ACTIVE EMPLOYMENT POLICY
PROGRAMME FOR 2003
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PROGRAMME IMPLEMENTATION
INTRODUCTION

The Active Employment Policy Programme for 2003 is based on the strategic goals of the National Programme for Development of the Labour Market and Employment to the year 2006. The main orientation in the strategic document is promotion of the active employment policy, and the strategic goals in the period up to 2006 are as follows:

- raising the education level of the active population and/or its level of training;
- reducing structural variances (disparities), which would be reflected in a reduced share of long-term unemployed to around 40% and the share of unemployed without vocational education to around 25%;
- ensuring involvement in employment programmes for all young unemployed persons who in 6 months from becoming unemployed have not found a job, and for all others who have not found a job in 12 months;
- reducing regional variances (disparities) in the labour market;
- a growth in employment that will on average exceed 1% annually in the period up to 2006, alongside accelerated economic growth, which will enable a reduction in the level of unemployment to around 5% by the international methodology, or to a registered unemployment rate of around 8% by the end of 2006,
- continued development of social partnership in the area of tackling the problem of unemployment and increasing employment.

Table 1: Projected growth of work (labour) force in Slovenia, from 2001 to 2006 (work (labour)force survey, in thousands)

<table>
<thead>
<tr>
<th>Active population (labour force)</th>
<th>Work active(persons in employment)</th>
<th>Unemployed</th>
</tr>
</thead>
<tbody>
<tr>
<td>number</td>
<td>growth</td>
<td>rate*</td>
</tr>
<tr>
<td>-------</td>
<td>--------</td>
<td>------</td>
</tr>
<tr>
<td>2001</td>
<td>979</td>
<td>1.1</td>
</tr>
<tr>
<td>2002</td>
<td>987</td>
<td>0.8</td>
</tr>
<tr>
<td>2003</td>
<td>993</td>
<td>0.6</td>
</tr>
<tr>
<td>2004</td>
<td>1000</td>
<td>0.8</td>
</tr>
<tr>
<td>2005</td>
<td>1007</td>
<td>0.6</td>
</tr>
<tr>
<td>2006</td>
<td>1013</td>
<td>0.6</td>
</tr>
</tbody>
</table>

Note: rate of activity and work activity (activity rate and employment / population ratio) for the population aged 15-65

The projection of work force growth (labour) is based on the assumption of zero growth in the population and the positive effect of Slovenia being incorporated into the EU labour market. Taking into account the additional assumption of an average growth in the active population of 0.75% annually in the period up to 2006 and a more rapid, 1.1% growth in the work active (persons in employment)population, the number of unemployed persons will gradually fall, in this way reaching a target 5% (LFS) rate of (surveyed) unemployment in 2006. The target inclusion of those unemployed with the greatest disadvantages (long-term unemployment, unemployed without vocational education, the elderly, disabled, first time job seekers) in employment programmes will be reflected in a gradual reduction in the number of registered unemployed, alongside a concomitant reduction in structural variances (disparities).
Table 2: Projected numbers and structure of registered unemployment in Slovenia, 2000-2006 / as at 31 December of each year /

<table>
<thead>
<tr>
<th>Situation at year end 31/12</th>
<th>Registered unemployed persons</th>
<th>Long-term unemployed</th>
<th>Unemployed without vocational education</th>
<th>Young unemployed (up to 26)</th>
<th>Older unemployed (over 50 let)</th>
<th>Unemployed women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>number</td>
<td>Rate %</td>
<td>number</td>
<td>Share %</td>
<td>number</td>
<td>share %</td>
</tr>
<tr>
<td>2000</td>
<td>104,583</td>
<td>12.2</td>
<td>64,208</td>
<td>61.4</td>
<td>49,363</td>
<td>47.2</td>
</tr>
<tr>
<td>2001</td>
<td>104,316</td>
<td>11.6</td>
<td>57,063</td>
<td>54.7</td>
<td>49,029</td>
<td>47.0</td>
</tr>
<tr>
<td>2002</td>
<td>99,000</td>
<td>11.0</td>
<td>48,000</td>
<td>48.5</td>
<td>40,000</td>
<td>40.4</td>
</tr>
<tr>
<td>2003</td>
<td>93,200</td>
<td>10.4</td>
<td>41,400</td>
<td>44.4</td>
<td>33,800</td>
<td>36.3</td>
</tr>
<tr>
<td>2004</td>
<td>89,000</td>
<td>10.0</td>
<td>36,900</td>
<td>41.5</td>
<td>29,700</td>
<td>33.4</td>
</tr>
<tr>
<td>2005</td>
<td>85,000</td>
<td>9.3</td>
<td>34,000</td>
<td>40.0</td>
<td>24,600</td>
<td>28.9</td>
</tr>
<tr>
<td>2006</td>
<td>80,000</td>
<td>8.7</td>
<td>32,000</td>
<td>40.0</td>
<td>20,000</td>
<td>25.0</td>
</tr>
</tbody>
</table>

Involvement of target unemployed groups in appropriate programmes, which will enable their placement in jobs, and training and education that will in content be adjusted to the needs of both the unemployed and employers, will in consequence generate a reduction in the proportion of long-term unemployed and unemployed persons without education, and along with this also the share of young people and those over 50. In the inclusion of unemployed persons in employment programmes, special attention will also be devoted to women, which will allow a balance to be maintained in the gender structure of unemployment. Such an approach will require even more intensive counselling of unemployed persons and close cooperation with employers in the procedures of making jobs available and in implementing individual employment programmes. Another important factor for improving the situation in the labour market will be the continued implementation of changes already mapped out and new features in the area of vocational education (certificate system for obtaining professional qualifications, modernising the programmes of full-time vocational education in line with the adopted principles).

In 2003 the National Employment Office (Zavod Republike Slovenije za zaposlovanje – hereinafter: ZRSZ) will continue the process of transformation, providing more effective services for the unemployed, establishing closer contact with employers, and becoming an initiator of new employment programmes and job vacancies on the local level. Managers of the ZRSZ regional offices will become coordinators of human resource development in the regions and together with regional development agencies they will establish the conditions for creating new jobs.

ZRSZ staff will make essential changes to the methods, substance and quality of work, and in this way become an important focus for both unemployed persons and employers. Based on employer needs, they will promote in their area development and the implementation of new education programmes, incorporating unemployed people, especially the long-term unemployed, into these programmes. ZRSZ measures will therefore be aimed at a higher level of employability for unemployed persons, and this should lead to employment or to the involvement of unemployed persons in programmes of education and vocational training. The competences of the ZRSZ regional offices will be expanded, and they will carry out programmes which they will assess as being most suitable for dealing with unemployment in an individual area. The ZRSZ central office will develop an appropriate IT system that will ensure electronic entry of demand for workers and registration of unemployed persons in the
records. In 2003 the ZRSZ will begin implementation of a Twinning programme for establishing appropriate structures to implement European Social Fund programmes, and will step up preparations for establishing the EURES system.

Given the aforementioned assumptions, and in view of the assumption that a higher growth in employment will be achieved also in those regions with above average unemployment, and alongside the simultaneous additional provision of funds for employment programmes in these regions, the assessment is that in the coming period it should be possible to significantly reduce the regional variances (disparities).

Implementation of the employment programmes in 2003 will be orientated towards both reducing unemployment and eliminating its structural variances. Our assessment is that alongside a simultaneous growth in employment, at the end of 2003 unemployment will be around 6.8% lower than at the end of 2002. Here the share of long-term unemployed will fall to around 44% and the share of unemployed without vocational or professional education to 36%. 
<table>
<thead>
<tr>
<th>PROGRAMME</th>
<th>NUMBER INCLUDED</th>
<th>AVERAGE COST in SIT *</th>
<th>VALUE OF PROGRAMME in SIT</th>
<th>BUDGET ITEM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Help in planning career path and seeking job</td>
<td>7,000</td>
<td>10,000</td>
<td>70,000,000</td>
<td>7023, 7025</td>
</tr>
<tr>
<td>Job seekers club</td>
<td>1,800</td>
<td>120,000</td>
<td>216,000,000</td>
<td>7023, 7025</td>
</tr>
<tr>
<td>Work trial</td>
<td>2,000</td>
<td>40,000</td>
<td>80,000,000</td>
<td>7023, 7025</td>
</tr>
<tr>
<td>Something different about professions</td>
<td>36,000</td>
<td>569</td>
<td>20,483,550</td>
<td>7023, 5512</td>
</tr>
<tr>
<td>CIPS</td>
<td>350</td>
<td>85,700</td>
<td>30,000,000</td>
<td>7023</td>
</tr>
<tr>
<td>Promotion of vocational education and deficit professions, and promotion of vocational education through vocational courses in primary school</td>
<td></td>
<td></td>
<td></td>
<td>7023</td>
</tr>
<tr>
<td>Development and training programmes</td>
<td>3,000</td>
<td>100,000</td>
<td>300,000,000</td>
<td>7023, 7025</td>
</tr>
<tr>
<td>5000 Programme</td>
<td>8,000</td>
<td>243,030</td>
<td>1,944,246,659 of which 404,964,376 from MŠZŠ</td>
<td>7023, 7025, 5780, 6672/8228, 6247,</td>
</tr>
<tr>
<td>TOTAL PROGRAMMES OF INFORMATION, MOTIVATION, DEVELOPMENT AND TRAINING</td>
<td></td>
<td></td>
<td>2,701,730,209</td>
<td></td>
</tr>
<tr>
<td>Training through work without employment contract</td>
<td>412</td>
<td>250,000</td>
<td>103,000,000</td>
<td>7023,7025</td>
</tr>
<tr>
<td>Work funds</td>
<td>2,800</td>
<td>302,620</td>
<td>847,335,884</td>
<td>5514, 2199</td>
</tr>
<tr>
<td>Employment rehabilitation and work inclusion programmes for the disabled</td>
<td>800</td>
<td>650,000</td>
<td>520,000,000</td>
<td>7025, 3577</td>
</tr>
<tr>
<td>Partial pay supplement for disadvantaged unemployed persons – lump sum subsidy</td>
<td>up to 3,000</td>
<td>200,000</td>
<td>1,341,000,000</td>
<td>7025, 5906, 4438,</td>
</tr>
<tr>
<td>Partial pay supplement for first time job seekers</td>
<td>500</td>
<td>1,123,680</td>
<td>561,840,000</td>
<td>7024, 7023</td>
</tr>
<tr>
<td>Thousand New Possibilities programme</td>
<td>190</td>
<td>805,260</td>
<td>153,000,000</td>
<td>5906</td>
</tr>
<tr>
<td>Subsidising employment in home help and personal assistance and care for disabled persons – “Disabled for Disabled” programme</td>
<td>600</td>
<td>1,166,000</td>
<td>700,000,000</td>
<td>5906</td>
</tr>
<tr>
<td>Pay supplement for disabled and disadvantaged persons</td>
<td>277</td>
<td>546,000</td>
<td>151,240,000</td>
<td>7025, 5906</td>
</tr>
<tr>
<td>Promoting part-time employment</td>
<td>500</td>
<td>144,000</td>
<td>72,000,000</td>
<td>4438</td>
</tr>
<tr>
<td>Adapting jobs for unemployed disabled persons</td>
<td>20</td>
<td>1,050,000</td>
<td>21,000,000</td>
<td>7025</td>
</tr>
<tr>
<td>Local employment programmes</td>
<td>at least 330</td>
<td>1,515,150</td>
<td>500,000,000</td>
<td>3607</td>
</tr>
<tr>
<td>Public works</td>
<td>7,200</td>
<td>726,195</td>
<td>5,228,607,000</td>
<td>3606, 3607</td>
</tr>
<tr>
<td>Promoting self-employment</td>
<td>1,300</td>
<td>345,000</td>
<td>446,774,480</td>
<td>8674</td>
</tr>
<tr>
<td>Partial cost supplement for disabled companies</td>
<td>up to 6,300</td>
<td>182,400</td>
<td>1,149,120,000</td>
<td>7025</td>
</tr>
<tr>
<td>Partial cost supplement to maintain jobs</td>
<td>up to 1,000</td>
<td>up to 300,000</td>
<td>280,000,000</td>
<td>5904</td>
</tr>
<tr>
<td>Reimbursement of employers’ contributions</td>
<td>20,000</td>
<td>150,600</td>
<td>3,012,856,030</td>
<td>4438</td>
</tr>
<tr>
<td>Programme of employment and training for surplus staff of the Slovenian Payments Agency 2002- 2005 (SPA)</td>
<td>254</td>
<td>1,102,360</td>
<td>280,000,000</td>
<td>Funds supplied by SPA</td>
</tr>
<tr>
<td>TOTAL MDDSZ + MŠZŠ + SPA</td>
<td></td>
<td></td>
<td>18,069,503,603</td>
<td></td>
</tr>
<tr>
<td>TOTAL MDDSZ**</td>
<td></td>
<td></td>
<td>17,384,539,230</td>
<td></td>
</tr>
</tbody>
</table>

Notes:
The average cost is calculated on the basis of funds allocated for enrolment in 2002 and for new enrolment in 2003.

The necessary funds of the MDDSZ (Ministry of Labour, Family and Social Affairs) budget to finance active employment policy programmes in 2003 amount to 17,384,539,230 SIT, and are part of the available funds for active employment policy programmes in the proposed MDDSZ budget amendments for 2003, and amount to 17,394,411,150 SIT.


In implementing active employment policy programmes, a regional approach will also be adopted, both in the selection and value of programmes.

In the value of programmes a regional approach will therefore be adopted in:
- promoting self-employment,
- public works,
- subsidising employment in home help and personal assistance and care for disabled persons – “Disabled for Disabled” programme.

In programme selection a regional approach will be adopted for:
- the programme of maintaining jobs.

The programme of partial pay supplements for first time job seekers and the local employment programmes are intended solely for areas with above average rates of unemployment.

Owing to the large number of forecast surplus workers in the textile, leather and footwear industries and their structure, which will require considerable adjustment to the needs of the labour market, a special programme has been prepared for dealing with this issue. For the realisation of the programmes, which will involve around 1800 surplus workers, there will be an allocation of 1,032 million SIT, aimed at active employment policy programmes and the operation of not-for-profit organisations for human resource development.

With the aim of more rational and effective implementation of active employment policy programmes, their monitoring, oversight and evaluation, as well as support for the planning of new programmes, special attention will be focused in 2003 on the development of informational support for employment programmes or individual projects.

The further development of already accessible electronic media services, and the establishment of new ones, will ensure continued modernisation, rationalisation and efficiency in making available jobs and employment, informing unemployed persons, employers and others, informing those interested about developments on the domestic and foreign labour markets, about new programmes, projects, new features in the area of regulations and more.

The active employment policy programmes will also be carried out in connection with what are called donor (?) schemes, as part of the EU pre-accession assistance programmes for Slovenia. The programmes are intended primarily to increase employability and reduce unemployment in areas with above average rates of unemployment, and for sectors in restructuring.
I. PROGRAMMES AIMED AT PERSONS

Programme title
PROGRAMMES OF INFORMATION AND VOCATIONAL ADVICE AND
PROGRAMMES OF EDUCATION, DEVELOPMENT AND TRAINING

Purpose of programmes
The purpose of providing information programmes is for help in planning careers and job seeking, greater awareness and motivation of unemployed persons whose knowledge, skills and abilities meet the needs of the labour market, increasing their job seeking activities and in this way accelerating their inclusion in work, or help to participants who cannot clearly define their own employment goals.

Vocational advice and the promotion of vocational education and deficit professions is intended for unemployed persons and participants in education in order to provide them with guidance and information about the possibilities of education and employment on the labour market, or as help to participants who cannot clearly define their own employment goals.

The programmes of development and training enable an intensification and broadening of professional knowledge, skills and abilities for vocational education or the acquisition of additional knowledge for education, with the aim of adapting knowledge and skills of unemployed persons to the needs of the market. Programmes of preparation for testing and certification for national professional qualifications are aimed at the acquisition of national professional qualifications, in order to maintain and improve employability and mobility on the market.

Education programmes are aimed at the acquisition of publicly recognised education with the goal of successful employment on the labour market following completion of the education programme.

Objectives
- familiarisation with aspects of successful operation on the labour market and acquisition of fundamental knowledge and skills for active and effective job seeking,
- motivating and training people for a more active approach to solving their own unemployment,
- acquisition of information on the possibilities of education and employment on the labour market,
- active job seeking and acquisition of all information, knowledge and skills needed for this,
- enabling unemployed persons to perform tests of knowledge, ability, skills and working practices prior to taking employment or prior to further steps in formulating an employment plan,
- raising the educational level and abilities, so that inappropriate knowledge and training will no longer represent a barrier to employment, and the vocational development of the individual,
• acquisition of publicly recognised education up to and including university or professional qualification, whereby programme participants increase in the long term their employment prospects,
• increasing the employability of unemployed persons,
• encouraging unemployed and young people to join education programmes for acquiring deficit professions

Content

The programmes of information and vocational advice and the programmes of education, development and training contain numerous sub-programmes, which on the basis of a career plan unemployed persons may join, where they have become redundant in line with employment regulations.

