

SOCIAL ENTERPRISE SECTOR IN SLOVENIA

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1. Key features of the social enterprise sector in Slovenia

After the change of the economic system in Slovenia in the late 80ies and the loss of Yugoslav markets after Slovenia becoming an independent state in 1991, unemployment increased substantially. Because employment did not increase with the economic prosperity in the late 90ies or in the beginning of the 21st century, Slovenia is still faced with huge problems with structural unemployment. Structural unemployment became even more severe problem with economic recession in 2009.

Increasing problem of structural unemployment should be solved by employment policy that will activate unemployed people. Policy should promote entrepreneurship and creating new employment in social enterprise sector. However, social enterprise sector in Slovenia just started to emerge.

1.1. General information

Social enterprise sector development in Slovenia lags behind other EU members. As argued by Lužar et al. (2005), Slovenia is making only the first steps toward the development in of social enterprises. It is no surprise then, there is no uniform definition of the social enterprises in Slovenia. Initial attempts to describe the field, were made by research aimed at analyzing social enterprise sector, as well as giving policy recommendations for introducing social entrepreneurship. Only recently, the promotion of social entrepreneurship appeared on the politicians' agenda.

Branco et al. (2004), for example, define social economy as social-economic category, where various legal entities and individuals create support environment for inclusion of vulnerable groups of citizens in social and working environment. Social economy should cover all individuals, who for various reasons cannot live independently. The concept is based on the principle of equality, where the status of the individual is not important, but it is crucial that the individual is unable to get actively involved in the society.

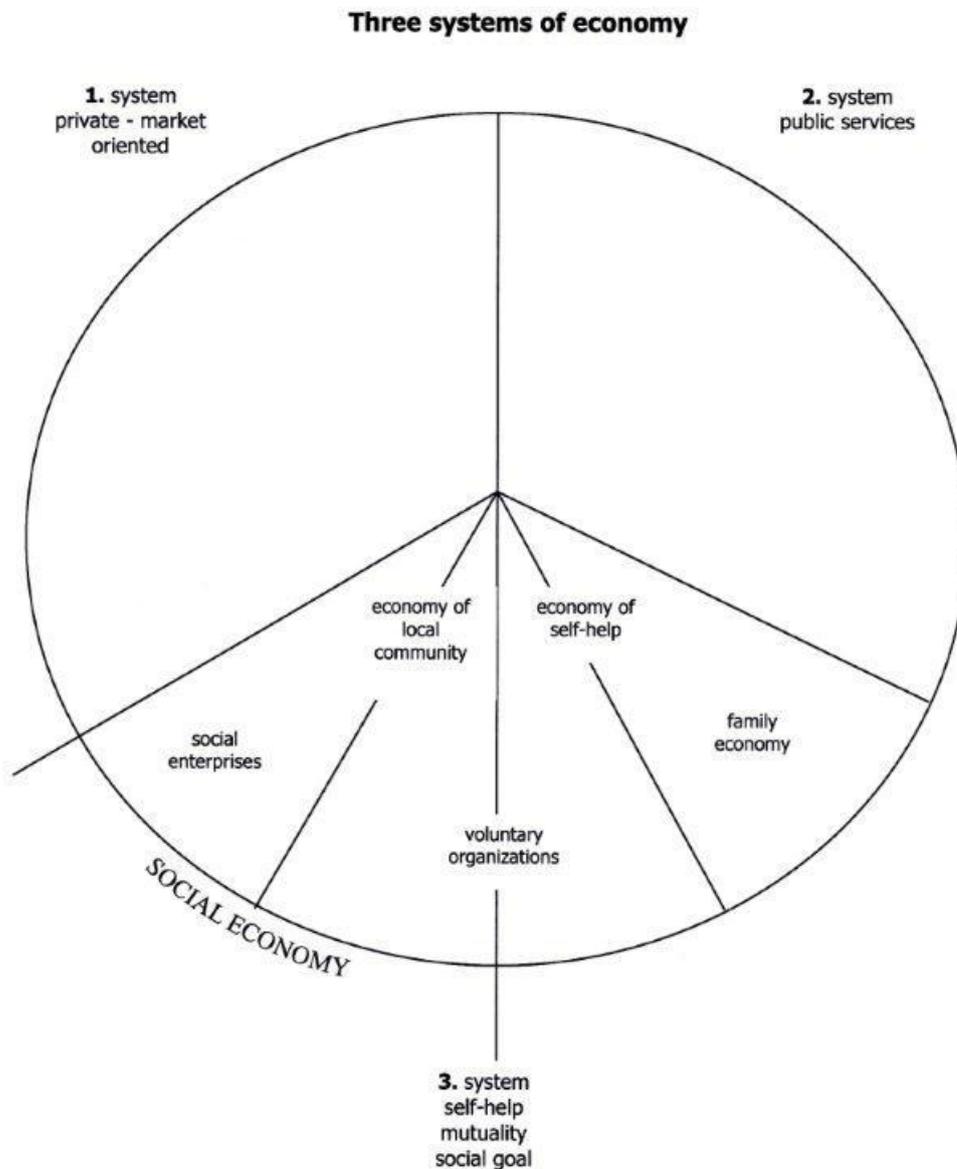
Vulnerable groups of citizens consist of all individuals who are threatened by consequences of social exclusion, or have problems on one/several following fields:

- employment,
- family,
- social network,
- health, and
- personal competences.

Branco et al. (2004) define social enterprise as ethical, professional, innovative and systemic approach, which is by performing different activities achieving the goals of social economy.

Lužar et al. (2005) define social economy as a part of a third system of economy – system of self-help, mutuality and social goals. In literature also referred to as third sector.

Figure 1: Three economic sectors, social economy and social enterprises



Source: Branco et al. (2004).

Lužar et al. (2005) define social enterprise as an enterprise or organization which is aimed at achieving social wellbeing and satisfies the following economic and social criteria.

Economic criteria:

- its core businesses is manufacturing or service supply,
- high autonomy (for example not majority state ownership),
- market orientation, and
- has a defined share of voluntary work.

Social criteria:

- it is established on civil initiative,
- decision making does not depend on the capital invested (1 stakeholder / 1 vote),
- active participation of all stakeholder,
- behaving in line with the interests of its members, users, and society, and
- profit is reinvested in business or local community (its goal is not maximizing profits for its owners).

Lužar et al (2005) argue, that according to some estimates, there should be around 18 thousand various societies, 250 foundations, 250 private institutions which declare them as nonprofit development enterprises, 150 companies for disabled, and tens of cooperatives, in the unclearly defined social economy. Societies are voluntary, independent, nonprofit associations of individuals, who organize with the common interests. Foundations are founded with the helpful or charitable purpose, however, they also perform economic activities, if these are necessary to finance their charitable activities. Nonprofit private institutions, when established, define that profit is not distributed among the owners, but is reinvested in development. Company for disabled is an enterprise in which at least 40 % of the employment represents disabled persons. Cooperatives are organizations with the defined number of members, established to promote economic interests of their members.

Only recently social entrepreneurship became a topic discussed by politicians. ZARES, a political party, which has 9 members of the parliament (10 %) and 4 ministers in the government coalition (out of 17 ministries; minister for economic affairs), for example sees organizations of social economy as economic actors which differ from their profit-oriented counterparts by their goals: their motive is not profit, but social wellbeing, as well as legal status, such as: societies, cooperatives, associations, mutual companies, institutions and social enterprises (ZARES, 2008). They say that these actors are not replacing profit-oriented counterparts, but are rather complementing, as well they are complementing the supply of public services of providing social inclusion. They believe that that these actors could, using business

but nonprofit approach, bring creativity and innovativeness in the society, which cannot be provided by public sector. This eventually allows developing a responsive social policy. They talk about organization and enterprises that provide market and non-market products and services, are established with a social goal, are operating based on democratic principles of the members, users and employees, as well as solidarity, and are not redistributing profits among the owners, but rather reinvest them or redistribute in local community.

