1. Basic Information

1.1 Désirée Number: SI.0101.04

1.2 Title: ENHANCEMENT AND DEVELOPMENT OF SOCIAL DIALOGUE

1.3 Sector: Employment and Social Affairs

1.4 Location: SLOVENIA

2. Objectives

2.1 Overall Objective:
   - enhancement of the social dialogue and link the work of the social partners more closely to implementation of EU policies

2.2 Project purpose:
   - support social partners’ capacity-building efforts through bipartite social dialogue

2.3 Accession Partnership and NPAA priority

Accession Partnership 1999 short-term priority for the sector of Employment and Social Affairs: “support social partners’ capacity-building efforts to develop and implement the acquis, notably through bipartite social dialogue”.

NPAA:
“The Social Policy Chapter of the Amsterdam Treaty provides for a new legislative procedure which requires intensive co-operation between social partners and thus forms a basis for bipartite dialogue between social partners at the European level. Slovenia has already started to engage social partners in the preparation of legislation in the field of employment and social affairs through the Economic and Social Council, which provides a framework for tripartite dialogue. Following the proposal of social partners, the role of this body will be regulated by the Economic and Social Council Act. Bipartite dialogue has also been established and takes place at several levels: at the national level, at the level of individual industries and at the corporate level. The Slovene government will continue to promote active and independent social dialogue. To that end, social partners will be encouraged to be active in the areas of professionals training and education, staff recruitment, and their ability to participate in the preparation and implementation of regulations transposing EU requirements into Slovenian legislation, and to participate in social dialogue at the EU level.”

2.4 Contribution to National Development Plan
not applicable

2.5 Cross Border Impact
not applicable
3. Description

3.1 Background and justification:

The social dialogue plays an increasingly important role in the development of social policy. Slovenia has a long tradition of tripartite social dialogue which has started to develop towards a modern European social dialogue at the end of the 80’s with the newly established legal ground for collective agreements.

Social dialogue was formalised in 1994 in Agreement of Wage Policy in Economy which resulted in establishing the Economic Social Council (ESC) as the highest level of social partnership in Slovenia. ESC consists of equal number of representatives of employers and employees organisations and the Government (see annex 7). The basic areas of activities are social and collective agreements, employment, social and labour relation issues, economic system, international co-operation, trade union topics and related social-economic matters.

In late 80’s trade unions had started their development from the unions with obligatory membership to contemporary democratic trade unions with open membership. The year 1993 brought into force new Representativeness of Trade Unions Act which laid down criteria for representativeness of confederations of trade unions, branch trade unions and trade unions in enterprises.

The employers organisations also started to transform: in 1994 the Association of Employers was established, having large employers as members on voluntary basis. Also the Association of Employers in Craft was founded joining the small and medium sized employers. The Chamber of Commerce and Industry, where the membership is obligatory, has played a key role in representing employers. The Chamber of Commerce and Industry is joining most of the Slovene employers and is a member of ESC.

Slovene Government takes active part as the third partner in the social dialogue, especially Ministry of Labour, Family and Social Affairs (MOLFSA). At the same time the Government is also acting as an employer in the public sphere as regards public institutions and public enterprises owned by the state. An important part of public enterprises is in future foreseen to transfer into private ownership which will probably result in new employers organisations.

The social partners often associate the idea of social dialogue almost exclusively to labour relations issues and hence MOLFSA. Therefore the three partners’ awareness on the importance of the principle of social partnership should widen. In this respect it is of utmost importance for social partners to prepare themselves for active participation in the social dialogue of the European dimensions after accession and therefore the aim of the project is to inform and mobilise the social partners in the implementation of acquis and the role of social dialogue on EU level.

MOLFSA is aware of the importance of pro-active, independent and especially intersectoral social dialogue. In order to enable the social partners to become competent counterparts in the social dialogue MOLFSA is proposing a comprehensive project in social dialogue covering EU, national and local level.

As most of the problems mentioned were identified in the employers/employees sphere, the proposed project should focus primarily on those two partners. Furthermore, MOLFSA’s role in the future social dialogue will be that of the Government representative. Therefore, MOLFSA’s and Government’s role in the project should not be predominant but should only provide all the necessary support as regards Phare procedures.
Component 1: Support to the preparation of the ESC Act

The new Act on ESC in line with the Acquis currently in preparation will establish more solid formal status of ESC. The Act will define the scope of ESC, decision-making rules, financing resources and establishing of the expert bodies to support ESC. ESC should in the future consist of the representatives of all employers and employees in all sectors, including the public sector.

