from our country and EUROSTAT must stop because of the wrong image on the set minimum wage in Slovenia and consequently difficulties enforcing decent wages with legally set minimum gross hourly wage, which would ensure decent living conditions for employees and retired persons.

The citizens of the Republic of Slovenia will be grateful for a realistic display of information on the minimum wage in the Republic of Slovenia and taking it into account in your work.

Best regards,



Gvido Novak
president

Sent by e-mail to:

- addressee
- European Commission:
 - Secrétariat général
 - DG Employment, Social Affairs and Inclusion, EMPL.B.2: Labour Law, Ms Muriel GUIN
- archives

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