Probably the closest to what is understood under the term social enterprise in Slovenia is the definition used in the Public tender for stimulating the development of social enterprises of Ministry of Labour, Family and Social Affairs from 2009 (Ministrstvo za delo, družino in socialne zadeve, 2009). The tender, which was aimed to financially support 10 projects prepared by social enterprises, defines eligible applicants as:

- legal entities that have non-profit character defined in their constitution act, do not distribute profits and reinvest them in their core business;
- perform their activities in Slovenia;
- have sufficient legal and financial, as well as technical capabilities, to conduct the project and have to be actively involved in the project;
- at least one member of the social enterprise or partnership must have experiences with working with target vulnerable group (the following target groups were defined: persons older than 50 years, young people below 25 years without or low level of education, Roms, ex drug addicts who are in the process of rehabilitation, ex prisoners, immigrants and refugees);
- the project must be aimed at including at least 10 and max 20 persons of vulnerable group in training activities and providing to at least 25 % of the persons included full-time employment (at least 3 persons);
- are not in bankruptcy process or process of liquidation;
- have paid all the taxes and other obligatory contributions according to the law;
- have not violate the provisions about spending resources obtained from European social fund or other public funds; and
- their members have not been convicted because of criminal offence in their professional activities.

1.2. Quantitative characteristics of the social enterprise sector

In the following we investigate quantitative characteristics of the Slovenian social enterprise sector. The investigation focuses on societies, non-profit private institutions, companies for disabled and cooperatives, as well as social enterprises that applied for resources in Public tender for stimulating the development of social enterprises of Ministry of Labour, Family and Social Affairs from 2009. We analyze economic

performance and legal status of the institutions, and industries in which they operate and their size structure, as well as present some best practices.

Economic performance

There were more than 25 thousand intuitions registered in Slovenian social enterprise sector in 2008, assuming that the sector consist of societies, non-profit private institutions, companies for disabled and cooperatives. Relating this number to the number of all enterprises in Slovenia (152.541), it represents almost 17 %. Social enterprise sector employed almost 20 thousand employees, representing slightly more than 2 % of the working population, and have almost 3,5 billion EUR of assets. It generated more than 2 billion EUR of revenues, but made loss on average (100 million EUR). Total revenues generated by social enterprise sector represent approximately 6 % of the GDP.¹

In 2008 there were 20.131 societies in Slovenia that generated revenues of 520 million EUR and had 735 million EUR of assets. 52 % of the revenues have been generated performing profitable activities. 0,5 % of the biggest societies generated more than 30 % of the revenues and around 50 % of the revenues from profitable activities. Despite only a minor share of societies employ workers, for example only 5 % in 2004 (AJPES, 2005), they employed 2.878 employees in 2008. In five-year period (2008-04) the number of societies increased for almost 20 %, the revenues increased for almost 25 %, while the value of assets slightly more than 20 %. Except in 2008 societies made profit on average (AJPES, 2009a).

Societies	2008	2007	2006	2005	2004
N*	20.131	19.682	19.166	18.474	17.044
Empl	2.878	2.903	2.738	n.a.	2.541
Rev 000	518.254	482.195	447.602	410.162	421.051
Profit 000	-112	15.116	8.596	11.323	18.912
Profit - profit activities 000	-4.923				
Assets 000	733.995	660.990	626.273	n.a.	606.464
Growth rate (in %)					
N	2,3	2,7	3,7	8,4	
Empl	-0,9	6,0	-	-	
Rev 000	7,5	7,7	9,1	-2,6	
Assets 000	11,0	5,5	-	-	
* societies that submit annual report					

¹ In the calculation of the shares we use the number of all enterprises in Slovenia, working population and GDP reported by Statistical office of the Republic of Slovenia (<http://www.surs.si>).

There were a smaller number of nonprofit private institutions in 2008. There were 4.990 nonprofit private institutions that generated 365 million EUR of revenues and had 385 million EUR of assets. Nonprofit private institutions employed 3.541 employees in 2008. In five-year period (2008-04) the number of nonprofit private institutions increased for more than 20 %, the revenues increased for more than 25 %. Nonprofit private institutions operate with profit on average (AJPES, 2009b).

Nonprofit private institutions					
	2008	2007	2006	2005	2004
N*	4.990	4.810	4.578	4.328	4.078
Empl	3.541	3.300	n.a.	n.a.	n.a.
Rev 000	366.681	327.379	334.870	282.238	291.284
Profit 000	3.951	13.377	13.457	15.077	14.949
Assets 000	384.304	334.308	n.a.	n.a.	n.a.
Growth rate (in %)					
N	3,7	5,1	5,8	6,1	
Empl	7,3	-	-	-	
Rev 000	12,0	-2,2	18,6	-3,1	
Assets 000	15,0	-	-	-	
* nonprofit private institutions that submit annual report					

There were even a smaller number of companies for disabled in 2008. There were 115 companies for disabled that generated 470 million EUR of revenues and had more than 1,5 billion EUR of assets. Companies for disabled employed 9.387 employees in 2008. In five-year period (2008-04) the companies for disabled has not changed, however the revenues increased for more than 70 %. Companies for disabled except in 2008 operate with profit on average.

Companies for disabled					
	2008	2007	2006	2005	2004
N*	115	118	115	113	114
Empl	9.387	9.602	9.387	8.940	8.827
Rev 000	469.841	560.860	390.981	283.081	271.028
Profit 000	-108.985	145.600	22.352	5.382	8.863
Assets 000	1.659.852	2.714.488	1.944.379	330.597	314.615
Growth rate (in %)					
N		2,6	-2,5	-1,7	0,9
Empl		2,3	-2,2	-4,8	-1,3
Rev 000		19,4	-30,3	-27,6	-4,3
Assets 000		-233,6	-84,6	-75,9	64,7
* companies for disabled that submit annual report (besides 5 sole proprietors)					

There were 301 cooperatives in 2008 that generated revenues of 860 million EUR and had 570 million EUR of assets. Cooperatives employed 3.457 employees in 2008. In three-year period (2008-06) the number of cooperatives slightly increased, while the revenues increased for more than 10 %. Cooperatives operate with profit on average.

Cooperatives	2008	2007	2006	2005	2004
N*	301	315	319	n.a.	n.a.
Empl	3.457	3.465	3.695	n.a.	n.a.
Rev 000	860.609	777.952	734.619	n.a.	n.a.
Profit 000	4.965	7.482	5.275	n.a.	n.a.
Assets 000	572.049	563.979	512.089	n.a.	n.a.
Growth rate (in %)					
N	-4,4	-1,3	-	-	-
Empl	-0,2	-6,2	-	-	-
Rev 000	10,6	5,9	-	-	-
Assets 000	1,4	10,1	-	-	-

* cooperatives that submit annual report

Legal status

Legal basis to found a society in Slovenia is the Law on societies. According to the law a society is a private legal entity that is responsible for its liabilities with all its assets. It is independent and nonprofit association founded to realize some common aim of its members. It is not allowed to found a society with the goal to generate profits. Any a society generate any surplus, it has to be used for realizing the goals of the society. Besides, it is not allowed to be distributed among members. Societies can conduct profitable activities, but the activity must be connected with the aim and the goal of the society, as complement activity and only to the extent necessary to achieve the goal.

According to the Law on institutions, nonprofit private institutions are organizations that are funded to perform activities in education, science, culture, sport, health, social security, etc., if their goal of their activities is not generating profits.