The component 1 will provide support for continuous work on development of the Act based on material already prepared especially in above mentioned issues and will assist in clearing dilemmas and proposing solutions regarding the foreseen Act. The aspect of the future tripartite consultation in areas directly related to the acquis and common European policies will be also discussed.

Component 2: Training

The lack of wider knowledge of the importance of the role of the social partners in the dialogue on different levels (national/tripartite and local/bipartite) may also be seen as a bottleneck for better dialogue. Better skills for successful dialogue such as negotiation and collective bargaining skills, conflicts and disputes solving skills, outside court solving practices, ethic principles development, achieved through training would improve the overall results in the Slovene social dialogue, that nevertheless has already given positive results.

Training component is designed mostly as a series of comprehensive seminars and trainings on national and local level. On the national level the seminars will focus mainly on informing and mobilising the social partners in the implementation of acquis and the role of social dialogue on EU level. Discussions will be organised between the three sides to identify the areas where increased tripartite consultations will be requested in the future to ensure and facilitate the implementation of the Community acquis and of the European common policies including participation in the European Social Fund. Furthermore the representatives of ESC will be familiarised with tripartite practice in selected EU member states through study visit.

On the local level the training will aim at enhancement of bipartite dialogue through increased knowledge, development of needed skills and to promote the autonomous social dialogue at sectoral level.

Training events should be tailor-made for different target groups i.e. the representatives of ESC, union confederation, branch and professional trade unions and employers organisations on national level (see annex 7) and representatives of employers and employees organisations on local/enterprise level.

Component 3: Communication network

The current system of communication within social partners organisations does not assure adequate basis for developing decisions that would always reflect the members’ concerns.

The project will assist in developing and elaborating the communication network for employers and employees organisations. The network should be designed to enable the flow of information within the organisations themselves (two-way vertical communication) and the systematic and updated availability of target information. Project will provide development of mechanism on
collecting and processing relevant information from the organisation’s members. This mechanism should be designed to facilitate the decision-making process within the organisation in developing constructive decisions on national level and on the other hand will also assure their applicability on enterprise level.

The elaborated network will be tested on case study of selected issue identified by the beneficiaries. The pilot testing of the network will be evaluated and possible improvements proposed.

Social partners are facing a problem of non-transparency as regards different provision in different collective agreements. At the moment the review is scattered and not consistent which complicates the decision making and negotiation process. According to the existing legislation the collective agreements are registered at different authorities, for example at MOLFSA or at the Administrative Units. Therefore a central system for monitoring and analysing of the collective agreements should be established and activated. The project will assist MOLFSA to establish and develop a service within MOLFSA which will execute the process of monitoring and analysing of the collective agreements after the completion of the project. Expert inputs is foreseen on two different levels: in the field of developing the system itself and as regards legal aspect of developing the system.

3.2 Linked activities:
- **Past Phare activities and projects in this area:** none

**Existing linked activities being undertaken by other parties:**
Financial support to Economic Social Council for its activities i.e. business secretary and organisation of ESC sessions.

3.3 Results:

**Component 1: Support the preparation of the ESC Act**
- the expertise will provide solutions regarding the ESC Act based on background material already prepared;
- productive discussion and consideration of the solutions regarding the eligibility criteria in ESC Act proposed among social partners with respect to EU and international practice;
- Identification of the areas where increased tripartite consultations will be needed with regard the implementation of the EU acquis and European common policies and including new topics on EU.

**Component 2: Training**
- comprehension of EU best practice in order to prepare social partners and make them ready for active participation in the EU institutions;
- social partners informed and interest in transposition and implementation of EU legislation increased;
- enhancement of social partners’ activities in incorporating EU legislation and practice into national legislation;
- strong, autonomous and highly skilled employees and employers organisations able to act effectively in the social dialogue on different levels;
- increased public awareness on benefits and significance of social partnership;
better skills in locating the information needed to support employers/employees organisations’ positions (through access to foreign expert literature, co-operation with the similar EU organisations and especially through increased use of internet);

four-language (Slovene-English-German-French) glossary of professional terminology on CD.

**Component 3: Communication Network**

- enhancement of interactive exchange of information aimed to improve communication within social partners organisation and to promote their activities in general public.