Under the basic programme, the following programmes are carried out:

Programmes of information and vocational advice:

• Help in planning vocational goals and in seeking jobs
  The purpose of the programme is to motivate participants to take a more active approach towards gaining employment, and in this way to increase their own responsibility for their further career. Within this the following are provided:
  - programmes of information and motivation with the aim of people actively entering into dealing with or preventing their own unemployment;
  - job seeking workshops as an abridged form of help to persons in their orientation on the labour market, with the aim of acquiring basic information and knowledge on effective means of seeking jobs and promoting entrepreneurship, especially among young people;
  - workshops for discovering vocational goals for people who need help in planning their further career and in formulating a career goal;

• The job seekers club trains participants for systematic job seeking, which enables them to play an independent and more active part on the labour market, and provides help in more rapid job seeking. In the club, participants learn job seeking skills and establish contact with potential employers.

• Work trials at employers are aimed at testing the knowledge, abilities, skills and interest of unemployed persons performing a specific vocation or job. It presents employers with the opportunity of verifying the skills and abilities of potential future employees before they take up formal employment. The programme can also be carried out as help in formulating an employment plan, and is conducted at an employer or in a vocational training institution.

• The “Something different about professions” programme is intended for linking schools and companies and for help to primary and secondary school students and unemployed persons in becoming familiar with the characteristics of specific, primarily deficit, professions and jobs; in this way it ensures greater motivation for education and work in these professions, and easier decision-making in career planning.

• CIPS (CIVA) – Centres for information and vocational advice offer information in the areas of familiarisation with professions, the possibility of education and employment in certain professions by means of telephone information, individual and group information, written and video materials and individual counselling.

• Summer camps for Zois scholars are aimed at orientating the further career path of Zois scholars in line with the needs of the labour market and the interests of
employers. The camps develop the special interests of the scholars, their specific gifts, and promote creativity, a cooperative approach and good mutual relations, while interweaving new awareness with the situation in the environment and applying theoretical knowledge in practical uses.

- The getWork project is a career planning programme for students and pupils that trains them to operate successfully on the labour market, and in this way to ease the transition from school to employment.
- The Student Arena project is a programme for early linking of students and employers, and raises the employment prospects of students.
- Promotion of vocational education and deficit professions in cooperation with the Slovenian Employment Office (ZRSZ), the Ministry of Labour, Family and Social Affairs (henceforth: MDDSZ), the Ministry of Education, Science and Sports (henceforth: MŠZŠ), the Slovenian Chamber of Commerce and Industry (henceforth: GZS), the Slovenian Chamber of Crafts (henceforth: OZS) and employers, with the aim of increasing the interest of young people and adults in enrolling in those full-time education programmes and adult education programmes that provide learning for deficit professions.
- The project “Promoting vocational education by means of education for professions in primary school”, the aim of which is to encourage young people to join education programmes to acquire vocational, technical and other deficit professions, and thereby reduce the gap between supply of professional workers and demand on the labour market.

Programmes of education, development and training:

- development and training programmes enable participants to acquire additional knowledge, skills and abilities for performing various jobs and tasks, and thereby raises their employment prospects. The programme is conducted via the inclusion of participants in various courses, seminars and other training programmes, with priority given to those that enable acquisition of national professional qualifications.
- 5000 Programme – for acquiring publicly recognised education enables participants to acquire publicly recognised education and professional qualifications, although as a rule in those areas where there exists a need for professional staff and therefore prospects of employment. The aim of the programme is to increase the employability of unemployed persons and to reduce the vocational structural variances on the labour market and raise the educational level. It is carried out on the basis of the previously determined educational needs for certain professions in individual areas and the identified educational shortfall in an individual area. A sub-project is carried out as part of the 5000 Programme, Project learning for younger adults, a publicly recognised programme of informal education. This sub-project is aimed at young unemployed persons aged 15 to 25 years, who have dropped out of school, and is aimed at motivating them to join full-time education and training for greater competitiveness on the labour market.

Method of programme implementation
The information and vocational advice programmes are conducted in the form of courses, short lectures, workshops for job seeking and for discovering vocational goals, counselling and similar.
The development and training programmes are provided through the inclusion of participants in various forms of lectures and seminars, while education is provided through involvement in the system of educational institutions. Programmes of preparation for testing and certification for national professional qualifications are organised in accordance with the catalogue of standard professional knowledge and skills.

The programme is organised by Slovenia’s National Employment Office (ZRSZ). In working hours, expert staff of the ZRSZ carry out: informative seminars, Paths to work and employment workshops, and counselling in the CIVA centres. The ZRSZ also cooperates in carrying out the projects “getWork”, Student Arena and Promoting vocational education by means of education for professions in primary school, and in carrying out the sub-programme Promotion of vocational education and deficit professions.

The project “getWork” is provided by the Association of associations and societies KOMISP, which is registered at the Slovenian Intellectual Property Office as owner of the trademark “getWork”.

The project “Promoting vocational education by means of education for professions in primary school” is provided by IZIDA, the information, education and advice centre, which was selected as the manager of the innovative project in 2000 on the basis of a public tender under the Phare MOCCA programme. Promotion of vocational education and deficit professions is carried out in collaboration with the MDDSZ, MŠZŠ, GZS, OZS and employers. Other programmes are provided by external contractors or educational institutions, selected through public tenders, while departments are organised under the 5000 Programme on the basis of the prior determination of the readiness of providers to cooperate and an allocation decision issued by the minister of education, science and sports, or people are included individually in adult education programmes. Work trials are conducted at employers or in professional training institutions.

Target groups

Unemployed persons immediately after registering at the ZRSZ and workers whose jobs have become permanently surplus in line with the regulations on employment or whose employment contracts have been cancelled owing to commercial reasons may enrol in programmes of help in planning vocational goals and seeking employment.

The job seekers club and work trials may be entered into by unemployed persons who have been registered at the ZRSZ for at least three months, and workers whose jobs have become surplus in line with the employment regulations.

Unemployed persons may also join the work trials immediately after registering with the ZRSZ, if inclusion in the programme is a stage or part of an employment plan.

The “Something different about professions” programme involves unemployed persons and workers whose jobs have become surplus in line with employment regulations and school students in transition.

The CIVA information and vocational advice centres are visited by unemployed persons, school students and other citizens who require information on education in Slovenia and abroad and other information relating to the labour market.

Recipients of Zois scholarships can take part in the Summer camps for Zois scholars.
Students and pupils can join the professional career planning project as part of the “getWork” project. The project “Promoting vocational education by means of education for professions in primary school” is intended for primary school pupils. The project “Student Arena” involves students and pupils. Promotion of vocational education and deficit professions is aimed at unemployed persons prior to inclusion in the 5000 Programme, and at youth in schools. The following may participate in development and training programmes:

- workers whose jobs have become surplus in line with employment regulations;
- disadvantaged workers1, immediately after registering with the ZRSZ;
- other unemployed persons after being registered at the ZRSZ for three months, if their employment prospects would be increased upon conclusion of the programme.

The target groups of the 5000 Programme for the 2002/2003 academic year are:

- unemployed persons without primary education,
- unemployed persons without a trade or professional education,
- unemployed persons who have a trade or professional education but cannot obtain employment in their field and have been registered with the ZRSZ for over six months,
- persons whose employment has been terminated through being surplus owing to bankruptcy, liquidation of the employer or forced settlement, and who had an education contract with their employer.

Target groups for the next academic year will be defined in the “5000 Programme” for academic year 2003/2004.

**Duration of programme**

Inclusion in the programme(s) of information and vocational advice last from one day to three months, as follows:

- help in planning vocational goals and in seeking employment from one day to three months;
- inclusion in the job seekers club up to 3 months;
- work trials up to one month;
- the “Something different about professions” programme is conducted in the form of lectures and presentations of trades and professions (up to two school hours) and in the form of visits to work places at employers (1 working day);
- CIVA – visits to the centre relative to client needs;
- Summer camps for Zois scholars – 1 week;
- getWork – 10 days,
- Student Arena – 3 days;
- the programme “Promoting vocational education by means of education for professions in primary school” is carried out in the form of motivational workshops (one hour), workshops to develop interest and familiarisation with professions at primary schools, secondary schools and at employers, and the provision of information to parents.

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1 Disadvantaged workers is understood to mean persons defined in Article 6 of the Rules on implementing active employment policy measures, Ur.l. RS no. 67/2001
Inclusion in development and training programmes lasts up to 12 months, and for the disabled and disadvantaged persons up to 18 months. Involvement in the 5000 Programme for acquiring publicly recognised education lasts up to 6 years.

Criteria for enrolling in programmes:

- unemployed persons must have a formulated employment plan with an appropriate referral to the programme;
- on the basis of a programme of laying off surplus workers, those workers may enrol where their jobs have become surplus owing to commercial reasons, and on the basis of a programme of financial reorganisation, workers whose jobs have become surplus owing to the initiation of the procedure of forced settlement. Workers whose jobs have become surplus owing to the winding up of the employer may be included on the basis of notice given by the employer pursuant to Article 97 of the Employment Act.
- disabled persons of categories II or III, on the basis of Article 123 of the Pension and Disability Insurance Act, if they are entered in the records at the ZRSZ.

Type and level of costs covered under the programmes

Help in planning vocational goals and seeking jobs and job seeking clubs:
1. costs of carrying out the programme;
2. monetary contributions, as follows
   - actual costs of public transport;
   - actual accommodation costs, to a maximum of 20% of the minimum wage monthly in the event that the location for carrying out the activity is more than an hour and a half travelling distance one-way from the location of residence using public transport;
   - living costs allowance in the amount of 30% of the minimum wage monthly, if the person is involved in an activity longer than one hundred hours and lasting more than a month, and if the person is not receiving a monetary supplement or assistance on the basis of the law or a monetary supplement under the Pension and Disability Insurance Act, except for inclusion in job seekers clubs;
3. insurance against injury at work and occupational sickness.

Work trial:
1. costs of implementing the activity as payment of services in the amount of 15% of the minimum monthly wage, if the work trial lasts one month, or proportionately less relative to the duration of the programme;
2. monetary contributions as follows:
   - actual costs of public transport;
   - costs of medical examination;
   - living costs allowance in the amount of 30% of the minimum monthly wage, if the work trial lasts one month or proportionately less if the programme lasts less than one month;
   - costs of assistance from another person in the amount of 20% of the minimum monthly wage for a severely disabled person, if the work trial lasts one month or proportionately less if the programme lasts less than one month;
3. insurance against injury at work and occupational sickness.

Development and training:
1. costs of implementing the programme in their entirety, but to a maximum of 3 minimum monthly wages,
2. monetary contributions as follows:
   - actual costs of public transport;
   - actual costs of accommodation, to a maximum of 20% of the minimum wage monthly, in the event that the location of the activity is more than an hour and a half distance one-way by public transport from the location of residence;
   - actual accommodation costs for disabled persons in the event of the activity being conducted in special centres or training institutes that are more than an hour and a half distance one-way by public transport from the location of residence;
   - costs of medical examination;
   - a living costs allowance in the amount of 30% of the minimum wage monthly, if the person is included in an activity longer than one hundred hours and lasting more than a month, and if the person is not receiving a monetary supplement or monetary assistance on the basis of the law or a monetary supplement under the Pension and Disability Insurance Act;
   - actual costs of obtaining the obligatory study materials and aids, but to a maximum of 30% of the minimum monthly wage;
   - purchase of special learning aids relative to the actual costs in a maximum amount of 5 minimum monthly wages for a disabled person or in the amount of the actual costs for a severely disabled person;
   - costs of the assistance from another person in the amount of 20% of the minimum wage monthly for severely disabled persons, on the basis of an expert physician;
3. insurance against injury at work and occupational sickness.

5000 Programme:
for the 2002/03 academic year the costs are set out by the adopted programme, and for the 2003/04 year they are defined in the programme for that academic year.

Basis for calculating costs
Monetary contributions are paid on the basis of the actually demonstrated inclusion of persons in the programmes of education, preparation for testing and certification of national professional qualifications, development and training. The costs of the programme are paid as a service to the provider of the education and training programme.

Total envisaged value of the programmes: 2,701,730,209, of which:
2,017,602,283 SIT
- source: budget item 7023 – preparation of unemployed for employment
252,680,000 SIT
- source: budget item 7025 – promoting employment of disabled persons
26,483,550 SIT
- source: budget item 5512 – network of vocational information centres
145,000,000 SIT
- source: budget item MŠZŠ/MDDSZ
  259,964,376 SIT
- source: budget items MŠZŠ – 6672/8228, primary education activities 5780 – education of unemployed persons, 6247 centres for young adults (from the 5000 Programme for academic year 2002/03)
Table 5:

<table>
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<tr>
<th>PROGRAMME</th>
<th>No. included</th>
<th>Average cost</th>
<th>TOTAL COST</th>
<th>Budget item</th>
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<tr>
<td>Help in planning career path and seeking employment</td>
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<td>10,000</td>
<td>70,000,000</td>
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<td>7023, 7025</td>
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<td>TOTAL MDDSZ AND MŠZŠ</td>
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<td></td>
<td>2,701,730,209</td>
<td></td>
</tr>
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</table>

Monitoring and oversight (control)

- the Ministry of Labour, Family and Social Affairs monitors:
  - monthly: financial implementation of the programme with a justification of the content;
  - three-monthly: the contextual realisation of the programme, on the basis of reports on interim internal evaluations made by the programme provider (usually the ZRSZ) as part of the contractual obligations;
  - annually: annual reports of providers, annual report of the ZRSZ based on the adopted methodology, which also covers an evaluation of the content, suitability and effectiveness of the programme.
- External evaluation, allowing greater objectivity, is planned and carried out by individual programmes or by broader programme groups, in accordance with the annual programme of the ministry’s work.
- Regular oversight is conducted annually, in line with the provisions of the Rules on implementing expert and administrative oversight of the work of the ZRSZ and authorised organisations, and extraordinary oversight according to requirements, especially in the event of possible major variances that are evident from the interim/three-monthly reports.

Evaluation and promotion

For evaluation and promotion of the information and counselling programmes and the programmes of education, development and training, spending of funds is envisaged up to the amount of 3,000,000.00 SIT.
Measures envisaged in the event of violations

In the event of programme participants breaking their contract on inclusion in the programme, they are bound to return the funds in compliance with the Rules on implementing active employment policy measures.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.

Programme title

*TRAINING THROUGH WORK WITHOUT EMPLOYMENT CONTRACT*

Purpose of programme

The programme is aimed at promoting employment and at the renewed work integration of persons whose knowledge and work experiences do not permit direct employment or the maintaining of their employment.

Objectives

- Raising the level of training for work of severely disadvantaged persons and in this way promoting their employment.
- Increasing the employment prospects of people whose jobs have become surplus in line with employment regulations.
- Acquisition of knowledge, abilities and skills coordinated with demand on the labour market.
- Renewed work integration of persons included.

Content

Programmes are conducted at employers, without employment contracts, or at appropriate education institutions. Programmes involve people in specific working procedures, with the aim of acquiring the knowledge, abilities and skills needed to perform a particular profession or specific work at the employer, and they speed up employment in specific jobs or areas of work. The programme of training through work without employment contract represents not only help for persons with insufficient or inappropriate abilities and skills for specific work at an employer, but also help for the employer in employing new personnel.

Method of programme implementation

Training is organised by the ZRSZ and is carried out at the employer or at an appropriate educational institution, such that it introduces participants to the work involved.

Target groups:

- young unemployed persons up to 26 years after being registered at the ZRSZ for six months,
- long-term unemployed,
- workers whose jobs have become surplus in line with the employment regulations,
- disadvantaged workers,
- disabled persons.
Criteria for inclusion in the programme:

- unemployed persons who have a formulated employment plan and appropriate referral to the education and training programmes,
- on the basis of a programme of laying off surplus workers, those workers may enrol where their jobs have become surplus owing to commercial reasons, and on the basis of a programme of financial reorganisation, workers whose jobs have become surplus owing to the initiation of the procedure of forced settlement. Workers whose jobs have become surplus owing to the winding up of the employer may be included on the basis of notice given by the employer pursuant to Article 97 of the Employment Act.
- disabled persons of categories II or III, if they are entered in the records at the ZRSZ (Article 123 of the old Pension and Disability Insurance Act).

Duration of programme

Training through work without employment contract lasts for 6 months and may be extended for a maximum of 6 months.

