

GLOBALG.A.P. Risk-Assessment on Social Practice (GRASP)

GRASP Module – Interpretation for SLOVENIA

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English version

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Control Point	Compliance Criteria	Interpretation for SLOVENIA
EMPLOYEES' REPRESENTATIVE(S)		
1	<p>Is there at least one employee or an employees' council to represent the interests of the staff to the management through regular meetings where labor issues are addressed?</p>	<p>Documentation is available which demonstrates that a clearly identified, named employees' representative(s) or an employees' council representing the interests of the employees to the management is elected or in exceptional cases nominated by all employees and recognised by the management. The election or nomination takes place in the ongoing year or production period and is communicated to all employees. The employees' representative(s) shall be aware of his/her/their role and rights and be able to discuss complaints and suggestions with the management. Meetings between employees' representative(s) and the management occur at accurate frequency. The dialogue taking place in such meetings is duly documented.</p> <p>For GRASP compliance, in addition to the local law, the farm shall have a representative or a form of representation when the farm has more than 1 employee (employee concept is defined in section 9.2 of the GRASP General Rules). Any producer with minimum of one (1) employee shall have a form of employees' representation that can be applied to meet the GRASP requirements as indicated in the different control points with respect to the employees' representative (ER). The ER or in alternative scenarios, the person (people) responsible for the system of representation shall be present during the assessment.</p> <p>This form or representation could take any form (could be a person, group of people, several temporally appointed people, etc.) as long as:</p> <ul style="list-style-type: none"> • It is independent from management • It is decided by the employees • It is communicated to the employees • It is recognized by the employees <p>Slovenian legislation does not recognize direct provisions governing the field of workers' participation in management when they work on a farm organized on the basis of Article 4 of ZKMe-1. Thus, the general regulations in this field apply, adding that the farm, organized on the basis of Article 4 of ZKme-1, has no legal subjectivity. Employment contracts are concluded by the institution or members of the farm as natural persons with natural persons. http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO5944</p> <p>In case there is no legal obligation for an employee's representative, the GRASP Compliance criteria applies.</p> <p>Farm management should look for an alternative means of workers representation to avoid non-compliance in those CPCCs. The alternative means should keep the objectivity, be decided, appointed or elected by the workers and keep the separation from the management.</p> <p>The ultimate form of representation must be the one that is more efficient to comply with all GRASP CPs and several can coexist as long as one is aware of the roles and responsibilities of GRASP. During evaluation, auditor must get evidence that the person or system representing the workers' interest (no matter the representative</p>

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		chosen) has full awareness of this and its responsibilities in the different in CPs 1,2,4, and 10. This must be documented to be reviewed by the auditor.
COMPLAINT PROCEDURE		
2	Is there a complaint and suggestion procedure available and implemented in the company through which employees can make a complaint or suggestion?	<p>A complaint and suggestion procedure appropriate to the size of the company exists. The employees are regularly informed about its existence, complaints and suggestions can be made without being penalized and are discussed in meetings between the employees' representative(s) and the management. The procedure specifies a time frame to answer complaints and suggestions and take corrective actions. Complaints, suggestions and follow-up solutions from the last 24 months are documented.</p> <p>In Articles 200 to 202, the ZDR-1 regulates the procedure for the enforcement and protection of rights, obligations and responsibilities arising from an employment relationship. In case a worker considers that his employer violates rights or does not fulfill the agreed obligations, the worker must first require the employer to eliminate the violations or fulfill the obligations. Only if the employer fails to do so, a worker can demand protection at the labor court. The request by which the worker requests the elimination of violations or fulfillment of the obligation must be written. The request may also be oral, but if the employer does not correct the violation or does not fulfill the obligation, the worker will not be able to claim protection at the labor court.</p> <p>In any case, the request by which the worker requests the elimination of violations or the fulfillment of obligations should include information about the worker and an indication of the rights that are violated or the obligations that the employer did not fulfill. An employee may file a request for the protection of rights for any right or unfulfilled obligation of the employer to whom he belongs on the basis of a concluded employment contract, collective agreements, employer's acts, where he can accept them, and laws (not only ZDR-1, but also other laws, which regulate rights and obligations relating to employment relationships).</p> <p>In case the workers do not elect an employees' representative, an alternative system shall be in place to provide for the role of the employees' representation in this CP.</p> <p>Farm management must indicate clearly the system for complaints according to their needs and the local law. Worker representative should inform the auditor about the efficiency of the system and how this is evaluated considered in the meeting with management. In addition, documents must show the process and how the system is communicated to the workers. If workers have not good language command, then the system should be available in the language used to instruct the workers.</p> <p>A system must be accessible in all workers languages and/or consider lack of ability to read or write.</p>