- Establishment and implementation of a system for analysis and monitoring of collective agreements

### 3.4 Activities:

**Component 1: Support the preparation of the ESC Act**

- background on ESC Act prepared by local expert and studied by EU expert;
- expert analysis prepared on the draft ESC Act;
- dilemmas cleared and solutions regarding the Act proposed specifically on eligibility criteria for membership in ESC in the light of EU best practice;
- proposals for the foreseen Amendments to the Representativeness of Trade Unions Act;
- proposals for the representativeness of the employers’ organisations
- with the regard to the proposed ESC Act the areas related to Community acquis and European common policies which require more tripartite consultations will also be discussed in the working session;
- round table organised for the social partners on proposed solutions.

**Component 2: Training**

The project will facilitate coverage of the following topics through seminars and trainings on national level:

- role of social dialogue on the EU level and the responsibilities and obligations which will arise from the Slovene accession to EU;
- overview of the current status of adopting EU norms and role of social partners in this process;
- examples of effective tripartite dialogue from EU countries (Italy and Ireland) will be presented by EU national expert with practical experience in this field;
- review of the scopes of ESC in EU countries;
- review of EU good practice on social partnership including the presentation of problems arising from the violation of the agreements concluded on national level when they are implemented on individual level;
- EU practise on the role of Government within the social partnership and the problems arising from the situation where the Government plays a role of employer;
- presentation of most frequent and successful pre-trial and out-of court dispute solving on different levels;
- the ethic postulates within employers and employees organisations;
- communication skills (negotiation and problem solving skills);
• comparative review of the topics where decision making process on the basis of social dialogue is suitable;
• collective bargaining for the representatives of trade-unions and employers organisations (train the trainers, simulation training);
• seminar aimed at importance and wideness of social dialogue (for the representatives of the government in the role of social partners);
• modern searching of information via electronic communication means based on practical examples;

On local level the project’s task will be implementation of seminars and trainings covering the following topics:
♦ EU best practise on bipartite social dialogue i.e. agreements on branch and enterprise level;
♦ presentation of the effective participation of employers’ and employees’ organisations in social dialogue in EU level complemented by working sessions on sectoral dialogue at EU level;
♦ presentation of most frequent and successful pre-trial and out-of court dispute solving on different levels;
♦ review of EU good practise on social partnership including the presentation of problems arising from the violation of the agreements concluded on national level when they are implemented on individual level;
♦ the ethic postulates within employers and employees organisations;
♦ communication skills (negotiation and problem solving skills);
♦ specific seminars on social dialogue and workers’ participation in management for the representatives of enterprises;
♦ modern searching of information via electronic communication means based on practical examples;

Next to training events a glossary of professional terminology should be prepared in four languages (Slovene, English, German, French) covering expressions most frequently used in the field of social dialogue.

**Component 3: Communication network**

• analysis of the existing communication links within social partners organisations;
• identification of the shortcomings, gaps and bottlenecks on employer and employees sides;
• preparation of the draft communication network for both sides;
• designing and improving web-sites as integral part of communication network in order to present and promote activities of the social partners aiming at prompt and focused communication within organisations;
• discussion on the draft paper on communication network between beneficiaries;
• finalising the network on the basis of recommendations/solutions prepared;
• pilot testing of the network by case study;
• evaluation of testing and improvements proposed;
• review of relevant existing legislation regarding collective agreements;
• review of the content and location of the existing collective agreements on all levels;
• determination of parameters for monitoring and analysing purposes with regard to best EU and international practice;
• identification of possible gaps in legislation and possible improvements recommended;
• setting up a central system for analysis and monitoring of collective agreements;
• implementation of the system of monitoring and analysis (regular monitoring of the data).
The activities of the above components will be performed through a TA service contract.

4. Institutional Framework

PHARE project on social dialogue proposed by MOLFSA is the first one covering this issue and will involve number of organisations with few experience in participating in international projects. Since most of the proposed activities are designed to encourage bipartite social dialogue between employers and employees organisations which are not part of civil service, MOLFSA’s role should not be emphasised except for the tasks under component 1/Support to the preparation of ESC Act/ and partly in component 3 /Communication network/ where MOLFSA (Department for Labour and Employment Rights) as the responsible authority will co-ordinate the experts involved in these activities.