Type and level of costs covered under the programme

1. costs of carrying out the activity as payment of services in their entirety, but to a maximum of 1.5 minimum monthly wages or a maximum of 3 minimum monthly wages in the event of an employment contract being concluded for 2 years after completion of the activity;
2. costs of carrying out the activity as payment of services in their entirety for the inclusion of disabled persons, but to a maximum of 2 minimum monthly wages or 4 minimum monthly wages in the event of extending the employment for 2 years after completion of the activity;
3. monetary contributions as follows:
   - actual costs of public transport;
   - actual costs of accommodation, to a maximum of 20% of the minimum wage monthly in the event that the location of the activity is more than an hour and a half distance one-way by public transport from the location of residence;
   - actual costs of accommodation for a disabled person in the event of activities being conducted in special centres or training institutes that are located more than an hour and a half distance by public transport from the location of residence;
   - costs of medical examination;
   - a living costs allowance in the amount of 30% of the minimum wage monthly, if the person is not receiving a monetary supplement or monetary assistance on the basis of the law or a monetary supplement under the Pension and Disability Insurance Act,
   - actual costs of assistance from another person in the amount of 20% of the minimum monthly wage for severely disabled persons on the basis of an expert physician’s opinion;
   - costs of mentoring for disabled persons in the amount of 10% of the minimum wage monthly;
4. insurance against injury at work and occupational sickness.

Basis for calculating costs
Monetary contributions are paid on the basis of the actually demonstrated inclusion of persons in the training programmes, while the costs of the programme are paid as a service to the provider of the programme.

Envisaged costs per participant
Average 250,000.00 SIT.

Envisaged number of programme participants
412 persons in 2003.

Total envisaged value of the programme: 103,000,000.00 SIT
Of which:
- 100,000,000 SIT
Source: budget item 7023 – Preparation for employment
- 3,000,000 SIT
Source: budget item 7025 – Promoting employment of disabled persons

Monitoring and oversight
- the Ministry of Labour, Family and Social Affairs monitors:
  - monthly: financial implementation of the programme with a justification of the content;
  - three-monthly: contextual realisation of the programme, on the basis of reports on interim internal evaluations made by the programme provider (usually the ZRSZ) as part of the contractual obligations;
  - annually: annual reports of providers, annual report of the ZRSZ based on the adopted methodology, which also covers an evaluation of the content, suitability and effectiveness of the programme
- External evaluation, allowing greater objectivity, is planned and carried out by individual programmes or by broader programme groups, in accordance with the annual programme of the ministry’s work.
- Regular oversight is conducted annually, in line with the provisions of the Rules on implementing expert and administrative oversight of the work of the ZRSZ and authorised organisations, and extraordinary oversight according to requirements, especially in the event of possible major variances that are evident from the interim/three-monthly reports.

Measures envisaged in the event of violations
In the event of programme participants breaking their contract on inclusion in the programme, they are bound to return the funds in compliance with the Rules on implementing active employment policy measures.
If the funds have not been used for the intended purpose, the employer is bound to return them in compliance with the Rules on implementing active employment policy measures.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.

Programme title
**WORK FUNDS**

**Purpose of programme:**
- Implementing activities of the Work Funds, to which the legislator has ascribed an important role in carrying out active employment policy measures, especially in rendering surplus workers active.
- Linking the social partners in regional areas and within sectors in planning and implementing the employment policy and preventing unemployment.
- Development of regional employment programmes for (re)activating surplus workers from an individual company or industrial branch.

**Objectives:**
- Preventing the transition of surplus workers into open unemployment.
- Increasing the employment prospects of surplus workers or workers whose contracts have been terminated for commercial reasons.

**Content**
Work funds are one of the implementers of the active employment policy in Slovenia. The substance of the Work Funds work is establishing and linking the social partners to activate surplus workers with the aim of improving their employment prospects in being included in work and for the needs of the labour market.

Work Funds enable participants to become involved in work again, by:
- monitoring and collaborating in the development of regional employment programmes and enabling the (re)training of workers with the aim of them being employed in regionally deficit professions, work and jobs;
- developing and implementing their programmes with the aim of providing solutions for and (re)activating surplus workers in individual companies, industrial branches or regions;
- independently or in cooperation with employers, developing and implementing programmes for the re-employment of surplus workers with the aim of preventing unemployment and in line with the needs of the labour market in companies, branches or regions.

The Work Funds facilitate for included participants development and training, advice and help, activation of their potentials, vocational guidance and orientation, finding new jobs and re-employment, and providing other forms of quality implementation of the programme of dealing with surplus workers.

**Target groups**
Work Funds involve target groups of surplus workers in line with the regulations on employment, and workers whose employers have terminated their contract of employment, that is workers who are no longer needed to perform certain work, under the conditions in the contract of employment, owing to economic, organisational, technological, structural or similar reasons on the part of the employer (termination for commercial reason). Work Funds also involve potentially surplus workers on the basis of a projection of personnel requirements and the business plan of a commercial company.

**Method of programme implementation**
Work Funds, which will be selected in a public tender for the selection of new Work Funds and for the continued implementation of the activities of existing Work Funds in the Republic of Slovenia for the period 2003 – 2004 and which will be allocated funds for carrying out active employment policy programmes in Work Funds for 2003. For workers from the textile, leather and footwear industries, activities will be carried out by a specially established fund for this sector, and up until it is established by the National Employment Office (ZRSZ).

**Criteria for inclusion in the programme**

**Legal basis:** Employment and Insurance Against Unemployment Act, Employment Act, Instructions for implementing active employment policy measures in work funds.

For employers: on the basis of the programme for dealing with surplus workers, it will incorporate workers whose jobs have become redundant for commercial reasons, and on the basis of a programme of financial reorganisation, workers whose jobs have become redundant owing to the initiation of forced settlement procedures. Workers whose jobs have become redundant owing to the winding up of the employer may be included on the basis of notice from the employer pursuant to Article 97 of the Employment Act. For workers: statement of joining the fund.

**Duration of involvement**

Up to 12 months for individual participants, or for the period of duration of the education programme or training of the participant, if this results in the resolving of the participant’s situation, but to a maximum of 24 months.

**Type and level of costs covered under the programme**

The following are deemed to be costs of the active employment policy programmes provided by the fund:

- costs of workshops for developing professional careers;
- education programmes;
- development and training programmes for fund participants;
- advice and information programmes;
- costs of active job seeking;
- transport costs of participants involved in active employment policy programmes;
- other costs such as: literature, newspapers, work sheets, study aids and accessories, telephone, and fax, intended for fund participants;
- costs of fund operation relative to the number of involved participants in fixed and variable work,
- incentives for achieving exceptional results.

**Envisaged costs per participant**

The level of funds that in line with the Instructions for implementing active employment policy measures in work funds the Work Fund can obtain per individual Work Fund participant, averages up to 500,000 SIT. The average spending per newly included fund participant, relative to available means, will be 360,000 SIT in 2003.
Envisaged number of programme participants
Estimate: approx. 2800 participants included in 2003, of which around 650 participants have been included/carried over from 2002. Of the new participants in the Work Funds, around 1400 will be from the textile, leather and footwear sector.

Total envisaged value of the programme in 2003: 847,335,884.00 SIT, of which:
- for the operation of Work Funds 113,675,492.00 SIT – source: budget item 5514 – non-profit institutions for human resource development
- for implementing activities with Work Funds participants 733,659,392.00 SIT – source: budget item 2199 – development of jobs and co-financing of regional projects.
- for those newly included from the textile, leather and footwear sector, 425,000,000 SIT will be spent on promoting employment for participants, while for the organisation and implementation of programmes 50,000,000 SIT will be spent.

Monitoring and oversight
Work Fund activity is subject to continuous monitoring, through regular monthly reports, and results are determined after 12 months from the start of the programme, in line with the Instructions for implementation of active employment policy measures in work funds, and in the event of extended inclusion in a fund, after 24 months.

Evaluation and promotion
For evaluation and promotion of the programme, spending of up to 4,800,000.00 SIT is envisaged.

Measures envisaged in the event of the programme not being carried out
In the event of participants breaking their contract of inclusion in the programme, they are bound to return the funds in line with the provisions of the Rules on implementing active employment policy measures. The ZRSZ claims the return of funds from the Work Fund.
The ZRSZ also claims the return of funds from the Work Fund if the latter does not fulfil the obligations set out in the contract with the ZRSZ.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.

Programme title
EMPLOYMENT REHABILITATION AND WORK INCLUSION PROGRAMMES FOR THE DISABLED

Purpose of programme
The programme is intended to secure equal opportunities of employment or to create the conditions for employment of disabled persons and disadvantaged unemployed persons, who face complex barriers and have special needs deriving from sickness, infirmity, functional limitation or hindrance, through addressing
their special needs and barriers in gaining employment.

Objectives
- Capacitating for inclusion in employment in line with their abilities, knowledge and possibilities.
- Increasing employability.
- Developing professional careers.

Content

A. Employment rehabilitation covers the following measures:
1. advice and motivation for disabled persons to take an active role;
2. help in accepting their own disability and inclusion in life and work with their disability (psychosocial rehabilitation);
3. help in selecting appropriate vocational goals;
4. developing social skills and abilities;
5. seeking appropriate work (employment);
6. analysis of a specific job and environment;
7. plan of adapting job and environment;
8. plan of necessary technical aids;
9. training and help in training disabled persons in specific jobs or in their selected profession;
10. monitoring disabled persons in their jobs after taking up work;
11. ongoing evaluation of the success of the rehabilitation process;
12. drawing up opinions on the level of the rehabilitant’s abilities, knowledge, working practices and interests;
13. monitoring the rehabilitant during training and education.

B. Work inclusion programmes are programmes that ensure for disabled persons inclusion in work through training, familiarisation with work, acquiring work skills and abilities, and they make it possible for disabled persons to be included in work and the wider social environment.

Method of programme implementation

A. The programme is carried out by selected providers of employment rehabilitation, on the basis of the provisions of the Act Regulating the Training and Employment of Disabled Persons on the basis of a public tender, which sets out the criteria for selection of the employment rehabilitation programme providers that will provide individual services.

B. The programme is carried out by the ZRSZ on the basis of the Act Regulating the Training and Employment of Disabled Persons, and on the basis of a public tender, which sets out the criteria and conditions for selecting work inclusion programmes.

Target groups
- disabled unemployed persons
- disadvantaged unemployed persons with impediments and special needs deriving from sickness, infirmity or functional limitation or hindrance.

Criteria for inclusion in the programme
Criteria are formulated on the basis of an individualised rehabilitation plan (based on an assessment of residual work capacity), which will clearly indicate the form, method and duration of the programme.

**Duration of programme**

In line with the employment plan and the ongoing evaluation of rehabilitation targets.

**Type and level of costs covered under the programme:**

1. costs of carrying out the programme in their entirety;
2. monetary contributions as follows:
   - cost of public transport;
   - costs of accommodation, to a maximum of 20% of the minimum wage monthly in the event that the location of the activity is more than an hour and a half distance one-way by public transport from the location of residence;
   - costs of accommodation for training carried out within special training institutes or rehabilitation centres;
   - costs of mentoring in the amount of 10% of the minimum wage;
   - costs of medical examination;
   - a living costs allowance in the amount of 30% of the minimum wage monthly, if the person is included in a programme of employment rehabilitation, and 50% of the minimum wage monthly, if the person is included in a programme of work inclusion that is longer than one hundred hours and lasts more than a month, and if the person is not receiving a monetary supplement or monetary assistance on the basis of the law or a monetary supplement under the Pension and Disability Insurance Act;
   - costs of purchasing obligatory study materials and study aids, but to a maximum of 30% of the minimum monthly wage;
   - purchase of special study aids relative to the actual costs in the maximum amount of up to 5 minimum monthly wages for a disabled person or in the amount of the actual costs for a severely disabled person, and the actual costs of assistance from another person in the amount of 20% of the minimum wage for severely disabled persons on the basis of an expert physician’s opinion;
   - insurance against injury at work and occupational sickness.

**Basis for calculating costs**

Specification of costs under individual programmes

**Envisaged costs per participant:**

650,000.00 SIT annually.

**Envisaged number of programme participants**

- **A.** 500 persons
- **B.** 300 persons

**Total envisaged value of the programme:** 520,000,000.00 SIT

- **A.** Financing of programme section A.: 400,000,000 SIT
- budget item 3577 – employment rehabilitation of disabled persons
B. Financing of programme section B.: 120,000,000 SIT
- budget item 7025 – promoting employment of disabled persons

Monitoring and oversight

- the Ministry of Labour, Family and Social Affairs monitors:
  - monthly: financial implementation of the programme with a justification of the content;
  - three-monthly: contextual realisation of the programme, on the basis of reports on interim internal evaluations made by the programme provider (usually the ZRSZ) as part of the contractual obligations;
  - annually: annual reports of providers, annual report of the ZRSZ based on the adopted methodology, which also covers an evaluation of the content, suitability and effectiveness of the programme;
- External evaluation, allowing greater objectivity, is planned and carried out by individual programmes or by broader programme groups, in accordance with the annual programme of the ministry’s work.
- Regular oversight is conducted annually, in line with the provisions of the Rules on implementing expert and administrative oversight of the work of the ZRSZ and authorised organisations, and extraordinary oversight according to requirements, especially in the event of possible major variances that are evident from the interim/three-monthly reports.

Measures envisaged in the event of the programme not being carried out

In the event of an eligible person or programme provider breaking the contract, implementation of the programme is terminated.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.

Programme title

PARTIAL PAY SUPPLEMENT FOR DISADVANTAGED UNEMPLOYED PERSONS – LUMP SUM SUBSIDY

Purpose of programme:

The programme is aimed at securing equal employment opportunities and promoting the employment of disadvantaged unemployed persons in companies and with other employers.

Objectives

The programme is aimed at disadvantaged unemployed persons to provide a partial pay supplement with the goal of providing equal employment opportunities.

Method of programme implementation

Partial pay supplement for disadvantaged unemployed persons (except first time job seekers with completed secondary education, two-year or four-year degrees, in areas with above-average unemployment levels) who are taking employment, except for
employment at the same employer or at an associated natural or legal person where the person was employed prior to registration at the ZRSZ and one year has not yet elapsed since then.

**Target group**
Disadvantaged unemployed persons as defined in Article 6 of the Rules on implementing active employment policy measures (except aforementioned first time job seekers) and long-term unemployed persons.

**Envisaged number of programme participants**
Up to 3000 jobs for disadvantaged unemployed persons

**Criteria for inclusion in the programme**
Disadvantaged unemployed persons are included in the programme on the basis of an employment plan.

**Duration of programme**
Employment for at least 6 months, one year, two years or for an indefinite period.

**Type and level of costs covered under the programme**
The partial pay supplement for disadvantaged unemployed persons is set relative to the employment period as follows:
- at least six months, 200,000 SIT,
- at least one year, 500,000 SIT,
- at least two years, 1,000,000 SIT and
- persons who take employment for an indefinite period, 1,500,000 SIT.

For disabled persons, the partial pay supplement is set relative to the employment period as follows:
- at least six months, 240,000 SIT,
- at least one year, 600,000 SIT,
- at least two years, 1,200,000 SIT and
- employment for an indefinite period, 1,800,000 SIT.

**Basis for calculating costs**
Costs of the partial pay supplement are covered in compliance with the Rules on implementing active employment policy measures, which provide that the pay supplement for disadvantaged unemployed persons amounts to 100% of the minimum monthly wage, and for disabled persons up to 110% of the minimum monthly wage.

**Envisaged costs per participant:**
- 200,000 SIT for employment of at least 6 months, for disabled persons 240,000 SIT
- 500,000 SIT for employment of at least one year, for disabled persons 600,000 SIT
- 1,000,000 SIT for employment of at least two years, for disabled persons 1,200,000 SIT
- 1,500,000 SIT for employment for an indefinite period, for disabled persons 1,800,000 SIT

**Total envisaged value of the programme:** 1,341,000,000 SIT of which:
- 1,080,079,970 SIT from budget item 4438 Contributions to employers for new employees
- 208,000,000 SIT from budget item 7025 Promoting employment of disabled persons
- 52,920,030 SIT from budget item 5906 Creating jobs for the long-term unemployed

**Monitoring and oversight**

Programme implementation is monitored monthly (financially) and annually and via occasional oversight at employers.

The Ministry of Labour, Family and Social Affairs monitors:
- monthly financial programme implementation with justification of the content,
- half-yearly programme monitoring regarding its effects,
- annually: annual report of the ZRSZ on the basis of the adopted methodology, which also covers an evaluation of the content, suitability and effectiveness of the programme,
- regular oversight is conducted annually, in compliance with the provisions of the Rules on implementing expert and administrative oversight of the work of the National Employment Office of the Republic of Slovenia and authorised organisations, and extraordinary oversight according to requirements.

**Measures envisaged in the event of the programme not being carried out:**

In the event of participants or programme providers breaking the contract on subsidised employment, they are bound to return the funds received.