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SELF-DECLARATION ON GOOD SOCIAL PRACTICES		
3	<p>Has a self-declaration on good social practice regarding human rights been signed by the management and the employees' representative and has this been communicated to the employees?</p>	<p>The management and the employees' representative(s) have signed, displayed and put in practice a self-declaration assuring good social practice and human rights of all employees. This declaration contains at least commitment to the ILO core labor conventions (ILO Conventions 111 on discrimination, 138 and 182 on minimum age and child labor, 29 and 105 on forced labor, 87 on freedom of association, 98 on the right to organize and collective bargaining, 100 on equal remuneration and 99 on minimum wage) and transparent and non-discriminative hiring procedures and the complaint procedure. The self-declaration states that the employees' representative(s) can file complaints without personal sanctions. The employees have been informed about the self-declaration and it is revised at least every 3 years or whenever necessary.</p> <p>Subcontracted labor shall be included in the scope of GRASP and its obligations. Verify if there is any national legislation on data protection that does not allow to share documents or to visit premises of the subcontractor.</p> <p>Slovenia is bound by 10 of the 11 ILO Convention Conventions (see https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103533)</p> <p>The following core labor conventions were ratified by Slovenia: Convention no. 111 on discrimination in employment and occupations Convention no. 138 on the minimum age for entering into an employment relationship Convention no. 29 on forced or compulsory labor Convention no. 87 on trade union freedom and the protection of trade union rights Convention no. 98 on the application of the principles on the rights of organization and collective bargaining Convention no. 100 on Equal Remuneration for Women and Men for Equal Work https://www.uradni-list.si/glasilo-uradni-list-rs/vsebina/1992-02-0086?sop=1992-02-0086 (article C37) Convention no.182 on the Prohibition of the Worst Forms of Child Labor and the Immediate Action for their Abolition http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3095 Convention no. 105 on the elimination of forced labor https://www.uradni-list.si/glasilo-uradni-list-rs/vsebina/1997-02-0035?sop=1997-02-0035</p> <p>Slovenia has not yet ratified Convention no. 99 on determining the minimum wage (agriculture). The Minimum Wage Act (ZMinP, Official Gazette of the Republic of Slovenia, Nos. 13/10, 3/11, 5/12, 8/13, 7/14, 6/15, 92/15, 6/16, 4 / 17, 5/18, 83/18), which stipulates that every worker who works full time with an employer in the Republic of Slovenia has the right to be paid for the work done at least in the amount of the minimum wage determined in accordance with this Act. Currently, this salary is 886.63 EUR gross. The amount of the minimum wage shall be determined by the Minister responsible for work, after prior consultation with the social partners.</p> <p>https://wageindicator.org/salary/minimum-wage/slovenia</p>