MOLFSA proposes a 16 months project to build the basis for autonomous social dialogue. Its practical implementation will be managed by the Contractor and backed-up by MOLFSA. All major activities and dissemination of information with social partners regarding the development of project proposal, TOR and tendering until project starts will be assured by the Department for International Co-operation and European Affairs (DICEA) via ESC. On its 85th session on December 6th 2000 active ESC members expressed their commitment to active participation in the project. ESC also decided at the same session to appoint the steering committee members. Steering committee will consist of representatives of employers’ and employees’ organisations and Ministry of Labour, Family and Social Affairs. ESC will in this way contribute to the preparation of the project proposal and support the social partners preparations for the implementation of the project.

There will be no selection criteria regarding participation; all active employers and employees organisations (see annex 7) in Slovenia can take part in the project equally within available budget. To activate ESC non-member trade unions and employees organisations, ESC will invite and motivate all active employers and employees organisations in Slovenia to participate in the proposed project. To assure optimal level of information, during the project all relevant information on project activities and its progress will be channelled to all beneficiaries who will forward the information to their members.

The project is not expected to influence the institutional framework directly but will contribute to future legislative development.

The MOLFSA contact person for professional issues of social dialogue is Ms. Metka Štoka-Debevec, state under-secretary, Department for Labour and Employment Rights, tel. +386 1 478 33 58, fax +386 1 478 33 55.

Within MOLFSA the Department of International Co-operation and European Affairs led by Ms Renata Cvelbar Bek (tel. +386 1 478 34 68, fax +386 1 478 34 80) will be responsible for the operational co-ordination and will provide the necessary support regarding Phare requirements in preparation, tendering, contracting and implementation of the project.

In co-operation with MOLFSA CFCU will be responsible for dealing with the contracts and PHARE funds. Project will be implemented according to the Practical Guide.
5. **Budget**

<table>
<thead>
<tr>
<th>Phare Support</th>
<th>Slovenia</th>
</tr>
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<tbody>
<tr>
<td>Investment Support</td>
<td>Institution Building</td>
</tr>
<tr>
<td>Contract 1</td>
<td>/</td>
</tr>
<tr>
<td>Grand Total</td>
<td>0.490MEUR</td>
</tr>
</tbody>
</table>

National contribution in cash is presented in the table and will amount to 8.5% of the total amount of the project representing the costs of study visit under component 2 except organisation. Next to in cash contribution MOLFSA will provide support to the project in kind.

6. **Implementation Arrangements**

6.1 Implementing Agency

The implementing agency will be the CFCU where Mr. Peter Škofič is assigned as PAO.

CFCU, Ministry of Finance
Beethovnova 11
1000 Ljubljana.
Responsible person: Mr. Peter Škofič, PAO.
Tel.: +386 1 478 6203, fax.: +386 1 478 6204
E-mail: peter.skofic@mf-rs.si

MOLFSA is the implementing and contracting authority.
Ministry of Labour, Family and Social affairs (MOLFSA)
Kotnikova 5
1000 Ljubljana
Ms Renata Cvelbar Bek
(tel. +386 1 478 34 68, fax +386 1 478 34 80)

Final beneficiaries are trade unions and employers' organisations.

6.2 Twinning
not applicable

6.3 Non-standard aspects
not applicable

6.4 Contracts
TA service contract amounting to 0.490 MEUR

7. **Implementation Schedule**

7.1 Start of tendering/call for proposals
May 2001 at earliest

7.2 Start of project activity
September 2002

7.3 Project Completion
December 2003
8. **Equal Opportunity**

Participation in this project, both by government employees and other personnel, will be opened to qualified female and male applicants involved in this sector.