Companies for disabled are founded according to the Law on employment rehabilitation and employment of disabled but operate according to the Corporate law as any other firm in Slovenia. These companies can operate as any of the legal forms. A firm gets the status of a company for disabled if at least 40 % of the employment represents disabled persons. According to the law, it is required that at least 60 % of the profit must be used to increase the equity capital of the firm or used for investments associated with improving working environment for disabled or

preserving or increasing employment. The most of the companies for disabled are set up by firms as their subsidiaries.

According to the Law on cooperatives, a cooperative is an organization with the defined number of members, established to promote economic interests of its members. It can perform one or more activities if it is connected with its aim. As for other forms of social enterprises, it required that at least 5 % of profits must be used to build obligatory reserves. But, if the rest is not used to build other funds, the profit can be redistributed among members.

Industry and size structure

Most of the societies in 2008 were registered as sport and recreational societies (33,9 %), followed by cultural and art societies (14,2 %), societies for people help (13,3 %) and scientific, educational and professional societies (9,0 %). Similar distribution can be observed taking into account the revenues of the societies. According to industry classification, most of the societies had been classified within Other activities (54,3 %), followed by Cultural, amusement and recreational activities (32,7 %) and Activities of public services and defense; activities of obligatory social security (7,4 %). The distribution taking into account revenues slightly differs. In particular, the biggest share of the revenues were generated within Cultural, amusement and recreational activities (40,2 %), slightly less within Other activities (38,6 %), while other industries rank similarly, except Health and social security were there were only 2,0 % of the societies registered but there were 8,9 % of total revenues generated. The average society generated 26 thousand EUR of revenues, suggested that these institutions are rather small. However, there were also some big societies. For example there were approximately 0,5 % of the societies that were according to the Law on societies liable to audit accounting statements, meaning that their revenues exceeded 835 thousand EUR (AJ PES, 2009a).

As pointed out already in the previous section nonprofit private institutions are rather diverse group of institutions. 63,0 % of them are registered as unions (employed only 6,5 % of all employees and generated only 13,4 % of total revenues of the group), 27,4 % as private institutions (employed almost 80 % of all employees and generated 54,1 % of the revenues of the group), 3,5 % as foundations (employed 2,7 % and generated 10,5 % of total revenues of the group), while other refer to political parties, religious communities and other nonprofit institutions. Most of the nonprofit private institutions had been classified within Other activities (69,4 %), followed by Professional, scientific and technical activities (8,5 %), Education (6,7 %), and Health and social security (4,9 %). Again the biggest share of the revenues have generated by institutions classified within Other activities (45,1 %), followed by Education (18,2 %), Professional, scientific and technical activities (15,4 %) and

Health and social security (9,3 %). As for the societies, average nonprofit institution employs less than 1 employee but generated 75 thousand EUR of revenues being thus slightly bigger than an average society (AJPES, 2009b).

Companies for disabled are the most homogenous group and probably the closest to the definition of social enterprises. According to industry classification, most of the companies for disabled had been classified within Manufacturing (60,9 %), followed by Administrative and support activities (13,9 %), while in other industries less than 5 % of the companies for disabled had been classified. Taking into account number of employees, the biggest share of the employees had been employed in Manufacturing (75,4 %), followed by Administrative and support activities (11,8 %), while companies for disabled from other industries had employed less than 5 % of the employees of total employment. Taking into account revenues, the biggest share of the revenues had been generated in Manufacturing (59,5 %), followed by Financial and insurance activities (19,8 %) and Administrative and support activities (6,5 %), while companies for disabled from other industries had generated less than 5 % of the total revenues. Average company for disabled employed 81 employees and generated revenues of 4 million EUR, suggesting these firms being relative to the institutions from other groups significantly bigger.

Analyzing the social enterprises that applied and met the criteria of the Public tender for stimulating the development of social enterprises of Ministry of Labour, Family and Social Affairs in 2009 (Ministrstvo za delo, družino in socialne zadeve, 2009), 10 (29 %) social enterprises are classified in Health and social work, 8 (24 %) in Real estate, renting and business activities, 7 (21 %) in Education, 6 (18 %) in Other community, social and personal service activities, and 1 in Manufacture of pulp, paper and paper products, publishing and printing, 1 in Manufacturing of machinery and equipment and 1 in Wholesale, retail and repair of motor vehicle, personal and household goods. An average social enterprise in this group employed 15 employees, generated revenues of 535 thousand EUR and had assets of 533 thousand EUR. It generated profit of 8 thousand EUR.²

Best practices

Having available the results of the Public tender for stimulating the development of social enterprises of Ministry of Labour, Family and Social Affairs in 2009 (Ministrstvo za delo, družino in socialne zadeve, 2009), we now analyze social enterprises/projects funded to show what is understood as social entrepreneurship in Slovenia. Ministry of Labour, Family and Social Affairs funded 10 social enterprises/projects that were applied mostly in partnership of several institutions.

² The average size is calculated excluding one big public institution.

According to the criteria of the tender, the most highly evaluated social enterprises/projects that were funded are:

- **Tourist agency for people with special needs submitted by ŠENT, Slovenian association of mental health (Society).** The aim of the project is to establish new firm that will primarily employ people from vulnerable groups, i.e. young people being less than 25 years old, people with low education, people with mental health problems, and older people being more than 50 years old without the opportunity to get employment in tourism. On the other hand, the firm will offer services to disabled people and people with special needs.³
- **With local resources to new employment in social economy in Pomurje, Coexistence of nature and society submitted by MOZAIK, society for social inclusion.** The project addresses development problems of Pomurje region with mostly farming and labour intense industry that lags behind other regions in the process of globalization. Acknowledging that the system of social protection has changed, it is aimed to find new ways for reintegration of vulnerable groups and developing a system that will result in their employment and social inclusion. The goal of the project are: to develop attractive activities of social entrepreneurship in production of healthy food associated also with environment in cultural heritage protection, and in ecotourism; increase qualifications, abilities and employment of the people from vulnerable groups; develop new employment in social economy; increase the awareness of positive aspects of qualifying and employing people from vulnerable groups; and increase cooperation of institutions of social economy in the region and joining resources in marketing the products and services of this sector.⁴
- **Gastronomic cultural authentic experience submitted by BSC, regional development agency of region Gorenjska, ltd.** The aim of the project is to develop a model of social entrepreneurship and offer knowledge about animating quests, culture presentation, gastronomy, and food preparation and serving, as well as employment, to unemployed people from various Slovenian regions.⁵
- **Employment rehabilitation of ex drug addicts submitted by Society Project human.** The project is aimed to develop a center that would help ex drug addicts to enter the labour market that is an important part of the rehabilitation. It is filling the gap in the existing system in which few such

³ [Http://www.sent.si/sent.asp?FolderId=234](http://www.sent.si/sent.asp?FolderId=234).

⁴ [Http://www.mozaik-drustvo.si/si/zaposlitveni_programi/z_lokalnimi_viri_do_novih_delovnih_mest_v_socialni_ekonomiji_Pomurja](http://www.mozaik-drustvo.si/si/zaposlitveni_programi/z_lokalnimi_viri_do_novih_delovnih_mest_v_socialni_ekonomiji_Pomurja).

⁵ <http://www.bsc-kranj.si/index.php?id=315&t=news>.

institutions exist, as well as acknowledge the need to take into account special needs of the users.

