

CARER LEAVE POLICIES IN SLOVENIA

V Hlebec, T Rakar, A Magnaye,
J Eales & J Fast (January 2022).



University of Ljubljana
Faculty of Social Sciences

Caring for family members alongside paid work is increasingly common and the global longevity revolution means this will continue. Combining care work and paid work has well-known consequences for carers, their employers, the labour force and economies. Some governments have introduced strategies that let carers take time away from their jobs to fulfill care responsibilities while still being able to return to their job afterwards. To inform development of carer leaves in the UK, an international policy scan was carried out in nine other countries (Australia, Canada, Finland, Germany, Italy, Japan, Poland, Slovenia and Sweden) as part of the [Sustainable Care](#) program.

This Policy snapshot provides an overview of carer leave initiatives in Slovenia. These policies and their implications for working carers are part of a forthcoming edited book J Fast, J Heyes, and K Hamblin, **Combining Work and Care**, that will be published by Policy Press.

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SLOVENIA'S POLITICAL CONTEXT

Slovenia is a parliamentary democratic republic with a proportional electoral system and national legislative powers in all areas.

Slovenia is composed of 212 municipalities, 11 of which have urban status. The competencies of a municipality comprise local affairs, which may be regulated by the municipality autonomously.

The Slovene welfare system is a hybrid model, combining elements of a conservative-corporatist and social-democratic welfare regimes.

A compulsory social insurance system is the primary instrument for the provision of social protection.

Strong public state sector is the main service provider for all welfare services to which citizens are equally entitled.

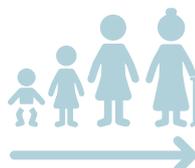
SLOVENIA'S SOCIO-ECONOMIC CONTEXT



Labour force participation rate in Slovenia decreased to 56.3% in the first quarter of 2021 from a high of 58.1% prior to the pandemic.



7.9% unemployment rate in February 2020 (pre-pandemic), rose to a high of 9.4% in January 2021, and is 7.3% as of July 2021.



The proportion of Slovenes aged 65 years and older was 20.7% in 2020, an increase from 16.7% in 2010.



220,000 Slovenes aged 50 years and older regularly care for close relatives, with women representing over two thirds of both carers and care receivers. Co-habitation is common.

LEAVE TO CARE FOR CLOSE FAMILY MEMBER

INTENT

To take leave from work to care for an immediate co-resident family member who is ill.

DURATION

10 days of leave may be taken for each episode of illness per family member in need of care (or 20 days for children under 7 and those with special needs).

BENEFITS

Leave is paid by the employer at 80% of the individual's average earnings in the preceding calendar year.



In exceptional cases the period may be extended up to 40 days (in case of children under 7 years and those with special needs) or up to 20 days for other close family members and up to 6 months in extreme cases.

Compensation cannot be lower than the guaranteed wage.

In cases of severe illness conditions of a child, based on a request of paediatric council, the leave can be extended until the child is 18 years old.

No regulations for annual entitlement, only for each episode of leave taken.

ELIGIBILITY CRITERIA

Applies to all insured persons in regular employment. Self-employed persons need to insure the leave themselves.

Care receivers are restricted to close family members living in the same household as the carer.

There is no definition of sick family member in the legislation, only the term "close family member in need of care" is used.

Duration of sickness benefit depends on the illness and is estimated individually based on a medical certificate.

FEATURES

Job security is assured in that the leave can be taken without risk of job loss in legal terms.

NOTICE

Medical certificate is required to be given to the employer.

CLOSE FAMILY MEMBERS

Close family members are defined as a spouse or cohabitating partner and children (biological or adopted). The leave does not apply to caring for elderly parents and other relatives, since they are not defined as close family members.