9. **Environment**

not applicable

10. **Rates of return**

not applicable

11. **Investment criteria**

not applicable

12. **Conditionality and sequencing**

<table>
<thead>
<tr>
<th>Sequencing of Events</th>
<th>Done by who</th>
<th>Done by when</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inception Phase</td>
<td>EU and local experts</td>
<td>• end of 1st month</td>
</tr>
<tr>
<td><strong>Component 1</strong></td>
<td></td>
<td>• two months after the inception phase</td>
</tr>
<tr>
<td>• expertise</td>
<td>EU and local experts</td>
<td>• end of 4th month</td>
</tr>
<tr>
<td>• round table</td>
<td>EU and local experts</td>
<td>from 3rd till 16th month</td>
</tr>
<tr>
<td><strong>Component 2</strong></td>
<td></td>
<td>• 9th month</td>
</tr>
<tr>
<td>• seminars</td>
<td>EU and local experts</td>
<td>from 3rd till 14th month</td>
</tr>
<tr>
<td>• training</td>
<td>EU and local experts</td>
<td>• 3rd month</td>
</tr>
<tr>
<td>• study tour</td>
<td>EU and local experts</td>
<td>from 4th till 9th month</td>
</tr>
<tr>
<td>• glossary</td>
<td>EU and local experts</td>
<td>from 9th till 10th month</td>
</tr>
<tr>
<td><strong>Component 3</strong></td>
<td></td>
<td>• beginning of 11th month</td>
</tr>
<tr>
<td>• overview</td>
<td>EU experts</td>
<td>• 12th month</td>
</tr>
<tr>
<td>• draft comm. network</td>
<td>EU experts</td>
<td>from 12th till 15th month</td>
</tr>
<tr>
<td>• web sites</td>
<td>local experts</td>
<td>• month 16</td>
</tr>
<tr>
<td>• round table</td>
<td>EU experts</td>
<td>from month 10th till 16th</td>
</tr>
<tr>
<td>• final comm. network</td>
<td>EU experts</td>
<td>• 12th month</td>
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<tr>
<td>• pilot testing</td>
<td>EU experts</td>
<td>from month 10th till 16th</td>
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<tr>
<td>• evaluation</td>
<td>EU experts, local experts</td>
<td>• month 16</td>
</tr>
<tr>
<td>• monitoring system for collective agreements</td>
<td>EU experts, local experts</td>
<td>from month 10th till 16th</td>
</tr>
</tbody>
</table>
### ENHANCEMENT AND DEVELOPMENT OF SOCIAL DIALOGUE

<table>
<thead>
<tr>
<th>Programme name and number</th>
<th>Contracting period expires</th>
<th>Disbursement period expires</th>
<th>Total budget</th>
<th>Phare budget</th>
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<td>SI.0101.04</td>
<td>15.09.2003</td>
<td>15.09.2004</td>
<td>0.535 MEUR</td>
<td>0.490 MEUR</td>
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**Overall objective**
- enhancement of social dialogue and link the work of the social partners more closely to implementation of EU policies

**Objectively verifiable indicators**
- ESC Act adopted after the completion of the project
- improved coverage of collective agreements and increased number of agreements on the enterprise level
- social partners will play more active role in the implementation of the national legislation aligned with EU

**Sources of Verification**
- Official Gazette
- ESC decision minutes
- social partners annual reports and ad hoc bulletins
- EU reports on the accession process

**Project purpose**
- support social partners’ capacity-building efforts through bipartite social dialogue

**Objectively verifiable indicators**
- consensus between employers and employees on proposals regarding draft ESC Act achieved
- improved overall communication via new communication network (No. of entries on web sites)
- improved bipartite social dialogue (No. of disputes and strikes)

**Sources of Verification**
- social partners annual reports and ad hoc bulletins
- web site statistics

**Assumptions**
- Active participation in the co-ordination of all parties involved
- proposals acceptable to both partners
<table>
<thead>
<tr>
<th>Results</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
</table>
| **Component 1** | • the expertise elaborated  
• working session implemented  
• round table performed | • solutions proposed for the ESC Act discussed and future areas of tripartite consultations identified | • ESC meeting agenda  
• list of participants  
• monitoring reports  
• OMAS assessment  
• reports to MOLFSA  
• pilot testing evaluation report | • Active participation in the co-ordination of all parties involved  
• Availability of the required inputs including Phare financing |
| **Component 2** | • seminars held  
• trainings carried out  
• study tour concluded  
• glossary ready | • min. 200 staff trained  
• min. 7 representatives trained  
• glossary printed in min 200 copies | | |
| **Component 3** | • communication network developed  
• web sites functional  
• round table performed  
• pilot testing evaluated  
• analysing and monitoring system activated | • app. 8 web sites designed/updated and operating  
• pilot testing completed  
• analysis published | | |
<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
</tr>
</thead>
</table>
| **Component 1**  
- development of solutions for foreseen draft ESC Act  
- extension of the scope of ESC identified | • TA contract  
• project co-ordinator  
• EU experts  
• local experts  
• training  
• national budget | • the date of contract signature will not shorten the implementation period  
• effective co-operation between social partners organisations |
| **Component 2**  
- implementation of the seminars, trainings and study tour backed up by preparation of glossary | | |
| **Component 3**  
- Development and testing of communication network  
- establishing the monitoring and analysing system | | |
| Preliminary conditions  
- social partners actively involved in project preparation  
- steering committee established | | |
## Annex 2: Implementation time chart