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			<p>In case the workers do not elect an employees' representative, an alternative system shall be in place to provide for the role of the employees' representation in this CP.</p> <p>The Declaration must include the willingness to comply, protect and actively have processes to protect those rights. It should explain how the employee representative must be able to present complaints on the rights included in the declaration.</p>
ACCESS TO NATIONAL LABOR REGULATIONS			
4	Do the person responsible for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to recent national labor regulations?	The responsible person for the implementation of GRASP (RGSP) and the employees' representative(s) have knowledge of or access to national regulations such as gross and minimum wages, working hours, trade union membership, anti-discrimination, child labor, labor contracts, holiday and maternity leave. Both the RGSP and the employees' representative(s) know the essential points of working conditions in agriculture as formulated in the applicable GRASP National Interpretation Guidelines.	<p>Official Gazette of the Republic of Slovenia Act (Official Gazette of the Republic of Slovenia, No. 112/05 - official consolidated text, 102/07, 109/09, 38/10 - ZUKN, 60/17 - ZPVPJN-B)</p> <p>In the Republic of Slovenia, the Official Gazette of the Republic of Slovenia has been officially published in which national regulations and other acts are published. The following regulations shall be published in the Official Gazette:</p> <ul style="list-style-type: none"> - the Constitution, laws and other acts of the National Assembly; - ratified international treaties and notices of initiation and cessation of their validity; - acts of the National Council; - acts of the President of the Republic; - decisions and decisions of the Constitutional Court; - regulations and other acts of the Government and ministers and, if so provided by the law, the acts of the heads of the bodies in the composition of the ministries; - general acts issued for the exercise of public authority; - regulations and other acts of local communities, if so determined by their statutes; - other acts whose publication in the Official Journal is laid down by law or regulation. <p>The Government Gazette is issued by the Government Office for Legislation at least once a week. The Service also manages the Legal Information System (PISG), which is a database in electronic form and contains a register of the regulations published in the Official Gazette and other information on the legal order of the Republic of Slovenia and connection with the regulations of the European Union. PISRS is published on the website and is available free of charge. http://www.pisrs.si/Pis.web/</p> <p>It shall be guaranteed, that access to the labor regulations is always available when the employees' representative and RGSP are present on the farm.</p>

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			<p>Evidence of access (what is the access and how) must be provided to auditor during assessment. Access must be cross-checked with Employees' Representative.</p> <p>If the access is electronically provided, then the auditor must check that there are means for this accessibility in the form of resources provided to reach the information at all times that workers are present.</p> <p>In case the workers do not elect an employees' representative, an alternative system shall be in place to provide for the role of the employees' representation in this CP.</p>
WORKING CONTRACTS			
5	<p>Can valid copies of working contracts be shown for the employees? Are the working contracts compliant with applicable legislation and/or collective bargaining agreements and do they indicate at least full names, a job description, date of birth, date of entry, wage and the period of employment? Have they been signed by both the employee and the employer?</p>	<p>For every employee, a contract can be shown to the assessor on request (on a sample basis). Both the employees as well as the employer have signed them. Records contain at least full names, nationality, job description, date of birth, the regular working time, wage and the period of employment (e.g. permanent, period or day laborer etc.) and for non-national employees their legal status and working permit. The contract does not show any contradiction to the self-declaration on good social practices. Records of the employees must be accessible for the last 24 months.</p>	<p>All employees shall be informed in writing and with comprehensible data about their employment conditions and its compliance with national legal requirements.</p> <p>Labor Register and Social Security Act (Official Gazette of the Republic of Slovenia, No. 40/06)</p> <p>Employers keep records of employees. In the register of employees, for each worker who is in employment, there are following data:</p> <ul style="list-style-type: none"> a) information on worker: b) information on worker's work permit (aliens): c) information on the employment contract: d) information on termination of the employment contract: <p>Documents containing information on the worker and the original documents on the basis of which data are entered in the register of employees are kept as a document of permanent value. The employer must submit them on request of the competent authority. Users of personal data contained in the personal data collection may also be other users who have the basis for obtaining personal data by the law, personal consent of the individual or contractual relationship.</p> <p>The Employment Relationships Act (ZDR-1, Official Gazette RS, No. 21/13, 78/13 - Popr., 47/15 - ZZSDT, 33/16 - PZ-F, 52/16, 15/17 - dec. US, 22/19 - ZPosS)</p> <p>As a rule, the employment relationship is established by concluding a written employment contract between the worker and the employer (Article 17 of the ZDR-1), and the legal relationship is also considered to be an employment relationship even if a written employment contract is not concluded between the contractual parties when there are elements of employment relationship determined in ZDR-1 (Article 18 ZDR-1).</p> <p>The employment contract is concluded in at least two copies, one copy for a worker and the other for the the employer.</p> <p>Obligatory elements of the employment contract (Article 31 ZDR-1):</p>