In the case of employment for an indefinite period, programme implementation is monitored for three years.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.
Programme title

PARTIAL PAY SUPPLEMENT FOR FIRST TIME JOB SEEKERS

Purpose of programme
Promoting the employment of first time job seekers who are starting work appropriate to their type of education, and who have completed secondary, two-year or four-year university education. The programme is aimed at increasing the prospects of employment for unemployed first time job seekers in areas with above-average unemployment levels.

Objectives
- To enable unemployed first time job seekers to get training for independent work in a profession, trade or activity.
- To enable the fulfilment of formal conditions for employment.

Content
The partial pay supplement for first time job seekers increases the prospects of employment for unemployed persons who are first starting work. For unemployed job seekers with secondary education, inclusion in the programme lasts 6 months (with the obligation of being employed for at least one year), for job seekers with two-year degrees it lasts 9 months (with the obligation of being employed for at least 18 months) and for those with four-year degrees it lasts 12 months (with the obligation of employment for two years). The programme is provided on the condition that employers undertake to employ such unemployed persons for at least double the period of co-financing for the employment.

Method of programme implementation
The programme is carried out in regions, administrative units and municipalities with above-average levels of unemployment. Training for independent work in a profession or trade is conducted at the employer on the basis of a proposed induction programme, under appropriate expert supervision.

Target groups
Unemployed first time job seekers, in the event of them taking employment in a job that is appropriate to their type and level of professional education, and who have completed secondary, two-year and four-year university education.

Criteria for inclusion in the programme:
- unemployed persons who are first starting work that is appropriate to the type and level of their education in a job that is in an area with above-average unemployment levels;
- employers that show a willingness to enable unemployed persons to acquire appropriate work experience;
- proposed induction programme drawn up and adopted by the employer.

Duration of programme
Up to 12 months
Type and level of costs covered under the programme
Unemployed first time job seekers are given a supplement for part of their wages. The supplement amounts to 600,000 SIT for unemployed first time job seekers with secondary education, 900,000 SIT for those with two-year degrees and 1,200,000 SIT for those with four-year degrees.

Basis for calculating costs
The costs of the partial pay supplement for first time job seekers are covered in compliance with the Rules on implementing active employment policy measures.

Envisaged costs per participant:
Those included in 2003: 852,000 SIT on average in a lump sum
Those included in 2002: 160,000 SIT monthly

Envisaged number of programme participants
New inclusions in 2003: 500 newly eligible persons
Those included in 2002: 200 eligible persons

Total envisaged value of the programme: 561,840,000 SIT of which:
- 257,386,860 SIT
  Source: budget item 7024 – Promoting new employment
- 304,453,140 SIT
  Source: budget item 7023 – Preparation for employment
In 2003, for those included in 2002 a total of 135,840,000 SIT will be spent, while for those newly included in 2003, 426,000,000 SIT will be spent.

Monitoring and oversight
- Final report on programme realisation
- The Ministry of Labour, Family and Social Affairs monitors the purpose and economic efficiency of the spending of funds received;
- Oversight and verification of implementation of the initiation is performed by expert staff of the ZRSZ at sample selected employers.

Evaluation and promotion
For evaluation and promotion of the programme, spending of up to 3,000,000.00 SIT is envisaged.

Measures envisaged in the event of the programme not being carried out
In the event that participants or employers break the contract on co-financing the partial pay supplement for first time job seekers, they are bound to return the funds in compliance with the Rules on implementing active employment policy measures.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.
Programme title  
**PROMOTING PART-TIME EMPLOYMENT**

**Purpose of programme**
The aim is to encourage working (labour) activity for disadvantaged unemployed persons in the form of part-time employment, expert monitoring of their activities, and to encourage their transition to full-time employment or self-employment.

**Objective**
Maintaining the work capacity of disadvantaged unemployed persons who have an interest in and possibility of working part-time; the transition of a given number of those included in the programme into full-time employment or self-employment.

**Content**
Promotion of part-time employment lasting at least 4 to a maximum of 6 hours daily, will be carried out through motivation and the provision of information on the possibilities and conditions for such work and through a pay supplement for disadvantaged workers.

**Method of implementation**
- Motivating and providing information involve basic information on the prospects of part-time employment. They are provided in the form of information hours and as part of the informing of employers about employment programmes.
- Partial pay supplement for disadvantaged workers.
- Monitoring, guiding and advising with the aim of transition to full-time employment or self-employment.

**Target groups**
Disadvantaged unemployed persons in line with the Rules on implementation of active employment policy measures.

**Criteria for inclusion in the programme:**
Part-time employment of disadvantaged unemployed persons for at least three months.

**Duration of programme:**
The programme is being conducted experimentally for one year.

**Type and level of costs covered by the project**
- Motivating, providing information, monitoring and advising are carried out by the ZRSZ as part of their regular activities.
- In the event of taking employment for half the working week amounting to 20 hours, the level of partial pay supplement for disadvantaged workers for at least three months is 60,000 SIT, for at least six months it is 120,000 SIT, and for at least one year it is 300,000 SIT. The amount is raised or lowered appropriately relative to the actual extent of working time.

In the event of a disabled person being employed part-time, the level of pay supplement as defined in the preceding paragraph is raised by 20%.

**Envisaged costs per participant:**
On average 144,000 SIT / year per participant

**Envisaged number of participants in 2003**
500 disadvantaged unemployed persons participating

**Total envisaged value of the programme:**
72,000,000 SIT in 2003
source: budget item 4438 – contributions to employers for new employees

**Monitoring and oversight**
Implementation of the programme is monitored monthly (financially), three-monthly (contextually on the basis of internal evaluations) and via occasional oversight (usually once a year).
- The Ministry of Labour, Family and Social Affairs monitors:
  - monthly: financial implementation of the programme with a justification of the content;
  - three-monthly: contextual realisation of the programme, on the basis of reports on interim internal evaluations made by the programme provider (usually the ZRSZ) as part of the contractual obligations;
  - annually: annual reports of providers, annual report of the ZRSZ based on the adopted methodology, which also covers an evaluation of the content, suitability and effectiveness of the programme
- External evaluation, allowing greater objectivity, is planned and carried out by individual programmes or by broader programme groups, in accordance with the annual programme of the ministry’s work.
- Regular oversight is conducted annually, in line with the provisions of the Rules on implementing expert and administrative oversight of the work of the ZRSZ and authorised organisations, and extraordinary oversight according to requirements, especially in the event of possible major variances that are evident from the interim/three-monthly reports.

**Measures envisaged in the event of the programme not being carried out**
In the event of participants or employers breaking the contract on inclusion in the programme, they are bound to return the funds received.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.

**Programme title**
*ADAPTING JOBS FOR UNEMPLOYED DISABLED PERSONS*

**Purpose of programme**
Encouraging the employment of disabled persons and help for employers in adapting jobs for disabled persons, with the aim of securing equal opportunities for employing disabled persons.

**Objectives**
Adapting jobs for employment of disabled unemployed persons.
Content

The programme is aimed at creating equal opportunities for employing unemployed disabled persons through the adaptation of premises and technical equipment at the work place for persons with severe disability.

Method of programme implementation

Payment of assistance to employers in a lump sum for adapting work places for unemployed persons with severe disability. The programme is carried out on the basis of an employment plan and a prepared programme of work place adaptation.

Target groups

Disabled unemployed persons who have the possibility of employment through adaptation of the job/work place.

Criteria for inclusion in the programme

Employment of unemployed person with severe disability in a job that must be adapted.

Duration of programme

Payment in a lump sum in the event of employment of a disabled person for at least two years.

Type and level of costs covered under the programme

In adapting the job/work place the actual costs are covered for programme, technological and organisation solutions in the job and working environment, such as will enable the disabled person to enjoy equal and high-quality inclusion in the working process up to a level of 10 minimum wages per disabled person employed.

Basis for calculating costs

Actual costs are taken into account, but as a rule up to a maximum of 10 minimum monthly wages on the basis of a plan and implementation account.

Envisaged costs per participant

up to 1,050,000.00 SIT for adapting jobs/work places

Envisaged number of programme participants

20 job adaptations.

Total envisaged value of programme: 21,000,000 SIT

Source: budget item 7025 – Promoting employment of disabled persons

Monitoring and oversight

- the Ministry of Labour, Family and Social Affairs monitors:
  - monthly: financial implementation of the programme with a justification of the content;
  - three-monthly: contextual realisation of the programme, on the basis of reports on interim internal evaluations made by the programme provider (usually the ZRSZ) as part of the contractual obligations;
- annually: annual reports of providers, annual report of the ZRSZ based on the adopted methodology, which also covers an evaluation of the content, suitability and effectiveness of the programme
- External evaluation, allowing greater objectivity, is planned and carried out by individual programmes or by broader programme groups, in accordance with the annual programme of the ministry’s work.
- Regular oversight is conducted annually, in line with the provisions of the Rules on implementing expert and administrative oversight of the work of the ZRSZ and authorised organisations, and extraordinary oversight according to requirements, especially in the event of possible major variances that are evident from the interim/three-monthly reports.

**Measures envisaged in the event of the programme not being carried out**
In the event of participants breaking the contract on co-financing the adaptation of the work place, they are bound to return the funds.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.

**II. PUBLIC WORKS – LOCAL EMPLOYMENT PROGRAMMES**

**Introduction**
In 2003 implementation is continuing on programmes of public works, in accordance with the substance of the Programme of public works for 2002 and 2003 adopted at the 56th session of the Slovenian Government on 27 December 2001. In addition to public works programmes, 2003 will see the implementation of local employment programmes, which represent in terms of content a supplementing of existing public works programmes through the development of new employment programmes.

**Programme title**
*LOCAL EMPLOYMENT PROGRAMMES*

**Purpose of programme**
Promoting the creation of new jobs and employment of disadvantaged unemployed persons in the regions, administrative units and municipalities set out in point two of the decision determining and categorising areas with unemployment rates higher than the average in the Republic of Slovenia, and determining active employment policy measures.

**Objectives**
Development of new local employment programmes and creating new jobs for disadvantaged unemployed persons in regions, administrative units and municipalities with above-average unemployment rates, which should contribute towards reducing
the unemployment level in these areas and reduce the proportion of disadvantaged workers among the unemployed.
The wider economic and social aim of the programme is to promote the development of new jobs in the areas of services, social services, ecology and other areas and the development of new forms of work such as cooperatives, distance work, work at home and similar.

Content
The programme can run in three phases. The first phase involves the elaboration of a local employment programme at the programme provider, which envisages the creation of at least two new jobs in the period of one year.

In the second phase unemployed persons will be included in programmes of development and training, work trials and training through work without employment contract, relative to the needs of the new job. The third phase is actual employment at the programme provider for a period of at least two years or for an indefinite period, with the possibility of subsidising the employment.

Method of programme implementation
The employment programmes are selected on the basis of a public tender. Programme providers can be any legal or natural person in the public and private sectors, where there are possibilities for creating new jobs and the development of new activities. Unemployed persons are included in the programme on the basis of a Contract on inclusion in the employment project and a Contract of employment concluded with the programme providers. During the start-up of the programme they enrol in development and training programmes, work trials and training through work without employment contract relative to the needs of the job.

Target group
Disadvantaged unemployed persons

Criteria for programme selection
- possibility of including unemployed persons,
- suitability of the programme,
- co-financing by the local community.

Duration of programme
The programme lasts a maximum of one year.

Type and level of costs covered under the programme
- costs of creating new jobs in the amount of up to 500,000 SIT per new job, including costs of elaborating the programme in the maximum amount of 200,000 SIT per new job,
- subsidies for employment of disadvantaged unemployed persons for at least two years in the amount of 1,000,000 SIT or for an indefinite period in the amount of 1,500,000 SIT.

Basis for calculating costs
The Rules on implementing active employment policy measures.
Envisaged costs per new job:
  average 1,600,000 SIT

Number of participants
  up to 1000 new jobs, at least 330 participants in 2003

Total envisaged value of the programme: 500,000,000 SIT
  - budget item 3607 – local and national employment programmes
  - subsidies also provided from budget item 4438 – employer contributions for new employees

Monitoring and oversight
  - The Ministry of Labour, Family and Social Affairs monitors:
    - monthly: financial implementation of the programme;
    - three-monthly, half-yearly and annually
  - Regular oversight is conducted annually, in line with the provisions of the Rules on implementing expert and administrative oversight of the work of the ZRSZ and authorised organisations, and extraordinary oversight according to requirements, especially in the event of possible major variances that are evident from the interim/three-monthly reports.

Promotion and evaluation
  For the promotion and evaluation of local employment programmes after six months of programme implementation, spending of up to 3,000,000 SIT is envisaged.

Measures envisaged in the event of the programme not being carried out
  In the event of unemployed persons or project providers breaking the contract on inclusion in the employment programme, they are bound to return the funds in compliance with the Rules on implementing active employment policy measures. Programme providers are bound to return the costs of elaboration where there has been no actual employment effected on the basis of the programme.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.

III. PROGRAMMES AIMED AT EMPLOYERS

Programme title
  PROMOTING SELF-EMPLOYMENT

Purpose of programme
  The programme is aimed at addressing unemployment through self-employment and in this way creating new jobs in small companies.
Objectives

- Self-employment of unemployed persons and surplus workers who wish to realise a business idea and who demonstrate the conditions and possibilities for such realisation.
- The wider economic goal is to create new jobs in small business.

Content

The promotion of self-employment is carried out through the following measures:

- **Help in self-employment**
  The purpose of the measure is for people who are potential entrepreneurs to acquire basic information on the possibilities of self-employment, on the procedures necessary to realise self-employment and on the factors they must take into account in establishing a self-employment project. As part of the measure of help in self-employment, intensified group forms of advice and training are provided, such as: workshops for drawing up a business plan, marketing workshops, financial management workshops, accounting, tax liabilities of small companies, legal relations and additional individual counselling.

- **Co-financing the costs of promoting entrepreneurship**
  The measure is aimed at people who have become self-employed. The purpose of co-financing the costs of promoting entrepreneurship is speeding up entrepreneurship and creating new jobs in small business. It is provided in the form of non-returnable help.

Method of programme implementation

**Help in self-employment** is provided in the form of individual counselling and group advice in the form of seminars, workshops and entrepreneurial training.

**Promoting entrepreneurship** is carried out in the form of lump sum non-returnable financial assistance to persons becoming self-employed.

The measure of help in self-employment is carried out by the Small Business Development Centre as part of the voucher system of counselling. Funds are paid on the basis of contracts, referrals issued to unemployed persons to take advantage of counselling and reports from counsellors on the advice given. The programme of co-financing the costs of promoting entrepreneurship is carried out by the ZRSZ. Funds for co-financing the costs of promoting entrepreneurship are allocated on the basis of a contract directly with the person that has become self-employed.

Target groups:

- unemployed persons,
- workers whose jobs have become permanently surplus or whose employment contracts have been terminated for commercial reasons.

Criteria for inclusion in the programme:

1. **Help in self-employment**
   - proposal of inclusion in the programme on the basis of an employment plan

2. **Co-financing the costs of promoting entrepreneurship**
- proposal of inclusion in the programme on the basis of an employment plan
- feasible business plan
- procedural documentation
- self-employment actually effected

Duration of programme
Help in self-employment lasts up to 12 months following inclusion of the person in the programme. Co-financing the costs of promoting entrepreneurship is provided in a lump sum, and the self-employed person is bound to stay self-employed for at least two years.

Type and level of costs covered under the programme
- Under help in self-employment costs are covered for the person’s counselling on the basis of actual costs, to a level of 2 minimum monthly wages, and on the condition that the self-employment will last at least two years. The help is financed on the basis of actually determined costs of training the person for self-employment.
- In co-financing the costs of promoting entrepreneurship, persons who have become self-employed are paid non-returnable funds in a lump sum amounting to 4 minimum monthly wages, or 7 minimum monthly wages if a disabled person becomes self-employed, on the condition that the self-employment will last at least two years. Surplus workers who are included in the programme during their notice period are paid non-returnable funds in the amount of 7 minimum wages.
- The programme also takes into account regional aspects – the allocation of funds may be increased in compliance with Article 5 of the Rules on implementing active employment policy measures.

Basis for calculating costs
The actual costs of help in self-employment and the fixed costs of promoting entrepreneurship must be within the framework of the above-mentioned limit. Help in self-employment includes implementation of the programme of information, advice and training for the needs of self-employment, and drawing up a business plan. It is provided through the voucher system of counselling.

Envisaged costs per participant:
- In the case of inclusion in the measure of help in self-employment, 2 minimum wages.
- In the case of inclusion in the measure of co-financing the costs of promoting entrepreneurship, 4 minimum wages, and for disabled persons and surplus workers serving their notice periods, 7 minimum wages.