<table>
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<tr>
<th>Month</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
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<td>Component 1</td>
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<td>expertise</td>
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<td>round table</td>
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<td>Component 2</td>
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<td>seminars</td>
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<td>trainings</td>
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<td>study tour</td>
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<td>dictionary</td>
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<td>monitoring system</td>
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Annex 3, Sheet 1: Cumulative Contracting Schedule

**Name and Number of project**  
Enhancement and development of social dialogue Sl.0101.04

**CUMULATIVE CONTRACTING SCHEDULE**  
(0.490 EUR million)

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<th>Date</th>
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NB: all contracting should normally be completed within 6-12 months and must be completed within 24 months of signature of FM

Annex 3, Sheet 2: Cumulative Disbursement Schedule

**Name and Number of project**  
Enhancement and development of social dialogue Sl.0101.04

**CUMULATIVE DISBURSEMENT SCHEDULE**  
(0.490 EUR million)

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<th>12/30/01</th>
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<td>0.206</td>
<td>0.284</td>
<td>0.362</td>
<td>0.440</td>
<td>0.490</td>
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<tr>
<td>TOTAL</td>
<td>0.05</td>
<td>0.128</td>
<td>0.206</td>
<td>0.284</td>
<td>0.362</td>
<td>0.440</td>
<td>0.490</td>
<td></td>
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</table>

NB: all contracting should normally be completed within 6-12 months and must be completed within 24 months of signature of FM
### Annex 3, Sheet 3: Cumulative Contracting and Disbursement Schedule

<table>
<thead>
<tr>
<th>Name and Number of project</th>
<th>Enhancement and development of social dialogue Sl.0101.04</th>
</tr>
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<td>CUMULATIVE CONTRACTING and DISBURSEMENT SCHEDULE</td>
<td>(0.490 EUR million)</td>
</tr>
<tr>
<td>Date</td>
<td>09/30/01</td>
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<tr>
<td>Disbursed</td>
<td>0.05</td>
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</table>

NB: 1. all contracting should normally be completed within 6-12 months and must be completed within 24 months of signature of FM
2. all disbursements must be completed within 36 months of signature of the FM
ANNEX 4

Not relevant
Annex 5: List of relevant Laws and Regulations and reference to relevant documents

- The Representativeness of Trade Unions Act, 1993, Official Gazette no. 3/93;
- Basic Rights Stemming from Employment Act, 1989/90, Official Gazette nos. 60/89 and 42/90;
- Labour Relations Act 14/90, 5/91, 71/93;
- Draft Labour Relations Act, second reading;
- Agreement on wage policy, 1994;
- Agreement on Wage Policy in Economy, 1990, and other Collective Agreements;
- Draft Collective Agreements Act;
- Strike Act, 1991;
- ILO convention number 87 and 98.

- Standing order on the operation on the Economic and Social Council, 1994, Official Gazette 59/94, 64/94, 32/95;
- Conclusions of the Economic and Social Council meeting of December 6th 2000;
- Notes of the meeting on the content of the ESC Act.
Annex 6: The Current Composition of Economic Social Committee

EMPLOYERS

1. Mr. JOŽE STANIČ
   The Association of Employers of Slovenia
   Dimičeva 9, Ljubljana

2. (A new member has not been appointed yet.)
   Deputy (also for Mr. Stanič): Mr. VITKO ROŠ,
   Secretary of the Association of Employers of Slovenia
   Dimičeva 9, Ljubljana

3. Mr. SAMO HRIBAR MILIČ, M.A.
   The Slovenian Chamber of Commerce and Industry
   Dimičeva 13, Ljubljana
   Deputy: Mr. MIHA POTOČNIK, Bachelor of Law,
   The Slovenian Chamber of Commerce and Industry