- **Reuse center submitted by Environmental research institute (nonprofit private institution).** The center is introducing renovation, reconstruction, dismantling and preparation of useful products for re-use. Center will open the door for all who want to bring in useful products, and for those who want the renewed products for symbolic price. The project is aimed at increasing environmental-awareness and offer training to unemployed people from vulnerable target groups and further employment.⁶
- **Old goods new use submitted by Society for help and self-help to homeless people.** The aim of the project is to establish a Thrift store in which used goods will be sold at low prices. This will on the one hand offer the employment opportunities to vulnerable groups, and on the other because of low prices shopping opportunities to people with low incomes. Besides offering the opportunities for reintegration of socially excluded people, a store will provide some ecological benefits.
- **Special mobile service for help at home submitted by Institution for education and culture Črnomelj (Public institution).** The project will offer education to perform help at home; nursing, visiting and reporting about the state of health and helping older and ill people at home with their households activities, as well as to contribute to social inclusion of these people by taking them out to social events.⁷
- **Factory of work submitted by Centerkontura, firm for consulting, social development, educating and publishing, ltd (company for disabled).** The aim of the project is to establish social enterprise that will run a restaurant and catering business. It will employ young people who cannot enter labour market and thus solve the problem of long-run unemployment and social exclusion.
- ...

1.3. Organizational and management characteristics of social enterprises

Organizational and management structures

We analyze organizational and management structures first by looking at the legal requirements concerning management of the institutions of social economy. Then, we review the findings of the study in which qualification of the local institution that

⁶ <http://www.orz.si/center-ponovne-uporabe2.html>.

⁷ <http://www.zik-crnomelj.eu/projekti/mpd.html>.

could introduce the models of social entrepreneurship in Slovenia were assessed (Center razvoja človeških virov, 2008).

According to the Law on societies, members of the society cooperate in management directly or through their representatives. This is defined in the act of the society which is adopted by the members meeting. Nonprofit private institutions are managed by the council consisted by the representatives of the founder, workers and representatives of the users. Day to day activities are managed by the director. Professional work can be managed by professional manager who is as director nominated by the founder. Nonprofit private institutions can have also professional council. Companies for disabled are operate according to the Corporate low as any other firm in Slovenia, meaning that the requirement concerning management relate mainly to the size of the firm. According to the Law on cooperatives, a cooperative has to have general assembly, a president, supervisory board and an inspector. Cooperative that has more than 10 members has also management board. If the rules of the cooperative allow, it can have also a director and other management bodies.

The study in which qualification of the local institution that could introduce the models of social entrepreneurship in Slovenia were assessed (Center razvoja človeških virov, 2008), analyzed 46 institutions in order to asses organizational and management competences. It pointed out the lack of the use of modern tools for promotion of innovative organizational ideas, lack of quality standards in the processes of providing social services and lack of management systems that could provide personal development of the employees and volunteers, as well as human resource management. It is interesting that project planning, supplying the finance and project management was not found problematic. However, they found managing the project portfolio inadequate. Besides, the study reveals organizational self-estimation according to 7S model. Organizations gave the highest estimates to the organizational structure, while the lowest to human resource management.

Employment

As found when analyzing economic performance institutions of social economy employ relatively small number of employees. Kolarič et al. (2006) analyzing the size and role private nonprofit sector in Slovenia found that more than 80 % of the societies do not employ any employees and only 17 % of them have more than 2 employees. They found that the number of workers is a bit higher in private nonprofit private institutions. Only 35 % of the do not employ workers and almost 50 % of them have more than 2 employees. Even more workers are employed in companies for disabled, in 2008 on average 82 workers. In this group we can find micro, small, medium-sized and large firm, the number of employees ranging from 0 to 1.002. The same can be found for cooperatives.

Kolarič et al. (2006) found that most of the employees are employed full-time. Besides, these institutions use other type of workers, such as public workers, students and contract workers. For example, on average other types of workers represent almost 40 % of work that is done by employees in societies and nonprofit private institutions. Not least, these institutions employ volunteers. Volunteers contribute in societies and nonprofit private institutions, while they are not part of the workforce in companies for disabled and cooperatives. Kolarič et al. (2006) found that almost 90 % of societies and 41,3 nonprofit private institutions use volunteers. On average they do almost as much work as employees in these institutions (84 %). Kolarič et al. (2006) also calculated the number of volunteers' hours in the whole non-governmental sector and relate this number to the number of hours of a full-time employee to arrive at the number equivalent to the number of full-time employees in the whole non-governmental sector. They argue that it amount to 7.125 employees. It is interesting that most of the volunteers are employed.

Sources of funding

Kolarič et al. (2006) found that the main sources of funding in nongovernmental sector in Slovenia are revenues from municipalities (28,7 % of all revenues), followed by membership fees (18,9 %) and donations from people (9,2 %). Thus, almost a third of the sources comes from the members or followers. Despite the tax policy that does not stimulate donations from firms, this is another important source of funding (9 %). However, there are significant differences among different type of the institutions. The main source of funding for societies are revenues from municipalities (31,4 % of all revenues), followed by membership fees (18,7 %). The donations from firms represent 8,8 % and the donations from people 7,2 %. Nonprofit private institutions generate the largest share of revenues by performing their nonprofit activities (41,9 %). They get approximately fifth of their sources (20 %) from the government, while municipalities and people contribute another 7,6 % and 7,7 %, respectively. Companies for disabled generate half of the revenues (50,6 %) by performing their nonprofit activities and almost a quarter (23,0 %) with performing profit activities. Other revenues represent 12, %, while the state contribution only 5, %.

2. Driving forces and barriers for social entrepreneurship development

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2.1. Historical development and background

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2.2. Main drivers

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2.3. Main barriers

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2.4. Public and political opinion towards social enterprises and future prospects for the development

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3. Measures/Policies promoting social enterprises in Slovenia

3.1. Brief overview

In Slovenia, elements of social policy are traditionally dispersed across a variety of areas, with a tendency towards mainstreaming. The primary intent is to provide a variety of measures in order to help the needy. Here are some examples of existing solutions broken down by areas of activity:

- **Employment (relevant for the project)** - e.g. various programmes of active employment policy, experimental programmes of the EQUAL initiative for the employment of people in vulnerable groups, such as disabled persons, migrants, Roma)
- **Social field** (e.g. exemption from the payment of social assistance services, cash social assistance, subsidised employment of beneficiaries of cash social assistance to contribute to a better financial situation by earning a living, state pension)
- **Fiscal policy** – income tax system geared towards alleviating the burden on persons with poor financial status (the latest changes to this end were introduced in 2007 and resulted in lower income tax rates for the lowest income groups)
- **Justice** – free legal aid for persons with poor financial status
- **Residential** (e.g. subsidised rent, non-reimbursable subsidies for young families)
- **Education** (e.g. subsidised kindergarten, upgraded in 2008 to provide free-charge kindergarten for the second and any subsequent child from the same

family simultaneously attending kindergarten, subsidised school meals, subsidised transport, textbook funds, grants)

- **Health** (e.g. exemption from payment of compulsory health insurance for persons with poor financial status and, if emergency medical treatment is necessary, provision of services requiring additional payment)
- **Family policy** (e.g. the increase in child benefits and a number of other family benefits at the beginning of 2008; these benefits improve the quality of life and decrease poverty in persons with poor financial status and in households as a whole)
- **Culture** – exemption from the payment of radio and television subscription fees for persons with poor financial status and those with a physical disability of 100% (in some cases also for lower % of disability), provided they have been granted assistance and attendance allowances.

Social inclusion policies are being coordinated at several levels, usually in the following manner:

- Production of certain materials (strategies, regulations, etc.), which entails setting up working groups with representatives of major participants in the social inclusion process;
- Publication of materials and their submission for public debate;
- Coordination of materials between ministries, state and local authorities;
- Examination of the report by the Economic and Social Council;
- Examination of the materials by the Government;
- Materials debated in the National Assembly and the National Council.

Results of social entrepreneurship study in Slovenia in 2007⁸ recognized some opportunities and activities with a potential for development in social entrepreneurship sector in Slovenia:

- Social and care services for vulnerable social groups
- Preserving rural heritage
- Ecological and municipal services
- Services linked to preserving cultural heritage
- Supportive services for development and growth of social entrepreneurship sector.

