

Student work in Slovenia

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Students and high school students are social group with quite a unique social status. They are in the process of gaining their own independence, not really independent with earning their own money, since they are included in education and do not have enough free time for full-time employment, and not being fully taken care of by their own parents. The situation calls for different approach and besides the usual system of scholarships, students after their 15 years of age in Slovenia can earn their own money by doing student work.

Student work started to develop in the years after World War II., when Slovenia was part of Yugoslavia. Students, residing in Rožna dolina in Ljubljana dormitories started to deliver fresh milk in the surrounding neighbourhood. In the years after independence of Slovenia and the introduction of market capitalism, agencies, specialized for delivering student work to students, were formed. Even today, they are legislated with the same legislation as employment agencies, even though they have different mission as an intermediary in the process.

Because of the unique situation of students, who are not able to work full time (their main occupation is, of course, studying) it is important for the work to be temporary or occasional, with the process of applying and working to be as fast and flexible as possible. With this situation, students need to be positively discriminated on the labour market; this is done by relative lower taxation of student work, compared to regular employment. For students, agencies work as an online platform, where students can find work, suiting their interest, time and place of work. All they need to do is to register at an agency with a letter of confirmation from their faculty, confirming they are students, their tax number, social security number and with their bank account number. Students have to renew their membership each year, with the beginning of new study year. When a student finds work, according to his wishes (on the web-pages of the agencies, etc.), he calls to student agency and expresses his desire to work there, or does that already online, depending on the service of the agency. Students arrange time and place of work with employers and after the work is concluded (or at the beginning of the next month, when all wages of the employers are transmitted to employees' accounts), they receive the payment through employment agencies to their banking account.

Other, especially legal, aspects of student work are taken care of by the agencies. Since student work is basically type of a contract work, it is important to arrange the contract between student and employer. Agencies prepare and send 4 copies of referral forms (referrals) to employer, where it is stated, which student works at which employer and what

kind of work is done. Employer adds the number of work hours and height (amount) of the payment on the referral and signs the referral, as well as the student, sends 2 copies back to agency, gives one to the student and keeps one. The referral is considered as a contract. There are provisions in Employment Relationship Act, which protect students at work, like protection against discrimination, protection of under-aged (under 18 years old) at work, provisions on working-time, rest periods, employer's liability for damages and compensation etc.

Though the basic focus of student work is helping students to improve social situation and to some extent, even enables them to study, another component is becoming more and more important. Since Slovenia has one of the highest shares of youth in university level of education, young people need to gain more work experiences before graduating. It is becoming the most important instrument of gaining relevant work experiences during education. It has a lot of positive aspects: students search for their interests, gain new skills (writing CV, search for job, job application, job interviews; they get introduced with work processes, systems of hierarchy; business communication, social skills,...) and develop competencies (team work, adaptability, persistency, responsibility,...). Students use theoretical knowledge, gained through studies in practice, write research papers and even bachelor or master thesis connected to their student jobs. Very important part of such arrangement through student work is building social network, which students can use when entering labour market for regular employment.

Positive discrimination at student work can also be seen in some other aspects. One is the rate of personal income tax, where students can earn as much as 2752.26 EUR per year (if they live with their parents and are younger than 26) or 9996.50 EUR (if students live on their own) and do not need to pay any income tax from it. Last specific is already mentioned lower direct taxation of student work paid by employers, with the main beneficiaries being students themselves.

Student work taxation for the employers (employers' costs):

| Type of burden | Share of burden |
|----------------------------------------------------------------|-----------------|
| Concessions | 23% |
| - For scholarships (to state scholarship fund) | - 15.4% |
| - For brokerage services (to employment agencies) | - 3.8% |
| - For project for students (to Slovenian Student Union) | - 3.8% |

| | |
|--------------------------------------------------------------------------------------------|--------------------------------------------------------|
| Added concession for building dormitories and renewal of educational infrastructure | 2% |
| VAT on concessions | 5.5% (22 % VAT calculated from 25 % basis of taxation) |
| + Insurance on workplace | 4.58 EUR per month |
| + Insurance in cases of death or disablement | 9.64 EUR per year |
| TOTAL BURDEN | 30.5% |

Some notable statistics (references are in Slovene):

- Student work represents 2-4% of the whole Slovenian labour market¹²,
- more than half of the students, who worked at an employer as students, gained their first employment at the very same employer³,
- the most important aspect of student work for students, is gaining relevant work experiences, followed by improving social situation and enabling studying as such (Eurostudent 2013, unofficial results),
- student work is the most important way of gaining first employment⁴,
- student work is the most important form of income, which helps students at paying expenses,
- more than 20% of all the student work represent works in administration, followed by manual work with around 20% and skilled work (bit less than 20%). It is notable, that students during their advancement to senior years search for works, more connected to their field of study⁵.

¹http://www.sizad.si/resources/files/Ekonomski_vidiki_studentskega_dela_POROCILO.pdf

²http://www.mlad.si/files/knjiznica/med-otrosvom-in-odraslostjo_analiza_polo%C5%BEaja_mladih_v_sloveniji_2009.pdf

³<http://www.delo.si/clanek/125859>

⁴http://www.ef.uni-lj.si/content/static_slovene/po_fakulteti/spremljanje_diplomantov0910.asp?aid=5&id=681#odg

⁵http://www.sizad.si/resources/files/Ekonomski_vidiki_studentskega_dela_POROCILO.pdf