4. Ms. NEVENA TEA GORJUP
   (for the Slovenian Chamber of Commerce and Industry)
   GEMAG d.o.o., Gregorčičeva 29, 2000 Maribor
   Deputy: Mr. BOŠTJAN ŠIFRAR
   ŠIBO d.o.o. Škofja Loka, Kidričeva 90, 4220 Škofja Loka

5. Mr. MIHA GRAH
   The Slovenian Chamber of Crafts,
   Celovška 71, Ljubljana

EMPLOYEES

1. Mr. DUŠAN SEMOLIČ, M.A.
   The Federation of Free Trade Unions of Slovenia
   Dalmatinova 4, Ljubljana

2. Mr. BRANE MIŠIČ
   The Federation of Free Trade Unions of Slovenia
   Dalmatinova 4, Ljubljana

3. Mr. DUŠAN REBOLJ
   PERGAM-Confederation of Trade Unions of Slovenia
   Trg OF 14, Ljubljana
   Deputy: Ms. VIDA FRAS
   PERGAM-Confederation of Trade Unions of Slovenia,
   Trg OF 14, Ljubljana
4. **PRESIDENT OF THE ECONOMIC SOCIAL COUNCIL**  
   **Mr. BORIS MAZALIN**  
The ’90 Confederation of Trade Unions of Slovenia,  
Komenskega 7, Ljubljana  

   **Deputy: Mr. BOJAN ŽVIKART**

5. **Mr. DRAGO LOMBAR**  
NEODVISNOST- Confederation of New Trade Unions of Slovenia  
Linhartova 13, Ljubljana  

   **Deputy: Mr. MIROSLAV GARB**

**GOVERNMENT OF THE REPUBLIC OF SLOVENIA**

1. **Mr. VLADO DIMOVSKI, Ph.D.**  
   Ministry of Labour, Family and Social Affairs  
   Kotnikova 5, Ljubljana.  

   **Deputy: Ms. METKA ŠTOKA DEBEVEC,**  
   Ministry of Labour, Family and Social Affairs  
   Kotnikova 5, Ljubljana.

2. (A new member has not been appointed yet.)

3. **Mr. ANTON ROP, M.A.**  
   Ministry of Finance  
   Župančičeva 3, Ljubljana  

   (A deputy has not been appointed yet.)

4. **Mr. DUŠAN KIDRIČ,**  
   Institute of the Republic of Slovenia for Macroeconomic Analysis and  
   Development (IMAD),  
   Gregorčičeva 27, Lj.  

   **Deputy: Ms. SAŠA KOVAČIČ,** (IMAD)  
   Gregorčičeva 27, Ljubljana

5. **Mr. IGOR KLINAR,**  
   Administrative Office of the Prime Minister  

   **Deputy: Ms. HILDA DOLENC MIHEVC**
Annex 7: Trade Unions and Employers Organisations in Slovenia

There are currently five union confederations registered at Ministry of Labour, Family and Social Affairs. They bring together unions from several sectors and are representative for the national territory. This gives them the right to participate in the Economic Social Council and other bodies where co-operation of the unions on the national level is envisaged.

These confederations are:

- The Federation of Free Trade Unions of Slovenia,
- Neodvisnost-The Confederation of New Trade Unions of Slovenia,
- Pergam-The Confederation of Trade Unions of Slovenia,
- The ‘90 Confederation of Trade Unions of Slovenia and
- The Slovenian Federation of Trade Unions-Alternativa.

In addition to these there are in total 18 unions on the sectoral level registered and not tied to any union federation and professional unions with the status of representative union organisation.

On the employers’ side the following associations participate in the social dialogue in Slovenia:

- The Slovenian Chamber of Commerce and Industry,
- The Slovenian Chamber of Crafts,
- The Association of Employers of Slovenia,
- The Association of Craft and Catering Employers of Slovenia.

Representatives of employers’ associations, trade unions and the Government are associated in the Economic Social Council (ESC). Currently all relevant issues on the national level are discussed in ESC. Tripartite approach is also practised in sectoral advisory bodies, generating opinions on proposals of the Government regarding sectoral development documents before they are submitted to the National Assembly.

Negotiations regarding collective agreements are one of the most important activities of social partners in ESC. Collective agreements were introduced in 1990 with Employment Act which provided individual rights to be regulated by a collective agreement and defined different components of collective agreements. Approximately 37 collective agreements were published in Official Gazette of the Republic of Slovenia till the end of the 1999 as the result of successful bipartite dialogue.