The short overview of legal framework, related to social economy and social entrepreneurship in Slovenia shows that many different laws (such as Act on: employment, rehabilitation and employment of disabled, business support environment, the public-private partnership, balanced regional development and even on agriculture and rural development...) have been at least in the aims indirectly

⁸LužarŠajt, Social entrepreneurship – opportunity for social inclusion of young people, July 2008, 22 p.

tackling about field of social entrepreneurship as a tool for active social integration of weak groups. But explicitly it is not mentioned in neither of listed laws. On the other side the most State's strategic documents for the period 2007 – 2013 try to find a space for social economy in Slovenian society without concrete politics for enforcement. The majority of »umbrella« legislative and social regulative support in the field of social economy and social enterprises in Slovenia is still under legal »authorities« consideration.⁹

Slovenia is aware of the fact that the state has re-established basis of “interim forms of social security assurance” just for disabled people. Existing programmes of active employment policy are more or less exhausted and are not able to help to the majority of more than 36.500 long-term unemployed and app. 22.000 those older than 50 years. There are badly developed instruments for stimulating flexible ways of employment together with social security assurance. Systems of social security are not yet adapted to demographic changes and diversity of activities¹⁰.

Promoting entrepreneurship in specific target groups

In March 2009, the Government of the Republic of Slovenia supplemented the Programme of Measures for Promoting Entrepreneurship and Competitiveness 2007 – 2013. The programme's aim is to prepare the model for supporting specific target groups (young people, women, members of ethnic communities, refugees, Roma, drug users, ex-prisoners...) and the proposal for inclusion in other support measures for entrepreneurship in co-operation with the Ministry of Agriculture, Forestry and Food, the Ministry of Education and Sport, and the Ministry of Labour, Family and Social Affairs. These groups need special support as they are faced with the lack of information, contacts, access to networks, sex discrimination, stereotypes, problems in combining professional and family obligations, and meet specific issues with regard to types of companies and industries.

The activities of informing, raising entrepreneurial culture, animating and motivating target groups will be implemented within the measure for the following purposes:

- Creating the supporting environment tailored to the needs of specific target groups
- Promoting networking within the specific target groups
- Obtaining information on business opportunities
- Exchange of good practices.

⁹Stavrevič, Social Economy in Slovenia, Proposal of Development Model Based on Possible Relevance Policy of the Peer Country, 2008, 2 p.

¹⁰Zares, Predlog programa za področje razvoja socialnega (družbenega) podjetništva in družbene odgovornosti podjetij, 2008, 9 p.

Planned results of the measure Promoting entrepreneurship in specific target groups at the end of 2013 are:

- 560 new companies (target groups of the young, women, people from rural areas, vulnerable groups); starting point in 2005 is 80.
- 1200 jobs created; starting point in 2005 is 80.¹¹

Final beneficiary:

- Women (in co-operation with the Ministry of Agriculture, Forestry and Food and the Ministry of Labour, Family and Social Affairs)
- Young (in co-operation with the Ministry of Education and Sport, the Ministry of Agriculture, Forestry and Food and the Ministry of Labour, Family and Social Affairs)
- People from less developed and rural areas (in co-operation with the Ministry of Agriculture, Forestry and Food)
- Vulnerable groups (Italian and Hungarian national communities and Roma, disabled persons, persons released after served prison sentence, persons released after completed treatment in institutions for treating alcoholism and other psychological problems, single mothers, etc.).

Integration of vulnerable groups into the labour market

For the period 2008–2010, the Ministry of Labour, Family and Social affairs (MLFSA) plans to realise the potential of an inclusive labour market to combat poverty and social exclusion within the **Operational Programme for Human Resources Development**¹² for better integration of vulnerable groups into the labour market under development priority 4. The objective of this measure is to increase social inclusion and reduce financial problems for vulnerable groups in the labour market which, among others, include the long-term unemployed, persons older than 50 years, young people, first-time job seekers, persons with disabilities and other functional impairments, members of ethnic communities, refugees, Roma and women. Its objective is also to contribute to the realisation of equal opportunities through the fight against all forms of discrimination. It primarily focuses on providing access to employment and social inclusion to all people, and in this way preventing any form of discrimination in the labour market, as well as enhancing the employability of vulnerable groups.

In the light of this, the MLFSA plans the following activities:

¹¹Ministry of The Economy, Programme of Measures for Promoting Entrepreneurship and Competitiveness 2007 – 2013, 2007, 21–23 p.

¹²Ministry of Labour, Family and Social Affairs, National Report On Strategies For Social Protection And Social Inclusion 2008–2010, 31-35 p.

- social entrepreneurship (funds envisaged in 2008: EUR 1 million; in 2009: EUR 1 million; and in 2010: EUR 1,45 million)
- innovative concepts and ideas for new approaches to employment of vulnerable groups (funds envisaged in 2008: EUR 755,000; in 2009: EUR 800,000; and in 2010: EUR 1 million)
- projects for persons with disabilities and other functional impairments (funds envisaged in 2008: EUR 1 million, in 2009: EUR 2 million, and in 2010: EUR 1,75 million)
- projects for the Roma (funds envisaged in 2008: EUR 700,000; in 2009: EUR 400,000; and in 2010: EUR 500,000)
- projects for women (funds envisaged in 2008: EUR 800,000; in 2009: EUR 300,000; and in 2010: EUR 500,000)
- projects for youth (funds envisaged in 2008: EUR 1 million; in 2009: EUR 500,000; and in 2010: EUR 500,000)
- projects for women (funds envisaged in 2008: EUR 500,000; in 2009: EUR 500,000; and in 2010: EUR 900,000)
- projects for migrants and their children (funds envisaged in 2008: EUR 300,000; in 2009: EUR 300,000; in 2010: EUR 300,000)
- projects for refugees and their children (funds envisaged in 2009: EUR 300,000; and in 2010: EUR 300,000)
- projects for reconciling family and professional life (funds envisaged in 2008: EUR 500,000; in 2009: EUR 500,000; and in 2010: EUR 1 million).

The objectives of these activities are:

- to enable access to employment and training of vulnerable groups by developing social and other innovative forms of entrepreneurship which create new jobs and enhance social and other services of public interest;
- to promote equal opportunities and social inclusion among young persons, especially within the educational system;
- to raise public awareness of equal opportunities as a positive social value and to encourage employers to eliminate discriminatory practices in employment.

The beneficiaries or target groups to be included or to conduct activities will be the economic, public and non-governmental sectors (employers, companies, agencies, chambers, associations, institutions, sheltered enterprises, NGOs) and all individuals or vulnerable groups in the labour market.

Indicators and monitoring:

- Number of persons participating in all development priority 4 measures,
- Number of women participating in all development priority 4 measures,
- Number of young people participating in all development priority 4 measures,

- Number of co-financed projects,
- Gross number of created jobs for vulnerable groups,
- The difference between registered unemployed men and women.

In the field of projects for persons with disabilities and other functional impairments (the project is in the initial planning phase), the following indicators are currently envisaged:

- Number of participants at each workshop,
- Number of copies of printed materials,
- Number of CDs,
- Number of disability organisations which received materials.

Social assistance services

Envisaged changes in the field of social assistance services were accepted in order to prevent social exclusion to provide access to social services of general significance. Considering the guidelines from the National Social Assistance Programme, the definition of provision and financing of social assistance has changed, in addition to the content of these services. First social assistance, counselling, planning and organisation of support are provided and financed by municipalities, whereas social care at home, residential care, training and work under special conditions are provided by regions. Changes were also introduced with respect to the establishment of public social care institutions providing these services. The proposed Social Assistance Act distinguishes between institutions established by the state and institutions established by regions.

