

You can't underestimate the importance of the hiring process during an international expansion. Recruiting and onboarding the right employees will ensure that your company succeeds. Plus, learning how to hire Slovenia employees and meet the country's employment compliance laws will help you stay compliant without any fines or delays.

However, it's tough to focus on hiring when you're also trying to establish a new company location, figure out your payroll, and provide compensation and benefits. Globalization Partners makes it easier to hire talented employees through Slovenia hiring outsourcing. We'll recruit top candidates for you or onboard your preferred employees, who will be ready to work in a day or two.

## **Recruiting in Slovenia**

Each country has cultural nuances, and the logistics of the recruitment process can vary from one country to the next. You'll want to think about your strategy for sourcing talent as well as the laws your company will need to follow when you're staffing in Slovenia. In terms of finding the right talent, the best websites for connecting with candidates may not be the same as the ones in your country of residence — and networking in-person can be a challenge when you don't have any connections yet.

For this reason, many companies outsource recruiting. If you don't plan to handle the staffing process in-house, your options include working with a local recruiting firm or partnering with a global PEO as your Employer of Record. Partnering with a PEO can be beneficial if you're concerned about compliance because they will take on all of the associated risks, whereas a recruiting firm will not.

## **What Are Your Legal Obligations for Staffing?**

Slovenia has legal framework in place to protect individuals from discrimination. These protections extend through several areas, including access to employment. Discrimination on the following grounds is unlawful:

- Ethnic origin
- Gender
- Race
- Education
- Language
- Sexual identity
- Sexual orientation
- Age
- Disability
- Religious or political beliefs
- Property status
- Social status
- Trade union membership

Because such a wide range of traits are protected under the law, you'll need to be mindful of the language you use in job advertisements and conversations with potential hires.

## How to Hire Slovenian Employees

Slovenia requires you to use an employment contract to hire all employees. A general rule is that employment contracts extend for an indefinite duration, but you can also use fixed-term contracts if you have a specific project, want to replace a temporarily absent employee, or need to manage a temporary increase in workload. Fixed-term contracts cannot exceed two years.

You should give the prospective employee their employment contract for review three days before the start date, and they should sign it on their start date. Contracts should always be in the local language and include terms related to compensation, benefits, termination requirements, collective bargaining agreements (CBAs), and similar factors. Offer letters and employment contracts that include monetary amounts should always be in EUR instead of any other currency.

Employers must also register all new employees in Slovenia's obligatory pension, disability,

health, and unemployment insurance within 15 days of their start date.

## **Slovenia's Employment Compliance Laws**

Slovenia's employment compliance laws apply to work hours once your employee starts. Employees in the country usually work eight hours a day over five days a week. Full-time employment hours should not be less than 36 hours or exceed 40 hours per week.

Overtime is permitted in Slovenia and paid for anything over the standard eight hours a day. Compliance laws cap overtime at eight hours per week, 20 hours per month, and 180 hours per year. Working hours may not exceed ten per day. Your industry sector should determine the right compensation amount for overtime work. Many workers are used to working overtime without any additional compensation.

## **Onboarding Employees in This Country**

You can create a positive hiring experience by onboarding several employees at one time. Hold a meeting where all new hires can meet each other, and go over the important aspects of your company during that meeting. If you can, try to travel to Slovenia to welcome new employees in person and show them their value to your company.

## **Benefits of Outsourcing Your Slovenia Hiring**

Opting for Slovenia hiring outsourcing services with Globalization Partners will make your expansion easier and more productive. We'll help recruit the right candidates for your open positions or ensure we onboard the candidates you want. Every employee will have a positive hiring experience, and they can start working for you in a day or two. We'll also handle all Slovenia employment compliance laws as the Employer of Record.

## **Partner With the Global Expansion Experts**

Globalization Partners wants to see you succeed in Slovenia and beyond. [Contact us today](#) to

learn more about Slovenia hiring outsourcing and our comprehensive solution.