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			<ul style="list-style-type: none"> - information about the contracting parties stating their place of residence or place of business, - the date of commencement of work, - the name of the post or type of work, with a brief description of the work to be performed by the worker under a contract of employment and for which the same level and direction of education and other conditions for performing the work are required in accordance with Article 22 of the ZDR-1, - place of work; if the exact place is not stated, the worker is considered to be working at the employer's headquarters, - the time at which the contract of employment is concluded, the reason for concluding a fixed-term employment contract, and the provision on how to use annual leave, if a fixed-term employment contract is concluded, -determine whether the contract is a part-time or part-time contract, - the provision of daily or weekly working time and the allocation of working time, - a provision on the amount of the basic salary of a worker in euro to whom he is entitled to perform work under a contract of employment and of any other payments, - a provision on the other components of the salary of the worker, the payment period, the payment date and the method of payment of wages, - the provision on annual leave or the method of determining annual leave, - the length of the notice periods, - an indication of collective agreements binding on the employer or the employer's general acts determining the conditions of work of the worker, and - other rights and obligations in cases provided for by this Act. <p>Other forms of work</p> <p>The Employment Relations Act regulates only employment relationships, and not other contractual relationships between persons performing work and persons for whom this work is performed. In the case of certain categories of persons who perform work on the basis of other contracts (for example, as volunteer trainees, on the basis of the contract on performing temporary and temporary work in agriculture, on the basis of the contract on the performance of the temporary and temporary work of pensioners, on the basis of a student's referral) stipulates that certain provisions of the ZDR-1 apply to these persons, but they are only a few of the specified protection provisions, otherwise the labor legislation does not apply to them.</p>
PAYSLIPS			
6	Is there documented evidence indicating regular payment of	The employer shows adequate documentation of the salary transfer (e.g. employee's	The method of payment of salaries (Article 135 ZDR-1 and 36 of the ZDavP-2) Salary, reimbursement of work-related expenses and other employee benefits are paid through the employee's bank account. A collective agreement at the activity level

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salaries corresponding to the contract clause?	signature on pay slip, bank transfer). Employees sign or receive copies of pay slips / pay register that make the payment transparent and comprehensible for them. Regular payment of all employees during the last 24 months is documented.	<p>may provide for a different method of paying reimbursement of expenses in connection with work and other employee remuneration, rather than a salary that must always be transferred through a bank account of a worker. Exceptions to payment to a bank account are also determined by Article 23a of the Rules on the Implementation of the Tax Procedure Act (Official Gazette of the Republic of Slovenia, No. 141/06, 46/07, 102/07, 28/09, 101/11, 24 / 12, 32/12, 19/13, 45/14, 97/14, 39/15, 40/16, 85/16, 30/17, 37/18). Salary must be available to a worker on a specific payment day. Proof of the salary transaction is based on the provisions of the Payment Services Act, Electronic Money and Payment Systems (Official Gazette of the Republic of Slovenia, No. 7/18, 9/18 - p. 39/18). Payment lists (Article 135 ZDR-1)</p> <p>The employer is obliged to issue a written statement to the employee by the end of the payment day. The document is showing the data on salary, compensation of salary, reimbursement of expenses related to work and other receipts to which the worker is entitled under the law, collective agreement, general act of the employer or contract about recruitment, calculation and payment of taxes and contributions and a payment day. The data on the worker and the employer must also be shown in the written billing.</p> <p>Documents must consider language or education barrier to potential understanding of evidence of payment.</p> <p>Auditor must check that all the information requested by the local laws is transparent and comprehensible for workers in the pay slips.</p>
WAGES		
7	Do pay slips / pay registers indicate the conformity of payment with at least legal regulations and/or collective bargaining agreements?	<p>Wages and overtime payment documented on the pay slips / pay registers indicate compliance with legal regulations (minimum wages) and/or collective bargaining agreements as specified in the GRASP National Interpretation Guideline. If payment is calculated per unit, employees shall be able to gain at least</p> <p>Salary is the subject of an agreement between the worker and the employer, but the employer is obliged to respect the minimum stipulated by the law or the collective agreement, which directly binds it.</p> <p>Minimum Wage Act (Official Gazette of the Republic of Slovenia, No. 13/10, 3/11, 5/12, 8/13, 7/14, 6/15, 92/15, 6/16, 4/17, 5/18 , 83/18) Collective Agreement for Agriculture and Food Industry of Slovenia (Official Gazette of the Republic of Slovenia, No. 24/19)</p> <p>https://wageindicator.org/salary/minimum-wage/slovenia</p>

