

Zvone Zupan

Employee ownership association of Slovenija
(DEZAP)

SLOVENIAN LAW ABOUT FINANCIAL PARTICIPATION OF EMPLOYEES and PRACTICAL CASE (Elektroservisi d.d.)

**Question: EVEN RECONINGS: DO
THE NEW PROVISIONS FOR
FINANCIAL PARTICIPATION
MAKE IT WORTH IT?**

**Answer: MAYBE WE WILL GET IT
WHEN WE LOOK AT PRACTICAL
CASE**

SLOVENIAN GOVERNMENT

adopted in the
middle of the March
2008

**Law about financial participation
of employees
(ZUDDob)**

TWO FORMS OF DISBURSEMENT

- 1) by dividends (only to share owners/business asset owners)
- 2) by financial participation as income resulting from employment relationship

PRACTICAL CASE: Elektroservisi d.d.

Only three companies decided for financial participation of employees:

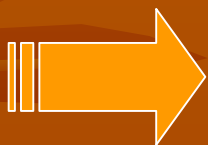
- Elektroservisi d.d.
- Business solutions d.o.o.
- BTC d.d.



Elektroservisi d.d. employs 135 employees

form of disbursement: monetary scheme

CONTRACT ON FINANCIAL PARTICIPATION



Equal conditions and criteria for establishing the amount of participation for all employees



Include all employees which are employed at least 6 months

Conditions and criteria:

1. Gross wage labour presence (stated by the law)
2. 10-times of gross income rewards for inovations and other exeptional achievements (not stated by the law)
3. Employees are classified into 10 groups (each group 10 % of workers)
4. Amounts are defined according to restrictions: total amount of payment limited to 20 % net profit (220.000 EUR), but not more than 10 % of gross wages paid in one year

HOW MUCH THE EMPLOYEE GETS?

1. Group – aprox. 3.000 EUR
2. Group – aprox. 2.700 EUR
3. Group – aprox. 2.300 EUR
4. Group – aprox. 2.000 EUR
5. Group – aprox. 1.700 EUR
6. Group – aprox. 1.400 EUR
7. Group – aprox. 1.100 EUR
8. Group – aprox. 900 EUR
9. Group – aprox. 600 EUR
10. Group – aprox. 300 EUR



➔ None of the employee gets more than 5.000 EUR as the law stated.

TIME OF DISBURSMENT

→ THE RIGHT TO PARTICIPATE WHEN

- annual report is adopted
- decre about amount is received

→ PAYMENT

- three years from this date – tax base decreased by 100 %
- before tree years expire – taxes up to 50 % must be paid

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**THANK YOU
FOR YOUR
ATTENTION!**