Furthermore, it stipulates that centres for social work are established together by regions and municipalities, whereby their co-founding shares are defined on the basis of the centre's tasks performed for one or the other co-founder. Centres for social work will also implement public authorisations delegated from the national powers, as well as other tasks laid on them by other regulations.

The present social assistance, aimed at preventing social distress and difficulties – social preventive measures – with this bill turns into a special form of the social assistance programme.

First social assistance, as one of the services, continues to target identification and definition of social distress and difficulties with an evaluation of possible solutions, as well as providing information for entitled persons about the various possible forms of social assistance services, programmes and benefits.

The present service of personal assistance is transformed in the new bill into counselling. This is a service provided to an entitled person, who, despite the first social assistance through which he was informed about all possible forms of social assistance services, programmes and measures, cannot alleviate his social distress and solve his difficulties or does not know how to do this, and therefore requires social support and assistance in the given circumstances concerning his social distress and difficulties.

Planning and organisation of support is a social assistance service comprising individual planning of services and programmes, and coordination and monitoring of services and programmes; it targets persons in need of organised and coordinated support for independent living, equal opportunities and tailored long-term care.

Employment of persons with low employability to provide help at home is promoted through subsidies under the active employment policy. These subsidies are not only aimed at improving the accessibility to this service, but also at improving the conditions for entry into the labour market and at enhancing the employability of the unemployed. In the first half of 2008, the employment of 241 persons providing help at home was subsidized. The average cost per month per person was estimated at EUR 690 in the first half of 2008. The monthly subsidy of the Republic of Slovenia for all 241 employees amounts to approximately EUR 166,000 and the subsidy for six months to approximately EUR 996,000.

A new invitation to tender for subsidised employment for the period of one year was published in spring 2008 for the second half of 2008 and first half of 2009. This is a joint invitation to tender for providers of help at home and providers of personal assistance. The invitation-to-tender procedure has not yet been completed; therefore data on funds earmarked for help at home and personal assistance is not available.

Indicators and monitoring:

- Average monthly number of users of this service,
- Average monthly number of providers,
- Average monthly (total) cost of the service in Slovenia,
- Average monthly cost of the subsidies of the republic of Slovenia,
- Average monthly cost of the subsidies of municipalities,
- Average monthly cost of contributions of municipalities,
- Number of personal assistants,
- Number of providers of personal assistance/associations, other providers.

In 2008 and 2009, almost EUR 3 million was earmarked for said invitation to tender in the field of help at home and personal assistance. In 2007 municipalities allocated to this service in total around EUR 7.6 million, of which contributions to those who cannot pay for the service themselves around EUR 1.1 million; the state budget assigned to this service in the same period around EUR 1.9 million. In order to attain the objective of the National Social Assistance Programme to have 3% of the elderly as users of the help-at-home service, the act on long-term care insurance under preparation will play an important role. The act will introduce a new system of financing which will join together the existing fragmented sources of financing.

Persons with disabilities

In Slovenia, the sphere of employment of disabled persons is well developed; as such persons, through the public Employment Service of Slovenia, can be reintegrated into the work, educated, and aided in some other ways. The mentioned Employment Service of Slovenia covers not only this domain, but also implements other measures related to the education of most vulnerable population groups, e.g. long-term unemployed or older persons. The area of social affairs also is quite well developed. The Ministry of Labour, Family and Social Affairs performs some provisions in the field of the social security. In Slovenia, the social enterprises are predominantly companies employing disabled persons, and their status is legally settled¹³.

In April 2008, the National Assembly ratified the UN Convention on the Rights of Persons with Disabilities, which enforces the principle of non-discrimination and equal opportunities by exercising economic, social and cultural rights. At the end of November 2006, the Government adopted the Programme of Action for Persons with Disabilities 2007–2013. It includes the National Guidelines to Improve the Built Environment and Information and Communication Accessibility for Persons with Disabilities (Strategy: Accessible Slovenia) adopted by the Government in December 2005. Thus, a coordinated programme of measures for all persons with disabilities has been adopted by the Government for the first time since Slovenia's independence – no distinction is made between the types of disability or a person's age. It covers all areas which significantly affect the life of persons with disabilities (education, employment, health, culture, accessibility and self-organisation in disability organisations). The purpose of this programme of action is to promote, protect and ensure full and equal exercise of all human rights by persons with disabilities, and to foster respect for their inherent dignity. The programme comprises 12 key objectives with a total of 124 measures. The first report of 2007 on implementation of the programme was adopted by the Government at the end of June 2008.

¹³Austrian Institute for SME Research, Country Fiche – Slovenia, 2007, p. 3.

In Slovenia, some enterprises for disabled persons already arose in the 1960s. At that time, a special regulation provided that the status of a 'workshop for disabled' could be attributed to companies employing at least 50% of disabled persons. For instance, in 1963, 23 companies for disabled were active in Slovenia. Later on, their number has gradually decreased, while it started to rise again after 1988.

Employment of disabled persons is facilitated through Vocational Rehabilitation and Employment of Disabled Persons Act (2004). This law settles the rights relating to the employment rehabilitation of disabled persons as well as the establishing of conditions for their equal right to participate on the labour market. The enterprises for disabled persons have no special legal characteristics in view of the worker status.

Rules on social enterprises (2005) determine on what conditions the enterprise could acquire and keep the status of enterprise for disabled persons. The enterprise should be a commercial company with status of the enterprise for disabled persons and organised as a personal company, company with share capital or company with limited partnership (designations are: d.o.o., d.d. or k.d.d.). In whole business year it has to employ and train at least 40% of disabled persons among all employees in the enterprise (minimum is 5 employees).

Because of its special status enterprise for disabled persons receives state subsidies regulated by special regulation. Disabled persons which are employed in disabled enterprises can get subsidies between 5 - 30% of minimum salary. The salary for disabled persons is composed of the regular payment for work and the subsidy, which is defined by law. Disabled persons are eligible for the subsidy of salary considering the quality of their employment:

- in protective employment the subsidy share is from 30% to 70% of the minimum wage;
- in supported employment the subsidy share is from 5% to 30% of the minimum wage
- in an enterprise for disabled persons the subsidy share is from 5% to 30% of the minimum wage.

The amount of the subsidy depends on the degree of invalidism and/or his achieving working results. A person with disability has the right to salary subsidies if his performance at work is below that of non-disabled employees and is due to his disability. In accordance with the Pension and Invalidity Insurance Act (1999), the Health Care and Health Insurance Act (2006) and the Parental Protection and Family Benefits Act (2006) the disabled enterprises don't pay contribution for social protection of all employees. So-called allocated sources or financial resources from exemption and tax reliefs should be spent for investments in tangible assets connected with work of people with disabilities, workplace adaptations and improvements,

covering the deficit in turnover due to higher absenteeism of disabled persons, training and education of people with disabilities, payments of revisions and for other development purposes which ensure better employment of people with disabilities.

Companies with twenty or more employees need to comply with the quota for employing people with disabilities. All employers who employ people with disabilities are entitled to workplace adaptations and subsidies for salaries, and to annual awards for good practice in the employment of people with disabilities. For employers who employ more disabled people than regulated by the quota system, the Fund for the promotion of employment of people with disabilities decides to rewards and exemptions from pension and disability insurance payments, and on the payment of support service based on the individualized support plan for the person with disabilities and the employer.¹⁴

Enterprises for disabled persons have favourable status when there is a public order (Public Procurement Act, 2006). Under specific circumstances the offer of disabled enterprise could be 5% higher than economically the most reasonable offer prepared by the non-disabled bidder or employment centre.