Envisaged number of programme participants:
- Help in self-employment – 900, of which 200 were included in 2002
- Co-financing the costs of promoting entrepreneurship – 700, of which 100 were included in 2002

Total envisaged value of the programme: 446,774,480.00 SIT
Source: budget item 8674 - Help in self-employment
Monitoring and oversight

- The Ministry of Labour, Family and Social Affairs monitors:
  - monthly: financial implementation of the programme with a justification of the content;
  - three-monthly: contextual realisation of the programme, on the basis of reports on interim internal evaluations made by the programme provider (usually the ZRSZ) as part of the contractual obligations;
  - annually: annual reports of providers, annual report of the ZRSZ based on the adopted methodology, which also covers an evaluation of the content, suitability and effectiveness of the programme.

- External evaluation, allowing greater objectivity, is planned and carried out by individual programmes or by broader programme groups, in accordance with the annual programme of the ministry’s work.

- Regular oversight is conducted annually, in line with the provisions of the Rules on implementing expert and administrative oversight of the work of the ZRSZ and authorised organisations, and extraordinary oversight according to requirements, especially in the event of possible major variances that are evident from the interim/three-monthly reports.

Measures envisaged in the event of violations of contractual obligations

In the event of programme participants or self-employed persons breaking the contract on inclusion in the programme to promote self-employment, they are bound to return the funds in compliance with the Rules on implementing active employment policy measures.

The programme is carried out up to the inclusion of the envisaged number of participants or up until the envisaged funds for the programme have been spent.

Programme Title

PARTIAL COSTS SUPPLEMENT FOR DISABLED COMPANIES

Purpose of programme

The programme is aimed at covering the costs of disabled companies (“sheltered employment”) resulting from the reduced work capacity of disabled persons.

Objectives

Creating equal opportunities for maintaining jobs for disabled persons in disabled companies.

Content

Disabled companies acquire the status of companies for the employment and training of disabled persons on the basis of consent from the Slovenian Government, and then employ a staff of at least 40% disabled persons. Disabled companies are eligible to pay supplements amounting to 25, 50 or 75% of the minimum wage monthly per disabled employee owing to their reduced work
capacity. Partial costs supplements are paid to disabled companies on the basis of the Rules on criteria for partial costs supplements to disabled companies.

**Method of programme implementation**
Assistance is paid to the employer monthly on the basis of applications from the employers.

**Target groups**
Disabled persons employed in disabled companies.

**Criteria for inclusion in the programme**
Companies that have acquired the status of company for the training and employment of disabled persons on the basis of a Slovenian Government decision, claim the partial costs supplement monthly through monthly applications. They claim the partial costs supplement for persons that have disabled status. The criterion for the amount of the supplement is the level of disability of the individual person.

**Duration of programme**
Ongoing, monthly.

**Type and level of costs covered under the programme**
Employers are provided with the sum of the supplement or subsidy on the basis of Article 7 of the Rules on partial costs supplements for disabled companies (Official Journal of the Republic of Slovenia – Ur. list RS – no. 54/97) in the following amounts:
- 25% of the minimum wage for group I persons who have recognised disabled status.
- 50% of the minimum wage for group II persons who have recognised disabled status and at the same time at least one of the following states has been determined:
  - mild mental disorder
  - 40% to 60% physical impairment according to the regulations on pension and disability insurance,
  - 40% to 80% disability according to the regulations on persons disabled from war,
  - losses in the cognitive area in persons following head injuries; in this case the opinion of a vocational rehabilitation centre must also be submitted.
- 75% of the minimum wage for group III persons who have recognised disabled status and at the same time at least one of the following states has been determined:
  - mild mental disorder combined with at least 30% physical impairment or neurological defects,
  - 70% to 100% physical impairment according to the regulations on pension and disability insurance,
  - more than 80% disability according to the regulations on persons disabled from war,
  - psychotic disturbance.

**Basis for calculating costs**
The amount of subsidy for employers depends on the level of disability of the disabled employees. The subsidy is a corrective for reduced work capacity of disabled employees, and creates equal opportunities for the employment of disabled persons in disabled companies.

Envisaged costs per participant
15,200.00 SIT monthly on average.

Envisaged number of programme participants
Approx. 6,300 eligible persons in 2003 as follows:
- 6,000 already included from 2002
- 300 newly included in 2003

Total envisaged value of the programme: 1,149,120,000.00 SIT
source: budget item 7025 – Promoting employment of disabled persons.

Monitoring and oversight
- Ministry of Labour, Family and Social Affairs
- Employment Office

Evaluation and promotion
For evaluation and promotion of the programme, spending of up to 3,000,000.00 SIT is envisaged.

Measures envisaged in the event of the programme not being carried out
In compliance with the rules, the subsidy is not paid to employers if they miss the deadline for submitting claims, or if they no longer meet the requirements based on the law, for which reason their status is revoked.

Programme title
PARTIAL COSTS SUPPLEMENT FOR MAINTAINING JOBS

Purpose of programme
The programme is aimed at promoting economic development in less developed areas, at eliminating the consequences of natural disasters or extraordinary events, and at restructuring companies.

Objectives
Help for employers to maintain jobs in:
- eliminating the consequences of natural disasters or exceptional occurrences,
- promoting the development of less developed areas in compliance with indent 1, paragraph 2, Article 3 of the State Aid Control Act,
- restructuring companies.

Wider economic goal: the Measure of influencing economic development of areas with above-average unemployment rates.
Content
The programme contributes to eliminating the consequences of natural disasters or
typical occurrences in the tender period, which might have a crucial impact
on the development of less developed areas and on the restructuring of companies.
The concepts of natural and other disasters are defined in points 2 and 3, Article 8
of the Protection Against Natural and Other Disasters Act (Ur.l. RS, no. 64/1994),
while exceptional occurrences are deemed to be an event or events caused through
uncontrolled natural and other forces that prevent the normal business operations
of employers and in this way cause a reduction of business earnings to such an
extent that threatens the maintaining of jobs and/or threatens the implementation
of the programme of company restructuring.

Method of programme implementation
The programme is implemented via a public tender. On the basis of a proposed
programme of resolving the situation, employers are paid assistance in a lump
sum for the maintaining of jobs, with the commitment that jobs are maintained for
at least double the period for which the instrument was received.

Target groups
Employers where jobs are threatened as a result of natural disasters, exceptional
occurrences, lack of development of the area or the need for restructuring.

Criteria for inclusion in the programme
The partial costs supplement for maintaining jobs can be allocated as regional
assistance, if a reduction in operating costs of the company will contribute to
regional development, if the partial costs supplement is proportionate to the
difficulties which employers wish to mitigate, if it is limited in time and is
gradually reduced, and is not aimed at promoting exports.

Duration of programme
Lump sum payment with the commitment that jobs are maintained for double the
period of duration of the measure.

Total envisaged value of the programme
280,000,000.00 SIT.

Envisaged sources of finance
Budget item 5904 – Help in restructuring companies

Envisaged number of participants in the programme
Maintaining of up to 1,000 jobs at around 50 employers.

Type and level of costs covered under the programme
Funds for maintaining jobs are allocated for each maintained job in the amount of
up to 3 minimum wages.
The level of funds depends on the proportion of demonstrated loss of earnings,
threat to jobs and on the area in which the employer is based in accordance with
the regional map.
Monitoring and oversight

Final report on realisation of the programme.
The Ministry of Labour, Family and Social Affairs monitors the purposefulness and economical use of the received funds.

Measures envisaged in the event of the programme not being carried out:
In the event of employers breaking the contract on co-financing the maintaining of jobs, they are bound to return the funds in compliance with the contractual provisions.
IV. PROGRAMMES BEING CONTINUED IN 2003

In 2003 funds need to be provided for the continuation of programmes started in previous years, as follows:

**PUBLIC WORKS**

In 2003 the provision of public works programmes is being continued, in line with the substance of the Programme of public works for 2002 and 2003, adopted at the 56th session of the Slovenian Government on 27 December 2001. In 2003, in addition to public works programmes, local employment programmes are being carried out, and they represent a substantive supplement to the public works programmes through the development of new employment programmes.

In 2003 the public works programme will therefore be continued within the following frameworks:

- Number of participants: 3,750 on average monthly, or 7,200 annually
- Total value of the programme: 5,228,607,000 SIT, of which:
  - 4,582,885,600 SIT
  - 645,721,400 SIT

Source: budget item 3606 – Local employment programmes

Source: budget item 3607 – Local and national employment programmes

**SUBSIDISING EMPLOYMENT IN NOT-FOR-PROFIT ACTIVITIES – THOUSAND NEW POSSIBILITIES PROGRAMME**

Number of participants: 190

- Total value of programme: 153,000,000 SIT
- Source: budget item 5906 – Creating jobs for the long-term unemployed

**SUBSIDISING EMPLOYMENT IN PROVIDING HOME HELP AND PERSONAL ASSISTANCE AND CARE FOR THE DISABLED – “DISABLED FOR DISABLED” programme**

- Number of participants: up to 600 in 2003 – of which 327 were included in 2001, 173 in 2002 and in 2003 the remaining 100 should be included on the basis of an employment plan.
- Total value of the programme: 700,000,000 SIT
- Source: budget item 5906 – Creating jobs for the long-term unemployed.

**PAY SUPPLEMENT FOR DISABLED AND DISADVANTAGED PERSONS**

- Number of participants: 157 included from previous years and 120 included from 2002
- Total value of the programme: 151,240,000 SIT
- Source: budget items 7025 – Promoting employment of disabled persons (136,240,000 SIT) and 5906 – Creating jobs for the long-term unemployed (15,000,000 SIT)
REIMBURSEMENT OF EMPLOYER CONTRIBUTIONS
- number of participants: average monthly 20,000
- total value of the programme: 3,012,856,030 SIT
- source: budget item 4438 – Contributions to employers for new employees

EMPLOYMENT DEVELOPMENT PROGRAMMES – NATIONAL AND REGIONAL
- payment of commitments for programmes prepared in the period 2001-2002
- total value of the programme: 12,393,530 SIT
- source: budget item 2199 – development of jobs and co-financing regional projects

CO-FINANCING EMPLOYEE EDUCATION AND TRAINING
- payment of commitments for employee education and training in the period 2001-2002
- total value of the programme: 21,263,800 SIT
- source: budget item 2199 – development of jobs and co-financing regional projects

V. INTERNATIONAL PROJECTS

In their implementation, active employment policy programmes will link together with the implementation of international projects being co-financed with European Commission Phare programme funds, and funds from the Ministry of Labour, Family and Social Affairs. These programmes are:

- PHARE 2000 SI 0004.02 “Activating employment potentials on the local level” (ministry co-financing amounting to 293,944,000.00 SIT, of which 179,884,680.00 SIT from budget item 8219 PHARE – own participation – Celje region for carrying out services and equipment purchase, and 114,059,320.00 SIT for the donation scheme, partly from budget item 8759 PHARE CFCU – Economic and social cohesion SI 0004, partly from budget items for education and training programmes for unemployed and disabled persons, for local and regional projects and programmes of public works, as part of the main programme 1003 – Active Employment Policy)
- PHARE 2000 SI 0004.01 “Pomurje Network Incubator” (ministry co-financing amounting to 46,400,000.00 SIT from budget item 1402 – co-financing of PHARE-EU programmes)
- PHARE 2001 SI 0106.01 “Strengthening Slovenia on the local level – Lot A: Social inclusion” (ministry co-financing amounting to 74,588,000.00 SIT, partly from budget item 1402 co-financing PHARE - EU programmes, partly from budget items for education and training programmes for unemployed and disabled persons, for local and regional projects and public works programmes, as part of the main programme 1004 – Active Employment Policy)
VI. PROGRAMME OF EMPLOYMENT AND TRAINING FOR SURPLUS STAFF FROM THE AGENCY OF THE REPUBLIC OF SLOVENIA FOR PAYMENTS 2002-2005

On the basis of the Payment Transactions Act, the Agency of the Republic of Slovenia for Payments drew up a Programme of employment and training for surplus staff from the Agency of the Republic of Slovenia for Payments, which was confirmed by the Slovenian Government.

The programme envisages the inclusion of 254 surplus workers in programmes of information and vocational advice, education, development and training and in various programmes aimed at employers. The total value of the programmes together with the funds for implementation in the period 2002-2005 is 557.6 million SIT, and in 2003 280 million SIT will be taken up by the programme, with funds being provided by the Agency of the Republic of Slovenia for Payments.

The programmes aimed at surplus staff include the programme “Subsidising pay for surplus staff of the Agency of the Republic of Slovenia for Payments”, which is carried out as the programme “Pay supplement for disadvantaged workers – lump sum subsidy”. The programme will involve 100 – 200 surplus workers and the total value of the programme is 137 million SIT.
VII. PROGRAMME TO DEAL WITH SURPLUS WORKERS IN THE TEXTILE, CLOTHING AND LEATHER/FOOTWEAR INDUSTRIES FOR 2003

INTRODUCTION

On 25 July 2002 the Slovenian Government addressed the issue of Slovenia’s textile, clothing and leather/footwear industry, producing an analysis of implementing programmes for adapting these sectors to the conditions in the EU internal market in the period 2000-2006 and comparative analyses of the state of affairs in the sectors, in this charging the Ministry of Labour, Family and Social Affairs with examining the possibility of adapting active employment policy measures for dealing with the issue of surplus workers from these sectors and submitting this to the Slovenian Government for its deliberation.

The sectors covered by the programme are ranked according to the Standard Classification of Activities (Ur.l. RS, no. 2/02) into the following activities:

- DB – production of textiles, leather garments, textile and fur products
  - 17 production of textiles
  - 18 production of garments: tanning and fur production: production of fur products
- DC – production of leather, footwear and leather products, except garments
  - 19 production of leather, footwear and leather products, except garments

In cooperation with the National Employment Office (ZRSZ) and its regional offices, the Ministry of Labour, Family and Social Affairs has gathered data on the planned surplus of workers in these sectors in 2003. The estimate of surplus workers for 2003 (1,800 workers) who will supposedly go into open unemployment from both sectors, takes into account both the surpluses already predicted by companies in line with the Employment Act, estimated surpluses that will be re-defined and those who will lose jobs in the process of forced settlement or bankruptcy of companies. Of course the actual trend may vary from the current predictions, so the competent ministry and ZRSZ will continuously monitor the situation and will also adapt the activities and programme accordingly.

On the basis of these forecasts, which have also been coordinated with the Textile and Leather Processing Industry Union and the Association for the Textile, Clothing and Leather Processing Industry at the Slovenian Chamber of Commerce and Industry, the Ministry has drawn up a programme with the following objectives:

1. raising the employment prospects of surplus workers in these sectors – 900 lay-offs (employment, self-employment and inclusion in education) in the period of one year from the identifying of surplus workers
2. maintaining the work of threatened jobs in these companies
3. help in educating potentially surplus workers with the aim of adapting knowledge and skills to the new requirements of the technological process
4. encouraging the local environment to create new jobs, especially in the area of social services and service activities
Relative to the educational and age structure of employees in these activities, there will be a need to seek new forms of employment possibilities in new programmes and new forms of work, and in this way to facilitate social and economic security for workers who will lose their jobs in these sectors.
The state of Slovenia’s textile, clothing, leather and footwear industry

The textile, clothing and leather/footwear industry is one of the largest in Slovenia’s industrial processing sector, in terms of total earnings, gross value added and exports, and especially by the criterion of proportion of employees.

In 2000 the textile, clothing and leather/footwear industry generated a combined 9.7% of all income made by Slovenian industrial processing. According to the criterion of gross value added, the share of these sectors in industrial processing stood at 9.5%, by number of employees they were 16.3% and in terms of generated exports 10.2%. In the sub-groups, by gross value added the textile industry was biggest (4.35%), followed by clothing (3.17%) and then leather/footwear (1.99%).

By share of employees in processing activities, the largest sector is the clothing industry, which is at the same time the smallest in terms of share of earnings.

Graph 1:
Shares of gross value added, earnings and number of employees in the textile, clothing and leather/footwear industry in the entire industrial processing sector (2000)

A comparative analysis of the textile, clothing and leather/footwear industry in the period 1996-2000 indicates significant differences between the individual activities. By all indicators the textile industry shows positive trends throughout the observed period, and especially after 1998. The leather/footwear industry is characterised by a decline up until 1998, and after that year there are generally positive trends in terms of increased earnings, productivity and gross value added per employee. The clothing industry stood out prominently in negative terms, with all indicators throughout the period showing negative trends.
In analysing the development trends in the Slovenian textile, clothing and leather/footwear industry, account must be taken of the typical structure of companies by individual industrial activity, which might significantly cloud the general picture. Each of these activities in Slovenia is represented by one or several of the country’s leading companies, which stand out prominently in size and earnings, and a host of smaller companies. In the further analysis, the leading companies (by earnings) were therefore separated out for each activity, along with the group of ten largest companies.

One key finding of this analysis is that following the exclusion of the leading companies in each activity that have a major – positive or negative – influence on the state of the sector, all three activities, including the clothing industry, show positive growth trends according to the qualitative indicators of earnings growth, productivity, gross value added and net profit or loss. The analysis confirms the assertion of positive achievements in restructuring individual companies over the past years in all of these sectors, and the fact that in all three cases we cannot speak of the “dying” of the sector, but rather of problems and urgent restructuring of individual companies within them.

