

Atypical Employment and New Forms of Works in Slovenia – Empirical Overview

Suzana Laporšek

University of Primorska, Faculty of Management, Slovenia
suzana.laporsek@fm-kp.si

Valentina Franca

University of Primorska, Faculty of Management, Slovenia
valentina.franca@fm-kp.si

Ana Arzenšek

University of Primorska, Faculty of Management, Slovenia
ana.arzensek@fm-kp.si

The Slovenian labour market is highly segmented between workers with permanent contracts and those on fixed-term contracts, by which young workers are at most affected. Although the 2013 Employment Relations Act introduced significant changes aimed at reducing segmentation and increasing labour market flexibility, resulting in higher probability of employment on permanent contracts (especially for first-time entrants), the problem of segmentation remains. In 2016 the incidence of fixed-term contracts in Slovenia was 12.6 %, yet among 15–24 years old the share of workers on temporary contracts was 48.1 %. In contrast, only 4.6 % of older workers (55 to 64 years of age) worked on fixed-term contracts. On the other hand, part-time employment, as another form of atypical employment, has been rather low – only 6 % of all employed worked part-time in 2016. This can be also attributed to high participation of women on the labour market (Slovenia namely records one of the highest participation rates of women aged 35–44 in the European Union).

Slovenia has over the past years recorded a growth of other forms of work, by which the increase was at most remarkable in the number of self-employed who do not employ any workers. Their number has increased for 65 % in the 2008–2016 period. With this increase their share among all self-employed (not including farmers) has reached 73.2 % in 2016, which is 13.6 percentage points higher than in 2008. A more in-depth analysis shows that within this group it is observed a notable rise of self-employed who work for the same client (by 62.5 % between 2012–2016) and mainly on the client's premises (by 82.8 % between 2012–2016). It can be assumed that a lot of these cases are disguised employment relations.

A similar trend is observed also in the number of single-member private limited liabilities companies without employees. Their number has increased for 79.1 % in the 2008–2016 period. In 2016 their share among all single-member limited liabilities companies reached 36.5 %, which is 5.7 percentage points higher than in 2008. Among these firms only 10.2 % were working for one client in 2016 and 4.2 % both for one client and at the client premises. Similarly as in the case of self-employed, these cases could be disguised employment relations.

As regards other forms of work, during 2008–2016 it can be observed a small increase in the number of job contracts and works for direct payment (accounting for only 1.1 % in total employment in 2016) and in the number of farmers and family assistants (accounting for 4.3 % in total employment in 2016), although their growth was not constant. In contrast, the share of student work in total employment is slowly decreasing (reaching 3.3 % of total employment in 2016). Nevertheless, student work remains an important form of work for young workers, which is confirmed also by the fact that Slovenia records on the highest rates of temporary work among young in the European Union.

The paper will offer an empirical analysis of development of atypical employment and new forms of work in Slovenia during the last decade and provide an in-depth overview of characteristics of workers involved in new forms of work.

Keywords: atypical employment, new forms of work, empirical analysis, Slovenia.