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		the legal minimum wage (on average) within regular working hours.	Payslips or other instrument used must mention wages and overtime.
NON-EMPLOYMENT OF MINORS			
8	Do records indicate that no minors are employed at the company?	Records indicate compliance with national legislation regarding minimum age of employment. If not covered by national legislation, children below the age of 15 are not employed. If children -as core family members- are working at the company, they are not engaged in work that is dangerous to their health and safety, jeopardizes their development or prevents them from finishing their compulsory school education.	<p>Children or young workers of company management shall be included in the GRASP assessment.</p> <p>For GRASP compliance, no young worker (between 15 and 18) shall work in any activity that is dangerous to their health and safety, jeopardizes their development or prevents them from finishing their compulsory school education.</p> <p>Business ability of minors The contract of employment may be concluded by persons who have reached the age of 15 years. In case that a contract of employment is concluded with a person under the age of 15, it is null and void. (Article 21 ZDR-1). The Act on Vocational and Professional Education (Official Gazette of the Republic of Slovenia, No. 79/06, 68/17) stipulates in Article 34 that a minor can conclude an individual learning agreement if the parents or his legal representative consent to it.</p> <p>Under the age of 15 The work of children under the age of 15 is prohibited. Exceptionally, they may perform certain work, under prescribed conditions and in accordance with the restrictions, providing special protection. 211 and 212 of ZDR-1). A child under the age of 15 may, exceptionally, take part in filming for films, preparing and performing arts, scenes and other works in the field of cultural, artistic, sports and advertising activities. A child who has reached the age of 13 years may perform easier work for a maximum of 30 days in a calendar year during school holidays also in other activities, in the manner, to the extent and on condition that the work he does will not endanger his safety, health, morale, education and development. The types of lighter works that are admissible are defined in the Ordinance on the Protection of Health at Work of Children, Youth and Young Persons (Official Gazette of the Republic of Slovenia, No. 62/15). As an easier job, work in agriculture, forestry and horticulture can also be considered: work in animal feeding, manual work in sowing and planting, removal of weeds from flower shafts and small plantations, harvesting of fruit and strawberries (fourth point, second paragraph 3 of the Rule Book).</p>

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		<p>For the abovementioned admissible child labor, the prior approval of the labor inspector, who is issued on the basis of the request of the legal representative, must be obtained. Rules on the Issue of Permits for the Work of Children Under the age of 15 (Official Gazette of the Republic of Slovenia, No. 24/18)</p> <p>Special Protective Provisions, Article 212 of ZDR-1: The working hours of children under the age of 15 who perform easier work during school holidays should not last more than seven hours a day and 35 hours a week. The work of a child, who performs activity out of time for a lesson, can be less than two hours a day and not more than 12 hours per week. In any case, children are prohibited from performing night work from eight o'clock in the evening till six o'clock in the morning. They must also be provided with a daily rest period of at least 14 consecutive hours within each 24-hour period.</p> <p>They can also perform practical training with the employer in the framework of educational programs for students and students who have completed 14 years of age. The pupil of the agricultural school is practically trained with work on farms on the basis of a collective learning agreement, and on the basis of an individual learning contract only on a learning farm or a master farm determined by the competent chamber.</p> <p>Young people under the age of 18, who have reached the age of 15: In the ZDR-1, workers under the age of 18 are also a specially protected category. (190 - 194 of ZDR-1). The most important prohibitions and additional rights for young workers are:</p> <ul style="list-style-type: none"> - prohibiting the performance of serious and harmful work, - ban on performing night work, - specific restrictions on working time and rest, - the ban on performing full-time work (the prohibition includes both the prohibition of overtime and additional work in cases of natural or other disasters, the same applies to the uneven distribution and redeployment of working hours), - the right to longer annual leave (additional seven working days). <p>Rules on the Protection of Health at Work of Children, Youth and Young Persons (Official Gazette of the Republic of Slovenia, No. 62/15)</p>
ACCESS TO COMPULSORY SCHOOL EDUCATION		