In 2000 the textile industry numbered 227 companies, representing 36% of all three processing activities. This sector is characterised by a high concentration in terms of employment and realisation per company, so that we can speak of a leading company, several medium sized and a large number of small and micro companies.

The textile, clothing and leather/footwear industry in the EU

The textile, clothing and leather/footwear industry accounts for 1.1% of the EU’s entire manufacturing output, and employs 2.2% of the entire workforce (3.3 million employees). A sectoral analysis (Cambridge Econometrics; Sectoral Economic Analyses and Forecasts up to Year 2005, Cambridge December 2001) shows trends of development in the period from 1990 to 2000 and forecasts up to 2005.

Graph 2: Productivity and employment levels
Employees and labour productivity in EU in the period from 1990 to 2000 and forecasts up to 2005
Zaposleni = employees
Produktivnost dela = labour productivity

**Graph 3: Value added per employee and employment levels**

![Graph showing value added and employment levels](image)

Value added and employment levels in EU in the period from 1999 to 2000 and forecasts up to 2005
Dodana vrednost = value added
Zaposlenost = employment levels

**The main findings of the comparative analysis are:**

- *An intensive reduction in employment levels* in this industry in the period 1990 – 1995 was closely linked to an increased *growth in productivity*. In the period 1995 – 2000 the trend of reducing employment levels slowed down, alongside a still intensive growth in productivity and value added per employee. Growth in production, compared to the entire processing industry, was low (0.1% annually) in the observed period 1995-1999.

- This period was marked by an intensive restructuring of industry, reflected primarily in the *size structure of companies*. On average a third of companies in the EU already have less than 20 employees.

- The next important structural change – a reflection of the competition from Third World countries with low labour costs – is a *high degree of specialisation*, an orientation towards innovation and design, plus increased productivity and value added per employee. This is also confirmed by the analysis of fulfilment of the *Action plan for increasing the competitiveness of the European textile and clothing industry* (Source: COM 97/454 final).

The forecasts for the period 2000 – 2005 for this sector in the EU are optimistic. The average annual growth rate is estimated at 2.3%, and those countries which have shown the fastest growth rates to date (Germany, Italy, France, Ireland and Luxembourg) are given growth rates...
well above the average. Negative growth rates are given for Spain, Portugal and the United Kingdom.

The trend of reducing employment levels will continue, although with considerably less intensity. According to the estimates, the share of employees in the sector during this five-year period will fall by an annual rate of 0.8%, such that by 2005 this sector will employ 2.0% of the work force. The estimate of productivity growth is 1.9% annually, and the increase in gross value added per employee 1.6% annually. The share of this sector in processing industry is expected to fall further, from the current 5.9% to 5.8%.

Future trends in this sector are being significantly influenced by the growing competition from Third World countries, owing to the difference in labour costs. Increasing outward investment is expected in these countries, and the transfer of production to countries with lower labour costs and growing imports. This will encourage the removal of measures to protect domestic industry (tariffs and quotas under the Multifibre Arrangements - MFA) in this sector. For this reason there is on the other hand a prediction of even higher levels of investment in technological development and specialisation, and increased sales on the domestic market (average annual growth estimated at 2.3%) plus increased exports (estimated average growth rate of 6.4%).

Improving conditions for continuing education and training of employees

Dealing with unemployment as the consequence of restructuring labour-intensive sectors is a first priority of the EU, and was given renewed emphasis with the adoption of the new social agenda in 2000. It is being addressed through employment action programmes, covering four pillars – care for the unemployed, promoting entrepreneurship, increasing the adaptability of employees and ensuring equal opportunities on the labour market. In compliance with EU guidelines, Slovenia also adopted an employment action programme, and this is being implemented under the policy of the Ministry of Labour, Family and Social Affairs.

Employment levels in the textile, leather and footwear industry – situation and forecasts

Employment levels

Prior to Slovenia’s independence, textile, leather and footwear manufacturing represented important sectors of the economy. In 1990, production of yarn and fabrics and production of finished textile products accounted for 7% of all employees in Slovenia, while production of leather and fur and the production of footwear and accessories accounted for 2%. Since the beginning of the 1990s, numerous companies within these sectors have gone bankrupt, while the remainder are downsizing. Between 1990 and 2000 the number of employees in the textile industry fell by 40 index points. Up to 2002 the decline in the number of employees continued, falling by another index point. In the same period there was an even greater reduction in the number of employees in the leather and footwear industry, by 57 index points. In 2000 the textile industry provided employment for only 4.6%, and the leather and footwear industry 1% of Slovenia’s employees. The reduction in the number of jobs in these sectors chiefly affected women, who represent more than 75% of persons employed in the textile industry and almost 70% of employees in the leather and footwear industry.
Table 6: Employees in the manufacturing of textile and textile products, leather, footwear and leather products, 1990-2002

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of employees</th>
<th>Growth indexes (base year 1990)</th>
<th>Number of women</th>
<th>Share of women (in%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employees in the manufacturing of textiles, leather garments; textile and fur products</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1990 (1)</td>
<td>53,370</td>
<td>-</td>
<td>41,316</td>
<td>77.4</td>
</tr>
<tr>
<td>1995 (2)</td>
<td>38,819</td>
<td>73</td>
<td>30,399</td>
<td>78.3</td>
</tr>
<tr>
<td>2000 (3)</td>
<td>32,163</td>
<td>60</td>
<td>22,924</td>
<td>71.3</td>
</tr>
<tr>
<td>2001 (4)</td>
<td>33,163</td>
<td>62</td>
<td>25,581</td>
<td>76.5</td>
</tr>
<tr>
<td>2002 (5)</td>
<td>31,336</td>
<td>59</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Employees in the manufacturing of leather, footwear and leather products, except garments</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1990 (1)</td>
<td>16,084</td>
<td></td>
<td>10,789</td>
<td>67.1</td>
</tr>
<tr>
<td>1995 (2)</td>
<td>10,337</td>
<td>64</td>
<td>7,218</td>
<td>69.8</td>
</tr>
<tr>
<td>2000 (3)</td>
<td>6,916</td>
<td>43</td>
<td>4,738</td>
<td>68.5</td>
</tr>
</tbody>
</table>


Graph 3: Employees in the textile and clothing sectors

Število zaposlenih v tekstilni in oblačilni ind. = Number of employees in the textile and clothing industry
Število žensk = Number of women
Pike je treba spremeniti v vejice!
Table 7: Employees in the manufacturing of textiles, textile and fur products by region by gender, 31 December 2001

Source: Employees in corporations, companies and organisations (under the Standard Classification of Activities), 31 December 2001. SURS.

<table>
<thead>
<tr>
<th>Regija</th>
<th>Vsi</th>
<th>Ženske</th>
<th>Moški</th>
<th>delež žensk (v %)</th>
</tr>
</thead>
<tbody>
<tr>
<td>POMURSKA REGIJA</td>
<td>6.360</td>
<td>4.841</td>
<td>1.519</td>
<td>76,1</td>
</tr>
<tr>
<td>PODRAVSKA REGIJA</td>
<td>3.859</td>
<td>3.210</td>
<td>649</td>
<td>83,2</td>
</tr>
<tr>
<td>KOROŠKA REGIJA</td>
<td>2.445</td>
<td>1.926</td>
<td>519</td>
<td>78,8</td>
</tr>
<tr>
<td>SAVINJSKA REGIJA</td>
<td>3.560</td>
<td>2.852</td>
<td>708</td>
<td>80,1</td>
</tr>
<tr>
<td>ZASAVSKA REGIJA</td>
<td>599</td>
<td>554</td>
<td>45</td>
<td>92,5</td>
</tr>
<tr>
<td>SPODNJEPOSavska R</td>
<td>1.970</td>
<td>1.621</td>
<td>349</td>
<td>82,3</td>
</tr>
<tr>
<td>JUGOVZHODNA SLOV.</td>
<td>3.067</td>
<td>2.476</td>
<td>591</td>
<td>80,7</td>
</tr>
<tr>
<td>OSREDNjeslovenska</td>
<td>5.162</td>
<td>3.537</td>
<td>1.625</td>
<td>68,5</td>
</tr>
<tr>
<td>GORENJSKA REGIJA</td>
<td>4.660</td>
<td>3.154</td>
<td>1.506</td>
<td>67,7</td>
</tr>
<tr>
<td>NOTRANJSKO-KRAŠKA</td>
<td>107</td>
<td>95</td>
<td>12</td>
<td>88,8</td>
</tr>
<tr>
<td>GORIŠKA REGIJA</td>
<td>1.441</td>
<td>1.153</td>
<td>288</td>
<td>80,0</td>
</tr>
<tr>
<td>OBALNO-KRAŠKA R.</td>
<td>222</td>
<td>162</td>
<td>60</td>
<td>73,0</td>
</tr>
<tr>
<td>SLOVENIJA</td>
<td>33.452</td>
<td>25.581</td>
<td>7.871</td>
<td>76,5</td>
</tr>
</tbody>
</table>

Legend:
Region All Women Men Share of women (in %)
POMURJE
PODRAVJE
KOROŠKA
SAVINJA
ZASAVJE
LOWER POSAVJE
SOUTHEAST SLOV.
CENTRAL SLOV.
GORENJSKA
INTERIOR-KARST
GORICA
COASTAL-KARST
SLOVENIJA

Pike v vejice, vejice v pike!!

Graph 4: Employees in the textile and clothing manufacturing sectors by region
The manufacturing of textiles and textile products is spread throughout Slovenia’s regions. The largest number of employees in this sector is in Pomurje, Central Slovenia and Gorenjska. These are followed by Podravje, Savinja and Southeast Slovenia.

**Table 8: Employees in the manufacturing of textiles and textile and fur products by region and professional training, 31 December 2001**

<table>
<thead>
<tr>
<th>Region</th>
<th>Total</th>
<th>Doctor (Ph.d.)</th>
<th>M.A.</th>
<th>M.Sc.</th>
<th>Other College</th>
<th>Secondary</th>
<th>Lower</th>
<th>Highly skilled</th>
<th>Skilled</th>
<th>Semi-skilled</th>
<th>Unskilled</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>POMURJE</td>
<td></td>
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<tr>
<td>PODRAVJE</td>
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<tr>
<td>KOROŠKA</td>
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<tr>
<td>SAVINJA</td>
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<tr>
<td>ZASAVJE</td>
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</tr>
<tr>
<td>LOWER POSAVJE</td>
<td></td>
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</tr>
<tr>
<td>SOUTHEAST SLOV.</td>
<td></td>
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<tr>
<td>CENTRAL SLOV.</td>
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<tr>
<td>GORENIŠKA</td>
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<tr>
<td>INTERIOR-KARST</td>
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</tr>
<tr>
<td>GORICA</td>
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<tr>
<td>COASTAL-KARST</td>
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<td></td>
</tr>
</tbody>
</table>

SLOVENIA

Pike v vejice, vejice v pike!!
University, non-university, secondary, lower-secondary, highly skilled workers, skilled workers, semi-skilled workers, unskilled workers

Legend
University College Secondary Lower Highly skilled Skilled Semi-skilled Unskilled

The core employees in the textile sector are unskilled, semi-skilled and skilled, and account for 76.1 per cent of all employees in this sector. These workers have for the most part been trained in the company to work at a specific job. Those with secondary education represent 16 per cent of employees in the textile sector, and those with university education only 2.4 per cent. The educational structure of employees in the textile sector is poor, but not so much because of the large proportion of workers with on-the-job training (which may be expected given the nature of the work done by industrial workers), and rather because of the low proportion of employees with college and university education.
Table 9: Employees in the manufacturing of textiles and textile and fur products by region and age, 31 December 2001

Legend
Region | Total | Age Structure
POMURJE
PODRAVJE
KOROŠKA
SAVINJA
ZASAVJE
LOWER POSAVJE
SOUTHEAST SLOV.
CENTRAL SLOV.
GORENJSKA
INTERIOR-KARST
GORICA
COASTAL-KARST
SLOVENIA
Pike v vejice, vejice v pike!!

<table>
<thead>
<tr>
<th>Region</th>
<th>Skupaj</th>
<th>15-24</th>
<th>25-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>nad 65</th>
</tr>
</thead>
<tbody>
<tr>
<td>POMURSKA REGIJA</td>
<td>6360</td>
<td>347</td>
<td>2253</td>
<td>2266</td>
<td>1424</td>
<td>70</td>
<td>-</td>
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<td>PODRAVSKA REGIJA</td>
<td>3859</td>
<td>515</td>
<td>1393</td>
<td>1335</td>
<td>581</td>
<td>32</td>
<td>3</td>
</tr>
<tr>
<td>KOROŠKA REGIJA</td>
<td>2445</td>
<td>444</td>
<td>1087</td>
<td>659</td>
<td>239</td>
<td>15</td>
<td>1</td>
</tr>
<tr>
<td>SAVINJSKA REGIJA</td>
<td>3560</td>
<td>226</td>
<td>1120</td>
<td>1277</td>
<td>872</td>
<td>60</td>
<td>5</td>
</tr>
<tr>
<td>ZASAVSKA REGIJA</td>
<td>599</td>
<td>26</td>
<td>163</td>
<td>224</td>
<td>182</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>SPODNJEPOSavska R</td>
<td>1970</td>
<td>78</td>
<td>489</td>
<td>816</td>
<td>560</td>
<td>26</td>
<td>1</td>
</tr>
<tr>
<td>JUGOVZHDNA SLOV.</td>
<td>3067</td>
<td>211</td>
<td>854</td>
<td>1137</td>
<td>825</td>
<td>37</td>
<td>3</td>
</tr>
<tr>
<td>OSREDNJELOVENSKA</td>
<td>5162</td>
<td>247</td>
<td>1378</td>
<td>1856</td>
<td>1545</td>
<td>125</td>
<td>11</td>
</tr>
<tr>
<td>GORENJSKA REGIJA</td>
<td>4660</td>
<td>272</td>
<td>1271</td>
<td>1661</td>
<td>1341</td>
<td>105</td>
<td>10</td>
</tr>
<tr>
<td>NOTRANJSKO-KRAŠKA</td>
<td>107</td>
<td>11</td>
<td>54</td>
<td>29</td>
<td>10</td>
<td>3</td>
<td>-</td>
</tr>
<tr>
<td>GORIŠKA REGIJA</td>
<td>1441</td>
<td>81</td>
<td>494</td>
<td>445</td>
<td>402</td>
<td>17</td>
<td>2</td>
</tr>
<tr>
<td>OBALNO-KRAŠKA R.</td>
<td>222</td>
<td>50</td>
<td>71</td>
<td>62</td>
<td>37</td>
<td>2</td>
<td>-</td>
</tr>
<tr>
<td>SLOVENIJA</td>
<td>33452</td>
<td>2508</td>
<td>10627</td>
<td>11767</td>
<td>8018</td>
<td>495</td>
<td>37</td>
</tr>
</tbody>
</table>

Source: Employees in corporations, companies and organisations (under the Standard Classification of Activities), 31 December 2001. SURS.

Graph 5: Employees in the manufacturing of textiles and textile and fur products by age, 31 December 2001
The age structure of employees in the textile sector reflects the employment conditions in the sector over the last few years. Only 7.5 per cent of employees are young people under 24, which indicates that new employment, usually meaning the employment of young people, has been non-existent in recent years.

The main body of those employed in the textile industry comprises workers aged from 25 to 34 years (31.8%) and from 35 to 44 years (35.2%). These two groups represent the most vital and efficient section of employees, so in the processes thus far of laying off surplus workers they have generally managed to keep their jobs.

A smaller share than the above two groups is represented by employees between 45 and 54 years (23.6%), since this is the group in which retirement can already begin, and the surplus workers have thus far probably come from this group. Only 1.6% are older than 55, a consequence of retirement and lay-offs. The fact that textile industry workers over 45 have often become redundant and gone into open unemployment is also indicated by the high proportion of unemployed persons over 40 who most recently had worked in trades typical of the textile industry.