Social enterprises are often faced with problems coming from a rigid pension system. In the Action programme for disabled persons 2007 – 2013 is envisaged a possibility of restoring a system which will enabled the disabled person to move from the status of disabled person into the employment seeker status or vice versa (to give the disabled person status quo of acquired rights) during his/her incorporation in regular work under Act Concerning Social Care of Mentally and Physically Handicapped Persons (1983) or Pension and Invalidity Insurance Act (1999). But actually employment legislation that kind of flexibility doesn't enable.

Also Pension and Invalidity Insurance Act (1999) fulfils the demand for multidisciplinary treatment of disabled persons, gives financial reliefs to the employer due to adaptation of working places to the needs of disabled persons, but doesn't anticipate additional employments stimulations because employers are not stimulated to employment of disabled persons.

The common finding about the employment regulation in Slovenia is that Employment Relationship Act (2002) is in general very stimulative for introduction of social entrepreneurship because its articles make a social entrepreneurship possible. But these articles should be considered in connection with other legislation e.g. Employment and Insurance Against Unemployment Act, Pension and Invalidity Insurance Act, Vocational Rehabilitation and Employment of Disabled Persons Act, Tax legislation.

¹⁴Cussler et al, Transnational Development Partnership: Equal chances for students and graduates with disabilities, 2007, 106 – 107 p.

In Slovenia, our legislation still doesn't have a law which would precisely define social enterprises and responsible ministry, determine register of social enterprises, criteria for getting and keeping the status, ways of monitoring, reporting and stimulating the social entrepreneurship and cooperation between ministries and other key stakeholders. All these elements will be settled by The Act of Social Entrepreneurship which is in preparation.

EQUAL initiative

In order to realise the potential of an inclusive labour market in the fight against poverty and social exclusion there was also the EQUAL initiative. General objective of EQUAL initiative in Slovenia was to contribute to developing a comprehensive and coordinated overall employment strategy, and to play a role in human resource development in its own unique way, i.e. by searching for new methods of fight against discrimination and inequalities in the labour market in order to achieve the prosperity of all people living in Slovenia, and thus to promote the value of human resources.

The program started in October 2004 and finished in October 2007. It was in part co-financed by the European Social Fund (75%) and in part by the Ministry of Labour, Family and Social Affairs - MLFSA (25%); approved funds for the project in total were 8,6 million EUR. Given the amount of funds paid by the European Union to Slovenia for the EQUAL initiative and the relatively short programme period, the MLFSA – the managing authority for PPS EQUAL – has focused on the following four measures out of nine:

- Measure 1: Employability,
- Measure 5: Adaptability,
- Measure 8: Equal opportunities and
- Measure 9: Asylum seekers.

Projects were carried out by 20 development partnerships (DP) linking various organisations operating in the same field in order to improve and facilitate more comprehensive solutions to their problems. Contracts concluded with DP amounted to EUR 6 million. The final realisation of contract values is estimated at 90% (September 2008)¹⁵.

¹⁵Ministrstvo za delo, družino in socialne zadeve, Zbornik sofinanciranih projektov, okt. 2007.

3.2. Presentation of the measures

Exemption from payment of tax on paid salary of companies for disabled persons

Filed	Explanation
Country	Slovenia
Name of the scheme/measure/regulation (English)	Exemption from payment of tax on paid salary of companies for disabled persons
Original name of the scheme/measure/regulation	Oprostitevplačiladavkanaizplačaneplačneinvalidskihpodjetij
Principal organisation	Ministry of Labour, Family and Social Affairs
Implementing organisation	Ministry of Labour, Family and Social Affairs
Status of implementing organisation	Public
Source of funding	Ministry of Labour, Family and Social Affairs
EU financial contribution	No
Duration Of The Action	
- Start date	1997
- End date	Ongoing
Type of the scheme/measure/regulation	Legal provisions in the area of recruiting, employment
Objective of the scheme/measure/regulation	To encourage employers to employ disabled persons
Brief description of the scheme/measure/regulation	The Law on tax on paid salaries (Official Gazette of RS, 25/2005) determines that companies for disabled persons do not have to pay tax on paid salaries
Target population addressed	disabled persons, employees in companies for disabled persons
Geographical areas covered	national
Relevance of the scheme/measure/regulation	This measure is important to stimulate the organisations to employ disabled persons
Evaluation	No
Future perspective of the scheme/measure/regulation	The measure will be continued in the future.
Additional relevant information	The Law online: www.uradni-list.si/1/ulonline.jsp?urlid=200525&dhid=74713 Further information: http://www.svzi.gov.si/index.php?pageid=3&kaj=nevezane&w=subvencije

Subsidy to salary for disabled persons

Filed	Explanation
Country	Slovenia
Name of the scheme/measure/regulation (English)	Subsidy to salary for disabled persons
Original name of the scheme/measure/regulation	Subvencijaplačeinvalidu
Principal organisation	Ministry of Labour, Family and Social Affairs
Implementing organisation	Slovenian fund for stimulation of employment of disabled persons
Status of implementing organisation	Public
Source of funding	Ministry of Labour, Family and Social Affairs
EU financial contribution	No
Duration Of The Action - Start date - End date	1991 On-going
Type of the scheme/measure/regulation	Provisions in the area of taxation, social security, law
Objective of the scheme/measure/regulation	To ameliorate the possibilities of employment for disabled and to encourage employers to hire disabled persons
Brief description of the scheme/measure/regulation	<p>This measure basically provides a subsidy to the salary for disabled persons that is part of their payment for work according to the employment contract.</p> <p>The salary for disabled persons is composed of the regular payment for work and the subsidy, which is defined by law. Disabled persons are eligible for the subsidy of salary considering the quality of their employment:</p> <ul style="list-style-type: none"> - in protective employment the subsidy share is from 30% to 70% of the minimum wage; - in supported employment the subsidy share is from 5% to 30% of the minimum wage - in a company for disabled persons the subsidy share is from 5% to 30% of the minimum wage. <p>The amount of subsidy depends on the degree of invalidism and/or his achieving working results.</p>
Target population addressed	The subsidy of to the salary is the right of disabled persons, who are either employed in a protective job, or in supported employment or in a company for disabled persons
Geographical areas covered	national
Relevance of the scheme/measure/regulation	This measure is important to stimulate the organisations to employ disabled persons.
Evaluation	No
Future perspective of the scheme/measure/regulation	The measure will be continued in the future.
Additional relevant information	

Public tender for stimulating the development of social entrepreneurship

Filed	Explanation
Country	Slovenia
Name of the scheme/measure/regulation (English)	Public tender for stimulating the development of social entrepreneurship
Original name of the scheme/measure/regulation	Javnirazpiszaspodbujanjerazvojasocialnegapodjetništva
Principal organisation	Ministry of Labour, Family and Social Affairs
Implementing organisation	Ministry of Labour, Family and Social Affairs
Status of implementing organisation	Public
Source of funding	Ministry of Labour, Family and Social Affairs
EU financial contribution	Yes – European Social Fund ((85 %) - PP 6885)
Duration of the Action - Start date - End date	1.7.2009 30.4.2012
Type of the scheme/measure/regulation	Support in founding/establishing social enterprises Specific training measures
Objective of the scheme/measure/regulation	To support max. 10 projects which will include into the training at least 150 persons from the vulnerable focused group and will assure to at least 25% of those persons employment for full working timefor at least one year
Brief description of the scheme/measure/regulation	This measure will finance projects which will develop market activities (sale of goods and services) and create working places for vulnerable groups of people. The measure will cover: <ul style="list-style-type: none"> - development of new or broadening the existing market activities - training of persons from vulnerable group for inclusion into the activity - creation of new working places for employment of people from vulnerable group
Target population addressed	<ul style="list-style-type: none"> - persons older than 50 years - young people (younger than 25 years) with no or low education - Roma - ex-prisoners - ex-drug users included into the rehabilitation programmes - migrants, refugees
Geographical areas covered	National
Relevance of the scheme/measure/regulation	This measure is important to stimulate the organisations to employ non-active unemployed persons from vulnerable groups
Evaluation	After the official end of each particular project
Future perspective of the scheme/measure/regulation	This measure will be realised through four tenders in four years (total budget is 2.000.000 EUR).
Additional relevant information	On line links: http://www.mddsz.gov.si/si/javna_narocila_in_javni_razpisi