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9	Do the children of employees living on the company's production/ handling sites have access to compulsory school education?	There is documented evidence that children of employees at compulsory schooling age (according to national legislation) living on the company's production/ handling sites have access to compulsory school education, either through provided transport to a public school or through on-site schooling.	<p>It is a GRASP requirement, that when there are minors living in the farm premises, the administration shall:</p> <ol style="list-style-type: none"> 1) Keep a list with the location, name, age, parents' information of the minors 2) Provide evidence that the families have been notified of the necessity that their children go to school. <p>This control point only can be marked as non-applicable when there are no minors living on the premises.</p> <p>In the RS, primary education is compulsory and lasts for 9 years. Parents must enroll children in the first grade of elementary school, who will complete the age of 6 years in the calendar year in which they will start attending school. Exceptionally, a delay is possible. Compulsory basic education is organized in a single-structure nine-year basic school attended by pupils aged 6 to 15 years.</p> <p>https://eacea.ec.europa.eu/national-policies/eurydice/content/slovenia_en</p> <p>Law on Primary School (Official Gazette of the Republic of Slovenia, No. 81/06 - official consolidated text, 102/07, 107/10, 87/11, 40/12 - ZUJF, 63/13, 46/16 - ZOFVI-K, 49 / 16 - popr.)</p>
TIME RECORDING SYSTEM			
10	Is there a time recording system that shows working time and overtime on a daily basis for the employees?	There is a time recording system implemented appropriate to the size of the company that makes working hours and overtime transparent for both employees and employer on a daily basis. Working times of the employees during the last 24 months are documented. Records are regularly approved by the employees and accessible for the employees' representative(s).	<p>Records are regularly revised by the employees and accessible for the employees' representative(s).</p> <p>Farm management shall look for an alternative means of employees' representation to avoid non-compliance in those CPCCs. The alternative means shall keep the objectivity, be decided, appointed or elected by the workers and keep the separation from the management.</p> <p>If a daily time recording system is not implemented (e.g. fixed contracts, fixed working hours, fixed monthly salary), alternative way(s) of recording working hours shall be available. Evidence and explanation shall be provided.</p> <p>Labor Register and Social Security Act (ZEPDSV, Official Gazette of the Republic of Slovenia, No. 40/06)</p> <p>In accordance with the ZEPDSV (Articles 18 AND 19), the employer must keep a daily record of the working time for each worker. A record contains:</p>

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WORKING HOURS AND BREAKS			
11	Do working hours and breaks documented in the time records comply with applicant legislation and/or collective bargaining agreements?	Documented working hours, breaks and rest days are in line with applicant legislation and/or collective bargaining agreements. If not regulated more strictly by legislation, records indicate that regular weekly working hours do not exceed a maximum of 48	<p>Working time</p> <p>Working hours are regulated by the provisions of ZDR-1 (Articles 142 to 149) and the Collective Agreement for the Agriculture and Food Industry of Slovenia (Articles 21 to 26), which provides for certain exceptions from the ZDR-1. ZDR-1 provides (Article 143) that full-time work may not be longer than 40 hours per week. A statutory or collective agreement may stipulate a shorter working time, but not less than 36 hours per week. The Collective Agreement for the Agriculture and Food Industry of Slovenia does not stipulate a shorter working time, therefore it is 40 hours per week for full-time work. Nevertheless, the worker is obliged, on request of</p>

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		<p>hours, during peak season (harvest), weekly working time does not exceed a maximum of 60 hours. Rest breaks/days are also guaranteed during peak season.</p> <p>the employer, to work full time. It's about t.i. overtime work permitted by law in special cases and limited in time. ZDR-1 provides (Article 144) that overtime work is permissible:</p> <ul style="list-style-type: none"> - in cases of exceptionally increased workload, - if a continuation of the working or production process is necessary in order to prevent material damage or danger to human life and health, - if it is necessary to discourage failure on working means which would cause interruption of work, - if necessary to ensure the safety of people and property and traffic safety, - in other exceptional, urgent and unforeseen cases provided for by law or collective agreement at activity level. In this context, the Collective Agreement sets out the following examples: - to carry out work that could not have been done due to a lack of energy, machinery or other congestion that could not be foreseen, - to carry out work that is indispensable due to the specificity of agricultural and food processing (perishable goods, unforeseen weather conditions, etc.), - to perform work to fulfill contractually agreed obligations that could not be planned, - replacing an unexpectedly absent worker. <p>The employer must determine an overtime work in writing before the commencement of work. If due to the nature of the work or the urgency of performing overtime work it is not possible to determine the overtime work in writing before the commencement of work, the overtime work may also be ordered orally. In this case, the written order shall be served on the worker ex post, but not later than the end of the working week after the overtime work has been completed.</p> <p>Overtime work may take up to eight hours a week, up to 20 hours per month and up to 170 hours per year. The working day can last up to ten hours. The daily, weekly and monthly time limit may be considered as an average limit of 6 months in accordance with the collective agreement.</p> <p>Overtime work can also be carried out with the consent of the worker through the annual time limit, but a maximum of 230 hours per year, but the employer must obtain the written consent of the worker for the overtime work exceeding the 170-hour limit. If a worker fails to give written consent, he must not be exposed to adverse consequences.</p>