Although there are some differences between individual regions in the age structure of textile industry workers, with a slightly higher share of young people in the Koroška region, in the Notranjsko-Karst region a somewhat higher proportion of those between 25 and 34, and in Lower Posavje a higher share of those aged 35 to 44, these regional structures do not differ essentially from that previously described for Slovenia.
Table 10: Female employees in the manufacturing of textiles, leather garments; textile and fur products by region and age, structure, 31 December 2001

<table>
<thead>
<tr>
<th>Regija</th>
<th>Skupaj</th>
<th>15-24</th>
<th>25-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>nad 65</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>abs.</td>
<td>%</td>
<td>abs.</td>
<td>%</td>
<td>abs.</td>
<td>%</td>
<td>abs.</td>
</tr>
<tr>
<td>POMURSKA REGIJA</td>
<td>4.841</td>
<td>277</td>
<td>5.7</td>
<td>1.747</td>
<td>36.1</td>
<td>1.739</td>
<td>35.9</td>
</tr>
<tr>
<td>PODRAVSKA REGIJA</td>
<td>3.210</td>
<td>469</td>
<td>14.6</td>
<td>1.240</td>
<td>38.6</td>
<td>1.099</td>
<td>34.2</td>
</tr>
<tr>
<td>KOROŠKA REGIJA</td>
<td>1.926</td>
<td>370</td>
<td>19.2</td>
<td>873</td>
<td>45.3</td>
<td>519</td>
<td>26.9</td>
</tr>
<tr>
<td>SAVINJSKA REGIJA</td>
<td>2.852</td>
<td>194</td>
<td>6.8</td>
<td>968</td>
<td>33.9</td>
<td>1.038</td>
<td>36.4</td>
</tr>
<tr>
<td>ZASAVSKA REGIJA</td>
<td>554</td>
<td>20</td>
<td>3.6</td>
<td>152</td>
<td>27.4</td>
<td>212</td>
<td>38.3</td>
</tr>
<tr>
<td>SPODNJEPOLSKA R.</td>
<td>1.621</td>
<td>51</td>
<td>3.1</td>
<td>415</td>
<td>25.6</td>
<td>693</td>
<td>42.8</td>
</tr>
<tr>
<td>JUGOVZHODNA SLOV.</td>
<td>2.476</td>
<td>186</td>
<td>7.5</td>
<td>759</td>
<td>30.7</td>
<td>926</td>
<td>37.4</td>
</tr>
<tr>
<td>OSREDNJE-SLOVENSKA</td>
<td>3.537</td>
<td>176</td>
<td>5.0</td>
<td>1.063</td>
<td>30.1</td>
<td>1.297</td>
<td>36.7</td>
</tr>
<tr>
<td>GORENJSKA REGIJA</td>
<td>3.154</td>
<td>180</td>
<td>5.7</td>
<td>962</td>
<td>30.5</td>
<td>1.168</td>
<td>37.0</td>
</tr>
<tr>
<td>NOTRANJSKO-KRAŠKA</td>
<td>95</td>
<td>10</td>
<td>10.5</td>
<td>52</td>
<td>54.7</td>
<td>25</td>
<td>26.3</td>
</tr>
<tr>
<td>GORIŠKA REGIJA</td>
<td>1.153</td>
<td>66</td>
<td>5.7</td>
<td>432</td>
<td>37.5</td>
<td>351</td>
<td>30.4</td>
</tr>
<tr>
<td>OBALNO-KRAŠKA R.</td>
<td>162</td>
<td>41</td>
<td>25.3</td>
<td>49</td>
<td>30.2</td>
<td>48</td>
<td>29.6</td>
</tr>
<tr>
<td>SLOVENIJA</td>
<td>25.581</td>
<td>2.040</td>
<td>8.0</td>
<td>8.712</td>
<td>34.1</td>
<td>9.115</td>
<td>35.6</td>
</tr>
</tbody>
</table>

Legend
Region Total Age Structure
nad 65 = over 65
POMURJE
PODRAVJE
KOROŠKA
SAVINJA
ZASAVJE
LOWER POSAVJE
SOUTHEAST SLOV.
CENTRAL SLOV.
GORENJSKA
INTERIOR-KARST
GORICA
COASTAL-KARST
SLOVENIJA

Pike v vejice, vejice v pike!!
Source: Employees in corporations, companies and organisations (under the Standard Classification of Activities), 31 December 2001. SURS.

Since three quarters of those employed in the textile industry are women, the previously described age structure relates primarily to them. Only 0.5 per cent of the women employed in the textile industry are over 55, and 21.8 per cent are aged between 45 and 54.
Surplus workers

Table 11: Forecast of surplus workers in the textile, leather and footwear manufacturing sectors for 2002 according to the National Employment Office’s regional offices (OS ZRSZ; source: Annual Report LP-ZAP)

<table>
<thead>
<tr>
<th>Regional office</th>
<th>Textile industry</th>
<th>Leather and footwear industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Celje</td>
<td>53</td>
<td>.</td>
</tr>
<tr>
<td>Koper</td>
<td>10</td>
<td>.</td>
</tr>
<tr>
<td>Kranj</td>
<td>78</td>
<td>203</td>
</tr>
<tr>
<td>Ljubljana</td>
<td>179</td>
<td>257</td>
</tr>
<tr>
<td>Maribor</td>
<td>66</td>
<td>.</td>
</tr>
<tr>
<td>Murska Sobota</td>
<td>129</td>
<td>.</td>
</tr>
<tr>
<td>Nova Gorica</td>
<td>160</td>
<td>.</td>
</tr>
<tr>
<td>Novo mesto</td>
<td>119</td>
<td>.</td>
</tr>
<tr>
<td>Ptuj</td>
<td>57</td>
<td>.</td>
</tr>
<tr>
<td>Sevnica</td>
<td>207</td>
<td>.</td>
</tr>
<tr>
<td>Trbovlje</td>
<td>19</td>
<td>2</td>
</tr>
<tr>
<td>Velenje</td>
<td>16</td>
<td>.</td>
</tr>
<tr>
<td>Slovenia</td>
<td>1093</td>
<td>462</td>
</tr>
</tbody>
</table>

Source: Annual Report LP-ZAP

The laying off of surplus workers in the textile industry and the lack of new jobs is continuing. In 2001 there were 909 surplus workers in the textile industry, and at the beginning of the year employers predicted an additional 1,093 surplus workers in 2002 (source: Annual Report LP-ZAP). The largest number of redundancies were predicted by employers in the areas of Sevnica (207), Ljubljana (179) and Nova Gorica (160) regional offices.

Leather and footwear manufacturing employers laid off 15 workers in 2001, and for 2002 they forecast a drastic growth in the number of surplus workers, amounting to 462. All the forecast surpluses were predicted by employers operating in just three regional office areas, with the great majority being in the Kranj and Ljubljana areas.

According to the predictions, which are an estimate made by the employers and their associations and obtained by the ZRSZ through regular cooperation with companies, textile, leather and footwear manufacturing companies will also have surplus workers in 2003, mainly in the areas of the ZRSZ regional offices that reported the highest number of redundancies in 2002. These are the regional offices of Ljubljana, Murska Sobota and Sevnica for surpluses in the textile industry. Surpluses in the leather and footwear industry are predicted for the regional offices of Kranj, Murska Sobota and Trbovlje.
Table 12: Forecast of surplus workers in textile, leather and footwear manufacturing sectors for 2003, according to the National Employment Office’s regional offices (OS ZRSZ)

<table>
<thead>
<tr>
<th>Regional office</th>
<th>Textile industry</th>
<th>Leather and footwear industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Celje</td>
<td>200</td>
<td>100</td>
</tr>
<tr>
<td>Koper</td>
<td>52</td>
<td></td>
</tr>
<tr>
<td>Kranj</td>
<td>70</td>
<td>100</td>
</tr>
<tr>
<td>Ljubljana</td>
<td>233</td>
<td>52</td>
</tr>
<tr>
<td>Maribor</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Murska Sobota</td>
<td>220</td>
<td>120</td>
</tr>
<tr>
<td>Nova Gorica</td>
<td>205</td>
<td></td>
</tr>
<tr>
<td>Novo mesto</td>
<td>205</td>
<td></td>
</tr>
<tr>
<td>Ptuj</td>
<td>205</td>
<td></td>
</tr>
<tr>
<td>Sevnica</td>
<td>393</td>
<td></td>
</tr>
<tr>
<td>Trbovlje</td>
<td>171</td>
<td>121</td>
</tr>
<tr>
<td>Velenje</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>Slovenia</td>
<td>1419</td>
<td>393</td>
</tr>
</tbody>
</table>

Source: data collected at the National Employment Office of the Republic of Slovenia

Graph 6: Forecast of surplus workers in the textile, leather and footwear manufacturing sectors for 2003 according to the OS ZRSZ
**Demand for workers**

The position of the textile industry is also reflected in demand for workers with education usually needed to perform work in jobs typical of the textile industry. Up to the end of August 2000, employers had advertised for 3,590 of such workers. In the same period of 2001 demand fell by 39.5 index points, and in 2002 demand fell in total by a half (50.1 index points) from 2000. Demand for workers trained for jobs in the textile industry therefore fell considerably, such that in August 2002 it accounted for only 2.2% of total labour demand in Slovenia.

Advertisements for workers indicate that demand for job-trained workers with the lowest education levels (I and II) is low. It is precisely at these levels that there are most job seekers among the unemployed and surplus workers, and this points to the large disparity between supply and demand for job-trained workers in the textile industry. In half of all the advertisements for textile workers, employers sought workers with level IV education. But demand for this group is falling significantly. Demand for workers with level VII education in the textile sector is also low, but demand is in fact greater than the supply of job seekers with this level of education.

As much as 88.5% of advertised jobs were for fixed term employment (August 2002). The proportion of fixed term jobs is growing from year to year.

In recent years demand for workers educated and trained for work in the textile industry has halved, and represents only just over two per cent of the entire demand for workers in Slovenia. Demand is lowest for workers with levels I and II education in the textile industry, and it is these people that are most numerous among unemployed persons previously employed in the textile industry.

**Prospects for re-training and employment of surplus workers**

Given the anticipated structure of surplus workers (chiefly women) with low professional education and narrow training for specific jobs, and their age (mostly over 40), there are prospects for their re-employment primarily in the following areas:

1. in the same activities but in smaller companies, with the acquisition of new or supplementary skills, since the demands of jobs in such companies is different from demands of jobs in bigger organisations
2. as self-employment with skills development
3. in the area of tourism, especially in the following jobs: receptionists, cleaners, kitchen assistants, farm hostesses for rural tourism,
4. in the area of care for the elderly (carers, activity leaders, home help)
5. in the area of household help and cottage industry (personal work)
6. in the area of health – carers and nurses
EMPLOYMENT PROGRAMMES AIMED AT EMPLOYEES, POTENTIALLY SURPLUS AND SURPLUS WORKERS AND EMPLOYERS IN THE TEXTILE, LEATHER AND FOOTWEAR INDUSTRIES

1. Purpose
In order to resolve the issue of surplus workers and their re-inclusion in the labour market and in processes of education and training, the Ministry of Labour, Family and Social Affairs has proposed a special programme of measures as a constituent part of the active employment policy for 2003. The measures proposed in this programme are in line with the Rules on implementing active employment policy measures, and are orientated more than before towards target groups of people from these particular sectors. It involves a whole system of different measures with which we wish to motivate all surplus workers (workers whose jobs have become redundant owing to commercial reasons or owing to the procedure for termination of the employer or forced settlement) from sectors 17, 18 and 19 to develop their long-term careers and to include them in various active employment policy programmes with the aim of them gaining employment.

There are large numbers of employees in the textile, leather and footwear industries in areas where unemployment is above the average (Pomurje, Podravje and Posavje), so in order to prevent further growth in unemployment in these areas, as well as to prevent any significant deterioration of the situation in certain other environments where the majority of jobs are in these sectors, the adoption of special measures is urgently needed.

Estimates indicate that in 2003 the number of jobs in sectors 17, 18 and 19 will fall by around 2,000. About 200 workers will take retirement, but for the remaining 1,800 new possibilities of employment will need to be found, chiefly in other sectors of the economy, since they will be identified as surplus workers.

The structure of employees in these sectors is marked by a high proportion of women workers – 76.5% – and of workers without vocational education or job-trained workers – 41.5%; by age, 74.5% of those employed in these manufacturing sectors are between 15 and 44 years, and 25.5% are 45 and older.

From the programmes aimed at dealing with the issue of surplus workers in the textile, leather and footwear industries already submitted to the National Employment Office by individual employers, it is clear that 80% of surplus workers are women, 81% are unskilled, semi-skilled and skilled, while 35% have various employment disadvantages (disability, age, health limitations). As far as possible, the prepared employment programmes take this structure into account.

The purpose of preventing the transition of surplus workers into open unemployment will be achieved through:

1. encouraging re-employment of surplus workers with new employers in cases where during the period when a programme of dealing with surplus workers is in preparation, the possibility can be found for transferring to a new employer (employment for an indefinite term),
2. inclusion of surplus workers who cannot be immediately re-employed in programmes of motivation, information and defining new vocational goals, with the aim of their active entry as soon as possible into seeking new employment possibilities; and after the individual has defined a new career path, ensuring their inclusion as quickly as possible in appropriate forms of training, development and education needed for their re-inclusion on the labour market – employment or self-employment,
3. providing financial incentives to employers who will employ surplus workers and to those who opt for self-employment,
4. Providing assistance to employers in the form of incentives for maintaining jobs, training, re-training or education of employees who stay with companies, and help in employing new young professional workers.

2. Target groups for inclusion in programmes
- Workers from the textile, leather and footwear industries, that is workers from sectors 17, 18 and 19 (hereinafter “surplus workers”) as follows:
  - forecast surplus workers,
  - workers whose employment contracts will be terminated for commercial reasons,
  - potentially surplus workers and
- employers in the textile, leather and footwear manufacturing sectors.

3. Combining programmes
In order to resolve the situation of re-employment and to secure new employment for persons in the target groups, in line with an employment plan a combination of several employment programmes can be used.

4. Selection of programme providers
Programmes are carried out by those providers that have been selected in public tenders or in compliance with the Public Procurement Act to carry out active employment policy programmes adopted by the Slovenian Government.

5. Envisaged financial sources
Programmes are financed from budget funds allocated for programmes of the active employment policy and of not-for-profit organisations for the development of human resources, for 2003.

6. Method of programme implementation
The programme of dealing with surplus workers from sectors 17, 18 and 19 is a constituent part of the active employment policy programme for 2003. (Sub)programmes are carried out within the time frames and the funding frameworks determined for individual programmes by the active employment policy programme for 2003.
Table 13: Overview of employment programmes and necessary funding in 2003, in SIT

<table>
<thead>
<tr>
<th>PROGRAMME</th>
<th>No. included</th>
<th>Average cost*</th>
<th>Total costs, source</th>
<th>Provider</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROGRAMMES AIMED AT SURPLUS WORKERS – 828,500,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>RE-EMPLOYMENT OF SURPLUS WORKERS DURING NOTICE PERIOD – total</td>
<td>400</td>
<td>1,062,500</td>
<td>425,000,000 budget it.2199</td>
<td>ZRSZ</td>
</tr>
<tr>
<td>- pay supplement for disadvantaged workers for indefinite term employment</td>
<td>200</td>
<td>1,500,000</td>
<td>300,000,000</td>
<td>ZRSZ</td>
</tr>
<tr>
<td>- pay supplement for disadvantaged workers for fixed term employment</td>
<td>200</td>
<td>625,000</td>
<td>125,000,000</td>
<td>ZRSZ</td>
</tr>
<tr>
<td>INFORMATION, MOTIVATION, VOC. ADVICE, “TRIAGE” – total</td>
<td>1,700</td>
<td>44,118</td>
<td>75,000,000 budget it. 7023</td>
<td>ZRSZ, work funds, other providers</td>
</tr>
<tr>
<td>- information and motivation programmes</td>
<td>1,700</td>
<td>20,000</td>
<td>34,000,000</td>
<td>ZRSZ, work funds, other providers</td>
</tr>
<tr>
<td>- vocational advice and information</td>
<td>1,000</td>
<td>20,000</td>
<td>20,000,000</td>
<td>ZRSZ, work funds, other providers</td>
</tr>
<tr>
<td>- “triage”</td>
<td>1,400</td>
<td>15,000</td>
<td>21,000,000</td>
<td>ZRSZ, work funds, other providers</td>
</tr>
<tr>
<td>DEVELOPMENT, TRAINING AND EDUCATION*</td>
<td>1,050</td>
<td>250,000</td>
<td>262,500,000 budget it. 7023</td>
<td></td>
</tr>
<tr>
<td>- development and training programmes</td>
<td>700</td>
<td>200,000</td>
<td>140,000,000</td>
<td>Providers employers</td>
</tr>
<tr>
<td>- education programmes</td>
<td>350</td>
<td>350,000</td>
<td>122,500,000</td>
<td>Educational organisations</td>
</tr>
<tr>
<td>PROMOTING SELF-EMPLOYMENT AND PART-TIME EMPLOYMENT</td>
<td>220</td>
<td>300,000</td>
<td>66,000,000</td>
<td></td>
</tr>
<tr>
<td>- promoting part-time employment</td>
<td>200</td>
<td>240,000</td>
<td>48,000,000 budget it.4438</td>
<td>ZRSZ</td>
</tr>
<tr>
<td>- promoting self-employment</td>
<td>20</td>
<td>900,000</td>
<td>18,000,000 budget it.8674</td>
<td>ZRSZ, PCMG</td>
</tr>
<tr>
<td>PROGRAMMES AIMED AT EMPLOYERS – 154,400,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- partial costs supplement for disabled companies</td>
<td>80</td>
<td>220,000</td>
<td>17,600,000 budget it.7025</td>
<td>ZRSZ</td>
</tr>
<tr>
<td>- partial costs supplement for maintaining jobs (for potentially surplus workers)</td>
<td>100</td>
<td>303,000</td>
<td>30,300,000 budget it.5904</td>
<td>ZRSZ – employers</td>
</tr>
<tr>
<td>Co-financing education and training of employees</td>
<td>300</td>
<td>240,000</td>
<td>72,000,000 budget it.2199</td>
<td>ZRSZ – employers</td>
</tr>
<tr>
<td>PROGRAMMES AIMED AT FIRST TIME JOB SEEKERS – 34,500,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- pay supplement for first time job seekers</td>
<td>30</td>
<td>1,150,000</td>
<td>34,500,000 budget it.7024</td>
<td>ZRSZ – employers</td>
</tr>
<tr>
<td>programme implementation management</td>
<td></td>
<td></td>
<td>50,000,000 budget it.5514</td>
<td>ZRSZ</td>
</tr>
<tr>
<td>TOTAL INCLUSION IN</td>
<td>1,800</td>
<td></td>
<td>1,032,900</td>
<td></td>
</tr>
<tr>
<td>PROGRAMMES</td>
<td>3,880</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>-------</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note: development, training and education is also possible at a new employer*
1. PROGRAMMES AIMED AT RE-EMPLOYING SURPLUS WORKERS WITH ANOTHER EMPLOYER

Programme title
PAY SUPPLEMENT FOR DISADVANTAGED PERSONS FOR INDEFINITE TERM (permanent) EMPLOYMENT

Purpose of programme
The programme is aimed at surplus workers for whom indefinite term employment is envisaged with a new employer, on the basis of a prepared programme for dealing with surplus workers (under the old Employment Act – hereinafter: ZDR – employers in such cases are not obliged to pay the surplus workers severance pay, under the new ZDR – cancelling employment contract with the offer of a new contract – Article 90) and at surplus workers who during their notice period take indefinite term employment with another employer.