	<p><u>/javni_razpisi/?tx_t3javnirazpis_pi1[show_single]=855</u> <u>http://www.euskladi.si</u> List and short description of the projects <u>http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/rezultati_javnega_razpisa.pdf</u> <u>http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/11-12-09-kratek_opis_izbranih_projektov.pdf</u></p>
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Public tender for stimulating the employment of unemployed persons

Filed	Explanation
Country	Slovenia
Name of the scheme/measure/regulation (English)	Public tender for stimulating the employment of unemployed persons(10+)
Original name of the scheme/measure/regulation	Javnirazpiszaspodbujanjezaposlovanjabrezposelnihoseb(10+)
Principal organisation	Employment Service of Slovenia (Zavod RS zazaposlovanje)
Implementing organisation	Employment Service of Slovenia (Zavod RS zazaposlovanje)
Status of implementing organisation	Public
Source of funding	Employment Service of Slovenia (Zavod RS zazaposlovanje)
EU financial contribution	No
Duration Of The Action - Start date - End date	<ul style="list-style-type: none"> - first closing day – 12.11. 2009, - second closing day - 15. 1. 2010, - ultimate closing day – 31.12. 2011.
Type of the scheme/measure/regulation	Legal provisions in the area of recruiting, employment
Objective of the scheme/measure/regulation	To employ 750 persons unemployed due to the bankruptcy; share of employed women should be at least 50%
Brief description of the scheme/measure/regulation	To stimulate employment at least 10 unemployed persons from the target population of this tender by the means of subvention for employment. The subvention will be given to those employers who will employ people full time (40 hours per week) for at least one year.
Target population addressed	<p>Unemployed persons which are registered in the unemployed evidence of Employment Service of Slovenia and became unemployed due to the bankruptcy with one or more listed conditions below:</p> <ul style="list-style-type: none"> - persons older than 50 years - people with not finishedsecondary education - person who lives alone and should take care over one or more children - members of ethnic communities - unemployed persons which will employ in the sector of unbalanced ratio among sex at least 25% higher than average in all sectors in Republic Slovenia
Geographical areas covered	National
Relevance of the scheme/measure/regulation	This measure tries to stimulate the organisations to employ persons which became unemployed due to bankruptcy of their companies
Evaluation	No
Future perspective of the scheme/measure/regulation	<p>On going measure:</p> <ul style="list-style-type: none"> - year 2009: 200.000,00 EUR - year 2010: 2.300.000 EUR - year 2011: 500.000 EUR

Additional relevant information**On line links:**

<http://www.ess.gov.si/slo/Dejavnost/JavniRazpisi/30-10-09/30-10-09.htm>

Public tender for stimulating the employment of long-term unemployed persons

Filed	Explanation
Country	Slovenia
Name of the scheme/measure/regulation (English)	Public tender for stimulating the employment of long-term unemployed persons
Original name of the scheme/measure/regulation	Javnirazpisspodbujanjezaposlovanjadolgotrajnobrezposelnihoseb2009 / 2010
Principal organisation	Employment Service of Slovenia (Zavod RS zazaposlovanje)
Implementing organisation	Employment Service of Slovenia
Status of implementing organisation	Public
Source of funding	Employment Service of Slovenia
EU financial contribution	Yes – European Social Fund ((85 %) - PP 6849)
Duration Of The Action - Start date - End date	<ul style="list-style-type: none"> - first closing day – 30.9. 2009, - second closing day –30.11. 2009 - third closing day – 29.1.2010 - ultimate closing day – 30.11. 2011.
Type of the scheme/measure/regulation	Legal provisions in the area of recruiting, employment
Objective of the scheme/measure/regulation	To employ 1000 persons; share of employed women should be at least 60%
Brief description of the scheme/measure/regulation	To stimulate employers who are started new projects in the field of social inclusion of vulnerable groups to employ 5(maximum) long-term unemployed persons for full working time for 18 months(subvention of 15.000€/worker + costs for medical examination)
Target population addressed	Long term unemployed persons which are registered more than 12 months in the last 16 months in the unemployed evidence of Employment Service of Slovenia or in the evidenceof persons, involved into various programmes of active employment policy
Geographical areas covered	National
Relevance of the scheme/measure/regulation	This measure tries to stimulate the organisations to employ long-term unemployed persons
Evaluation	No
Future perspective of the scheme/measure/regulation	On going measure: <ul style="list-style-type: none"> - year 2009: 277.500 EUR - year 2010: 7.777.500 EUR - year 2011: 7.500.000 EUR
Additional relevant information	On line links: http://www.ess.gov.si/slo/Dejavnost/JavniRazpisi/04-09-09DBO/04-09-09.htm

Public tender for selection of development projects for a growth in employment of vulnerable social groups in the area of culture

Filed	Explanation
Country	Slovenia
Name of the scheme/measure/regulation (English)	Public tender for selection of development projects for a growth in employment of vulnerable social groups in the area of culture and to support its social inclusion within the framework of European Social Fund in 2009 - 2010
Original name of the scheme/measure/regulation	Javnirazpiszaizborrazvojnihprojektovzadvigzaposljljivostiran ljihvdružbenihskupinnapodročjukulture in podporonjihovisocialnivključenosti v okviruEvropskegasocialnegasklada v letih 2009 - 2010
Principal organisation	Ministry of Culture
Implementing organisation	Ministry of Culture
Status of implementing organisation	Public
Source of funding	Ministry of Culture
EU financial contribution	Yes – European Social Fund((85 %) - PP 6920)
Duration Of The Action	
- Start date	- 29.05.2009
- End date	- 30.9.2010
Type of the scheme/measure/regulation	Specific training measures
Objective of the scheme/measure/regulation	<ul style="list-style-type: none"> • To strengthen the employment capability of vulnerable social groups in the area of culture by training the members of these groups • To strengthen the employment of people in organisations, supporting the cultural activity of vulnerable groups • To strengthen the employment of vulnerable groups by creation of new working places in the field of culture
Brief description of the scheme/measure/regulation	This measure will finance development projects intended to strengthen a qualification and rise of employment level of vulnerable groups in the area of culture
Target population addressed	<ul style="list-style-type: none"> • Members of Hungarian or Italian national community • Roma • Members of ethnic minority communitiesand immigrants • Disabled persons (a
Geographical areas covered	National
Relevance of the scheme/measure/regulation	This measure is focused on improvement of education and qualification skills of people from vulnerable social groups
Evaluation	No
Future perspective of the scheme/measure/regulation	Persons from focused vulnerable groups will get a job which will have to last at least 12 months longer after the end of the project. The project budget amounts to 1.575.910,00(in year 2009

	433.369 EUR and in year 2010 1.142.541 EUR)
Additional relevant information	<p>On line links: http://www.mk.gov.si/si/razpisi_pozivi_in_javna_narocila/javni_razpisi/?tx_t3javni_razpis_pi1[show_single]=906 List and short description of the projects (19 approved applications): http://www.mk.gov.si/fileadmin/mk.gov.si/pageuploads/Ministrstvo/Strukturni_skladi/SEZNAM_UPRAVICENCEV-ESS-09-10.pdf</p>

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