

## Country Guide > Slovenia

### Cost of Living

**Indicative value for a working adult in a city: Ljubljana**

Publicly available data (Numbeo, etc..), verified by Marco's in-country staff

Living Requirement	Indicative Amount (EUR)
McDonalds Set Meal	8
Monthly Train and Bus Tickets	37
3 Bedrooms Rental (City Center)	1750
3 Bedrooms Rental (Outskirt)	1260

**Current Inflation Rate:** 1.9%

### Wage

**Minimum Wages:**

Minimum wage: 1253.90 EUR/ month

### Median Salary

Estimated based on general positions such as HR, Accounting, Admin roles, in tier one cities.

Job Level	Monthly Salary (EUR)
Entry-Level (Fresh Graduate)	5,000
Mid-Level (5 Years)	7,500
Experienced & Managerial Level (10 Years)	10,000
Specialized & Senior-Level (15 Years)	15,000

**Annual Salary Growth:** 4.5%

### Statutory Contribution

All contributions are paid monthly by the employer to the ZZZS, up to 15 of the following month.

Type	Employer Rates	Employee Rates	Notes
Pension Insurance	8.85%	15.50%	All staff
Health Insurance	6.56%	6.36%	All Staff
Unemployment Insurance	0.06%	0.14%	All staff
Parental Care	0.10%	0.10%	All staff
Work Injury Insurance	0.53%	-	All staff
Seniority Fee	0.5%		All staff 0.5% of basic salary for each completed year of work

## Other Benefit

Other common employment benefits in Slovenia include:

- Fitness allowance: Around 30 EUR / month
- Meal allowance: 7.96 EUR / working day, Mandatory if the employee works more than 4 hours a day
- Private health insurance: Around 50 EUR / month
- Holiday allowance: Minimum amount of minimum salary for that year.  
In 2025 minimum 1253.90 EUR, Mandatory, must be paid by July 1st each year

## Income Tax

### Residents

Taxable Income	Tax Rate
0 – 9,210.26	16%
9,210.26 – 27,089.00	26%
27,089.00 – 54,178.00	33%
54,178.00 – 78,016.32	39%
More than 78,016.32	50%

### Residents

#### Non-Resident

- Depends on the double taxation agreement between countries. Typically, only income originating in Slovenia is taxed, the rate is same as residents
- A tax resident is an individual who meets one of following criteria:
  - Residence in Slovenia for at least 183 days in a calendar year
  - Have their centre of life interests in Slovenia

## Working Hours

### Statutory

40 hours

8 hours a day, 5 days a week.

### Typical practice

40 Hours

Monday- Friday

## Overtime

No more than 8 hours per week

- No general statutory provisions regarding overtime pay.
- The amount of overtime allowance should be specified in the employment contract.

**Employment Contract****Fixed-Term**

Used for replacing staff who are sick, on maternity leave, temporarily increased workloads, preparation for work and training, seasonal and project work

Contract Format	Payroll Currency	Probation	Contract Period
Written, in Slovenian although bilingual contracts are accepted and signed by both parties. It is possible to use a qualified electronic signature.	EUR	Up to 6 months	Up to 2 years. there are no renewal conditions as long as contracts last no longer than 2 years

**Termination**

- In Slovenia the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
<b>Notice Period - Probation</b>	7 days	7 days	7 days
<b>Notice Period - Regular</b>	- Up to 1 year service: 15 days - Above 1 year service: 30 days	- Up to 1 year service: 15 days - 1 - 2 years' service: 30 days	- Up to 1 year service: 15 days - 1 - 2 years' service: 30 days
<b>Severance Pay</b>	-	Mandatory if staff are terminated for non-culpable dismissal - 1- 10 years' service: 1/5 average monthly salary for year of service	Mandatory if staff are terminated for non-culpable dismissal - 1- 10 years' service: 1/5 average monthly salary for year of service

**Permanent**

Contract Format	Payroll Currency	Probation	Contract Period
Written, in Slovenian although bilingual contracts are accepted and signed by both parties. It is possible to use a qualified electronic signature.	EUR	Up to 6 months	-

**Termination**

- In Slovenia the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
<b>Notice Period - Probation</b>	7 days	7 days	7 days
<b>Notice Period - Regular</b>	- Up to 1 year service: 15 days - Above 1 year service: 30 days	- Up to 1 year service: 15 days - 1 - 2 years' service: 30 days - Each subsequent year of service, notice periods increase by 2 days, capped at 60 days - 25+ years' service: 80 days	- Up to 1 year service: 15 days - 1 - 2 years' service: 30 days - Each subsequent year of service, notice periods increase by 2 days, capped at 60 days - 25+ years' service: 80 days
<b>Severance Pay</b>	-	Mandatory if staff are terminated for non-culpable dismissal - 1- 10 years' service: 1/5 average monthly salary for year of service - 10- 20 years' service: 1/4 average monthly salary for year of service - Over 20+ years' service: 1/3 average monthly salary for year of service - Capped at 10 times average monthly salary	Mandatory if staff are terminated for non-culpable dismissal - 1- 10 years' service: 1/5 average monthly salary for year of service - 10- 20 years' service: 1/4 average monthly salary for year of service - Over 20+ years' service: 1/3 average monthly salary for year of service - Capped at 10 times average monthly salary

**2025 Public Holiday**

Date	Name
01 Jan - 02 Jan	New Year's Day
08 Feb	Prešeren Day
20 Apr	Easter Sunday
21 Apr	Easter Monday
27 Apr	Day of Uprising Against Occupation
01 May - 02 May	Labor Day
18 May	Whit Sunday
02 Dec - 03 Dec	National Day

25 Jun	Statehood Day
15 Aug	Assumption of Mary
31 Oct	Reformation Day
01 Nov	All Saint's Day
25 Dec	Christmas Day
26 Dec	Independence and Unity Day

## Leave

Leave Type	Entitlement	Notes
Annual Leave	20 working days	All staff The number of days may be increased by collective agreement.
Sick Leave	Up to 30 days	All staff First 30 days paid by employer - 80% of the salary. From day 31 paid by government - 80% of the salary
Maternity Leave	105 calendar days begins 28 days before the expected date of birth	All Expectant mothers Paid by government - 100% of the salary
Paternity Leave	15 calendar days	All expectant fathers Paid by government - 100% of the salary
Shared Parental Leave	320 calendar days 160 days per parent	All parents which 100 can be transferred by either parent Paid by government - 100% of the salary

Learn about global employment solutions.

Please scan the QR code