Objective
Preventing the transition of surplus workers into open unemployment.

Content
In the event of indefinite term employment, part of the surplus worker’s pay is supplemented.

Target groups
Surplus workers in the textile, leather and footwear industries (excluding potentially surplus workers).

Duration of programme
The programme is to be carried out in 2003.

Type and level of costs covered under the programme
For employing a surplus worker for an indefinite period, employers are given a partial pay supplement for such surplus worker in the amount of up to 1,500,000 SIT.

Non-returnable funds in the amount of 1,500,000 SIT are provided for the indefinite term employment of a surplus worker to a new employer in a lump sum on the basis of a contract. Implementation of the programme is monitored for three years.

Envisaged costs per participant
1,500,000 SIT

Envisaged number of programme participants
200

Total value of the programme
300,000,000 SIT
Programme Title
PAY SUPPLEMENT FOR DISADVANTAGED PERSONS FOR FIXED TERM EMPLOYMENT

Purpose of programme
The programme is aimed at surplus workers who during their notice period take fixed term employment with another employer.

Objective
Preventing the transition of surplus workers into open unemployment.

Content
In the event of a surplus worker (excluding potentially surplus workers) being employed for a fixed term, employers receive non-returnable funds in a lump sum.

Method of programme implementation
The programme is carried out on the basis of a contract of employment for the surplus worker at the new employer; the ZRSZ makes a contract on the pay supplement with the new employer.

Target groups
Surplus workers from the textile, leather and footwear industries (excluding potentially surplus workers).

Duration of programme
The programme is to be carried out in 2003.

Type and level of costs covered under the programme
Non-returnable funds in the amount of 500,000 SIT for employment of a surplus worker for at least one year, or 1,000,000 SIT for employment of a surplus worker for two years are provided to the new employer in a lump sum on the basis of a contract.

Envisaged costs per participant
500,000 SIT or 1,000,000 SIT

Envisaged number of programme participants
200 (of which 150 jobs given for at least one year, and 50 for two years)

Total value of the programme
125,000,000 SIT
2. PROGRAMMES OF INFORMATION AND MOTIVATION, VOCATIONAL ADVICE, AND TRIAGE OF SURPLUS WORKERS DURING NOTICE PERIOD

Programme title
PROGRAMMES OF INFORMATION AND MOTIVATION

Purpose and content of programmes
Providing information and motivation programmes for people who are re-entering the labour market is essential in terms of providing information on the situation on the market, on sources of information about this market, about the knowledge, abilities and skills that are being sought on the market, about the instrument and measures of assistance for re-entering the labour market and so forth. Equally important is motivation of persons towards their own activity in seeking employment and in adapting their knowledge and skills to the needs of the market.

Form of implementation
The programmes are carried out as short lectures, workshops and courses.

Planned number of participants
1,700

Envisaged costs:
- payment for the programme in its entirety,
- associated charges

Envisaged cost per participant:
20,000 SIT

Programme title
VOCATIONAL ADVICE AND INFORMATION

Purpose and content of programmes and activities
Given that the target group involves persons who have for the most part trades and professions that are in plentiful supply, or they performed work for which they were not educated, and many of them also have no profession, the majority will need to be offered vocational guidance. Owing to the dwindling prospects of employment in the textile and leather sectors, they will need new skills, in terms of both formal education and functional training.

Form of implementation
Programmes are carried out as:
- vocational information and advice from specialised ZRSZ advisers,
- visiting and using the services of the CIVA – information points,
- workshops for discovering vocational goals,
- implementation of the programme “Something different about professions” for this target group,
- work trials.
Planned number of participants:
1,000

Envisaged costs:
- payment for the programme,
- associated charges,
- in the case of work trials, costs of implementing the activity are covered in the amount of 15% of the minimum monthly wage, along with associated charges and insurance against injury at work and occupational sickness.

Envisaged cost per participant:
20,000 SIT

Programme title
“TRIAGE”

Purpose and content of programme and activity
In-depth attention to the individual, with a look at the situation regarding possibilities and opportunities on the labour market, and determining new facts with the aim of planning further activities for successful re-entry to the labour market.

Form of implementation:
In-depth treatment with elements of providing information and advice

Planned number of participants
1,400

Envisaged costs:
- payment for programme in its entirety,
- associated charges

Envisaged cost per participant:
15,000 SIT

Total value of information, motivation, vocational advice and triage programmes:
75,000,000 SIT.

3. PROGRAMMES OF DEVELOPMENT, TRAINING AND EDUCATION OF SURPLUS WORKERS DURING NOTICE PERIOD

Programme title
DEVELOPMENT AND TRAINING PROGRAMMES

Purpose and content of programmes:
Enabling individuals to obtain additional knowledge, skills and abilities for performing a variety of jobs and tasks, and for obtaining professional qualifications, thereby raising their employment prospects.

**Form of implementation:**
Programmes are carried out as courses, seminars, workshops and other forms of training as sub-programmes:
- functional training, for new job skills,
- training through work without employment contract at an employer.

Priority will be given to inclusion in those development and training programmes that enable acquisition of national professional qualifications.

**Planned number of participants:** 700

**Envisaged costs:**
- for functional training, payment for the programme in its entirety, but at most 6 minimum monthly wages, and for disabled and disadvantaged workers payment for the programme in its entirety
- for training through work without employment contract at an employer, the actual costs of implementing the programme, but at most 1.5 minimum monthly wages, and for disabled persons a maximum of 2 minimum monthly wages,
- associated charges and insurance against injury at work and occupational sickness.

**Envisaged cost per participant:**
200,000 SIT

**Programme title**
*EDUCATION PROGRAMMES*

**Purpose and content of programme:**
Inclusion in all forms of education for obtaining general, trade and professional education, be it as first education, further qualification or re-qualification; inclusion in preparatory programmes for obtaining professional qualifications (certificates).

**Form of implementation:**
Inclusion in adult education programmes.

**Planned number of participants:** 350

**Envisaged costs:**
- costs of tuition in the actual amount or at most 6 minimum monthly wages
- associated charges,
- partial living costs allowance in compliance with the Rules on implementing active employment policy measures,
- reimbursement of the cost of compulsory health insurance for unemployed persons,
- grants for unemployed persons.

**Envisaged cost per participant:**
Total value of development, training and education programmes: 262,500,000 SIT.

4. PROGRAMMES TO PROMOTE SELF-EMPLOYMENT AND PART-TIME EMPLOYMENT FOR SURPLUS WORKERS DURING NOTICE PERIOD

Programme title
**PROMOTING PART-TIME EMPLOYMENT**

**Purpose and content of programme**
The programme aims to ensure the continued active work of individuals and to encourage full-time employment zaposlovanja za polni delovni čas or self-employment. **Form of programme implementation:**
The programme is carried out as:
- providing information and motivation about the possibilities for part-time work
- counselling during this work,
- motivational workshops for self-employment,
- partial pay supplement for disadvantaged persons

**Planned number of participants**
200

**Envisaged costs:**
In the event of employment being taken for a 20-hour week (half working time) for at least three months, the amount of partial pay supplement for disadvantaged persons is 60,000 SIT, for at least six months 120,000 SIT, and for at least a year 300,000 SIT. The amount is raised or lowered accordingly relative to the actual extent of working hours.
In the event of a disabled person being employed part-time, the amount of pay supplement as set out in the preceding paragraph is increased by 20%.

**Envisaged costs per participant:**
- annual subsidy of up to 240,000 SIT

**Total value of the programme:** 48,000,000 SIT.

Programme title
**PROMOTING SELF-EMPLOYMENT**

**Purpose and content of programme:**
Promoting the self-employment of persons who are considering such a means of finding new employment prospects, and creating new jobs in small companies.

**Form of implementation:**
- motivation workshops for entrepreneurship,
- help in self-employment in the form of entrepreneurship advice, advice in drawing up a business plan, and special forms of development and training for the needs of self-employment,
- subsidies for self-employment.

**Planned number of participants:**
20

**Envisaged costs:**
- for the motivation workshops for entrepreneurship,
- for help in self-employment relative to the individual’s needs, to a maximum of 2 minimum monthly wages,
- for subsidising self-employment up to 7 minimum monthly wages.

**Envisaged cost per participant:**
- up to 25,000 SIT for motivation workshops,
- up to 2 minimum wages for help in self-employment,
- up to 7 minimum wages for subsidy.

**Total value of the programme:** 18,000,000 SIT

### 5. PROGRAMMES AIMED AT EMPLOYERS IN THE TEXTILE INDUSTRY, LEATHER AND FOOTWEAR SECTORS

**Programme title**
*PARTIAL COSTS SUPPLEMENT FOR MAINTAINING JOBS*

**Purpose and content of programme:**
The programme is intended as assistance in restructuring and maintaining jobs in less developed areas, in small and medium sized enterprises affected by natural disasters or some other exceptional occurrence.

**Form of implementation:**
Public tender for the costs supplement for maintaining jobs, and on the basis of a submitted programme for dealing with the situation employers are paid the assistance in a lump sum – up to 3 minimum monthly wages for maintaining a job, if employers undertake to maintain jobs for at least 1 year.

**Planned number of participants:**
100 maintained jobs

**Envisaged costs:**
- assistance to companies in a lump sum – up to 3 minimum monthly wages for one maintained job

**Envisaged cost per maintained job:**
Up to 3 minimum wages
Total value of the programme: 30,300,000 SIT.

Programme title

*PARTIAL COSTS SUPPLEMENT FOR DISABLED COMPANIES*

Purpose and content of programme:
As part of dealing with the issue of employing disabled persons employed in textile and leather manufacturing companies, the creation of new disabled companies will be encouraged, along with the re-employment of disabled persons in already existing disabled companies. The programme reimburses part of the costs of disabled companies resulting from the reduced work capacity of disabled persons.

Method of implementation:
Employing disabled persons in disabled companies in compliance with the regulations governing this area.

Planned number of jobs:
80

Envisaged costs:
Pay supplement for disabled persons in compliance with the Rules on costs supplements for disabled companies, amounting to 25%, 50% or 75% of the minimum wage, depending on the level of disability of the person employed.

Envisaged cost per participant:
220,000 SIT

Total value of the programme: 17,600,000 SIT.

Programme title

*CO-FINANCING EDUCATION AND TRAINING OF EMPLOYEES IN THE TEXTILE, LEATHER AND FOOTWEAR INDUSTRIES*

Purpose of programme
The purpose of the programme is general and special training and education for workers employed in the textile, leather and footwear industries, for the needs of introducing new working processes, modernising working processes, introducing new technologies, and acquiring new skills necessary for the purpose of effective restructuring, organising and managing of companies.

Method of implementation:
The programme is carried out at employers in the textile, leather and footwear manufacturing sectors or at individual providers of education and training programmes.

Planned number of participants: 300

Envisaged costs:
Co-financing of education and training is provided in the amount of 50% of the justified costs for general and up to 25% of the justified costs for special training programmes. Justified costs are:
- costs of lecturer or instructor,
- travel costs of instructors and persons being trained,
- write-off of instruments and equipment in line with the extent required for the purpose of training,
- costs of counselling associated with the training,
- wage costs of workers gaining education, if other workers are employed in their temporarily vacant jobs, up to the amount of all the other justified costs,
- other contractually agreed costs (e.g. rent of premises, tuition, provisions).

Education and training are co-financed up to 250,000 SIT per eligible person.

**Envisaged cost per participant:**
240,000 SIT

**Total value of the programme:** 72,000,000 SIT.

6. PROGRAMME AIMED AT FIRST TIME JOB SEEKERS TAKING EMPLOYMENT IN THE TEXTILE INDUSTRY, LEATHER AND FOOTWEAR SECTORS

**Programme title**
*PARTIAL PAY SUPPLEMENT FOR FIRST TIME JOB SEEKERS WITH TWO OR FOUR YEAR DEGREES*

**Purpose of programme**
The programme aims to promote the employment of first time job seekers that hold two or four year degrees, at employers in the textile, leather and footwear manufacturing sectors, and in this way to raise the education structure of employees in these sectors.

**Method of implementation**
The programme is carried out at employers in the textile, leather and footwear sectors as training for independent performance of work in the profession, on the basis of a proposed induction programme, under appropriate expert guidance.

**Planned number of jobs:**
30

**Envisaged costs:**
Partial pay supplement for first time job seekers with at least two year and four year degrees in an amount set out in the Rules on implementing active employment policy measures.

**Envisaged cost per participant:**
1,150,000 SIT

**Total value of the programme:** 34,500,000 SIT.
ASSESSMENT OF EMPLOYMENT AND OTHER ACTIVE SOLUTIONS FOR SURPLUS WORKERS BASED ON EMPLOYMENT PROGRAMMES CARRIED OUT

On the basis of inclusion in the aforementioned employment programmes, during notice periods employment or self-employment will be secured an estimated 500 persons, or around 28% of surplus workers in the textile, leather and footwear industries (out of around 1,800 persons), while around 1,050 or 58% will be included in development, training and education programmes. A further 200 persons, or 11%, will be active in part-time employment.

PROGRAMME IMPLEMENTATION

A Work Fund for the Textile, Leather and Footwear Industries will be set up for implementation of the programme. Work funds are foundations in which during major layoffs of surplus workers, active employment policy measures and programmes can be used to re-activate surplus workers.

The purpose of setting up the fund is:
- prevention of surplus workers going into open unemployment,
- help in the personnel renewal of companies,
- concentration of fragmented financial means,
- unburdening economic subjects of part of the cost of surplus workers,
- providing possibilities for individual activation of surplus workers with the aim of then transferring to new areas of work,
- implementing measures for maintaining the jobs of surplus workers.

The Work Fund will be established on the basis of the Employment and Insurance Against Unemployment Act (Ur.l. RS, nos. 5/91, 69/98 and 67/02), and will function and cease in compliance with the Foundations Act (Ur.l. RS, no. 60/95).

The Work Fund of the Textile, Leather and Footwear Industries will be established by:
- The National Employment Office of the Republic of Slovenia (ZRSZ), on behalf of the Slovenian Government
- The Association for Textile, Clothing and Leather Processing Industries at the Slovenian Chamber of Commerce and Industry
- The Textile and Leather Processing Industries Union.

For the needs of the Fund the ZRSZ will perform professional and organisational work in implementing the programme, and will also perform the function of coordinator between the founders. The ZRSZ will adjust the existing records for substantive and financial monitoring of programme implementation.

In the period running up to the establishment of the Fund, the ZRSZ will carry out the organisation and coordination of all necessary activities for successful programme implementation.

In order to cover the necessary costs for implementation, organisation and coordination of employment programmes for surplus workers, the institute will be provided with 50 million SIT, thus bringing the entire value of the programme to 1,032,900,000 SIT.