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		<p>For GRASP compliance, even when permitted by the law, the total number of hours, including overtime and ordinary, SHALL NOT exceed 60 hours per week in any week of the year. This shall be checked by auditor.</p> <p>Rests and rests (ZDR-1 154 – Article 156, CP 29 - Article 30)</p> <p>Rest during work – Article 154 The time of rest between the day's work is counted into working time. For full-time work a break lasts for 30 minutes, for shorter working hours (but at least four hours a day), the break is determined in proportion to the time spent at work. A worker who works less than 4 hours a working day is not entitled to rest during work. Workers under the age of 18 are entitled to a 30-minute break if they work at least 4 hours a day.</p> <p>In the event of an uneven distribution or a temporary reallocation of working time, the length of the break is determined in proportion to the length of the daily working time. In this case, the worker will be entitled to rest during work, but this will be shorter or longer than 30 minutes, depending on the length of the working day. If the worker has a longer working time of up to 8 hours due to unequal working hours or re-allocation of working time, then the break during the work will be relatively longer (for example, at 12 hour daily working time, there will be a break during the work of 45 minutes) and vice versa. If the worker will have an uneven distribution of working time or a redistribution of working time, the daily working time is shorter than 8 hours, then the break will be shorter than 30 minutes. A break can only be determined after one hour of work and no later than one hour before the end of working time.</p> <p>Daily Rest – Article 155 Daily rest is the minimum rest between the two working days. The worker has the right to 12 hours of continuous rest in 24 hours. If a worker performs work in an uneven working time or in a re-assigned working time, the employer must provide at least 11 hours of uninterrupted rest in 24 hours.</p> <p>Weekly rest is associated with daily rest or is provided in addition to daily rest. In addition to daily rest (11 hours in the case of uneven working hours or re-allocation of working hours, or 12 hours in the case of a uniformly allocated working time), the employer must also provide a weekly rest for a minimum of 24 hours.</p>

Control Point	Compliance Criteria	Interpretation for SLOVENIA
ONLY APPLICABLE FOR PRODUCER GROUPS INTEGRATION INTO QMS		
QMS	Does the assessment of the Quality Management System (QMS) of the producer group show evidence of the correct implementation of GRASP for all participating producer group members?	The assessment of the Quality Management System of the producer group demonstrates that GRASP is correctly implemented and internally assessed. Non-compliances are identified and corrective actions are taken to enable compliance of all participating producer group members.
<i>This control point normally has no Interpretation, as it connects the GRASP requirements to the GLOBALG.A.P. Option 2 groups.</i>		
ADDITIONAL SOCIAL BENEFITS		
R 1	What other forms of social benefit does the company offer to employees, their families and/or the community? Please specify incentives for good and safe working performance, bonus payment, support of professional development, social benefits, child care, improvement of social surroundings etc.).	
<i>No interpretation needed, this is a voluntary extra point. Maybe give examples of typical social benefits.</i>		

Annex to GRASP Interpretation for SLOVENIA

Control Point 1:

1. ZKMe-1: The Agriculture Act (Official Gazette of the Republic of Slovenia, No. 45/08, 57/12, 90/12 - ZdZPVHVVR, 26/14, 32/15, 27/17 and 22/18) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO4716>
2. Act on the Participation of Workers in Management (ZSDU, Official Gazette of the Republic of Slovenia, No. 42/07 - official consolidated text, 45/08 - ZArbit) and the Security Act and health at work (ZVZD-1, Official Gazette RS, No. 43/11) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO282>
3. ZDR-1: Employment Relationship Act, Official Gazette: 21/2013, 78/2013-pg., 47/2015-ZZSDT, 33/2016-PZ-F, 52/2016, 15/2017 Rev. US: U-I-200 / 15-21 - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO282>

Control Point 2:

1. ZDR-1: Employment Relationship Act, Official Gazette: 21/2013, 78/2013-pg., 47/2015-ZZSDT, 33/2016-PZ-F, 52/2016, 15/2017 Rev. US: U-I-200 / 15-21

Control Point 3:

1. https://www.ilo.org/dyn/normlex/en/f?p=1000:11200:10324501840257:::P11200_INSTRUMENT_SORT:1
2. The Minimum Wage Act (ZMinP, Official Gazette of the Republic of Slovenia, Nos. 13/10, 3/11, 5/12, 8/13, 7/14, 6/15, 92/15, 6/16, 4 / 17, 5/18, 83/18) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO5861>

Control Point 4:

1. Official Gazette of the Republic of Slovenia Act (Official Gazette of the Republic of Slovenia, No. 112/05 - official consolidated text, 102/07, 109/09, 38/10 - ZUKN, 60/17 - ZPVPJN-B) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO470>

Control Point 5:

1. Labor Register and Social Security Act (Official Gazette of the Republic of Slovenia, No. 40/06) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO4400>
2. The Employment Relationships Act (ZDR-1, Official Gazette RS, No. 21/13, 78/13 - Popr., 47/15 - ZZSDT, 33/16 - PZ-F, 52/16, 15/17 - dec. US, 22/19 - ZPosS)

Control Point 6:

1. ZDR-1: Employment Relationship Act, Official Gazette: 21/2013, 78/2013-pg., 47/2015-ZZSDT, 33/2016-PZ-F, 52/2016, 15/2017 Rev. US: U-I-200 / 15-21
2. Tax Procedure Act (Official Gazette of the Republic of Slovenia, No. 141/06, 46/07, 102/07, 28/09, 101/11, 24 / 12, 32/12, 19/13, 45/14, 97/14, 39/15, 40/16, 85/16, 30/17, 37/18) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO4703>
3. Payment Services Act, Electronic Money and Payment Systems (Official Gazette of the Republic of Slovenia, No. 7/18, 9/18 - p. 39/18) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO7574>

Control Point 7:

1. Minimum Wage Act (Official Gazette of the Republic of Slovenia, No. 13/10, 3/11, 5/12, 8/13, 7/14, 6/15, 92/15, 6/16, 4/17, 5/18 , 83/18)

2. Collective Agreement for Agriculture and Food Industry of Slovenia (Official Gazette of the Republic of Slovenia, No. 24/19) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP533>

Control Point 8:

1. ZDR-1: Employment Relationship Act, Official Gazette: 21/2013, 78/2013-pg., 47/2015-ZZSDT, 33/2016-PZ-F, 52/2016, 15/2017 Rev. US: U-I-200 / 15-21
2. The Act on Vocational and Professional Education (Official Gazette of the Republic of Slovenia, No. 79/06, 68/17) <http://pisrs.si/Pis.web/pregledPredpisa?id=ZAKO4325>
3. Ordinance on the Protection of Health at Work of Children, Youth and Young Persons (Official Gazette of the Republic of Slovenia, No. 62/15) <http://www.pisrs.si/Pis.web/pregledPredpisa?id=PRAV12454>
4. Rules on the Issue of Permits for the Work of Children Under the age of 15 (Official Gazette of the Republic of Slovenia, No. 24/18) - <http://www.pisrs.si/Pis.web/pregledPredpisa?id=PRAV13402>

Control Point 9:

1. Law on Primary School (Official Gazette of the Republic of Slovenia, No. 81/06 - official consolidated text, 102/07, 107/10, 87/11, 40/12 - ZUJF, 63/13, 46/16 - ZOFVI-K, 49 / 16 - popr.) - <http://pisrs.si/Pis.web/pregledPredpisa?id=ZAKO448>

Control Point 10:

1. Labor Register and Social Security Act (ZEPDSV, Official Gazette of the Republic of Slovenia, No. 40/06)

Control Point 11:

1. ZDR-1: Employment Relationship Act, Official Gazette: 21/2013, 78/2013-pg., 47/2015-ZZSDT, 33/2016-PZ-F, 52/2016, 15/2017 Rev. US: U-I-200 / 15-21
2. Collective Agreement for Agriculture and Food Industry of Slovenia (Official Gazette of the Republic of Slovenia, No. 24/19)