



REPUBLIC OF SLOVENIA  
**MINISTRY OF EDUCATION,  
SCIENCE AND SPORT**

# National remuneration in international projects (incl. HEU) and projects with industry

Personnel costs - for Legal and Financial NCPs

On-line training - April 21st 2022

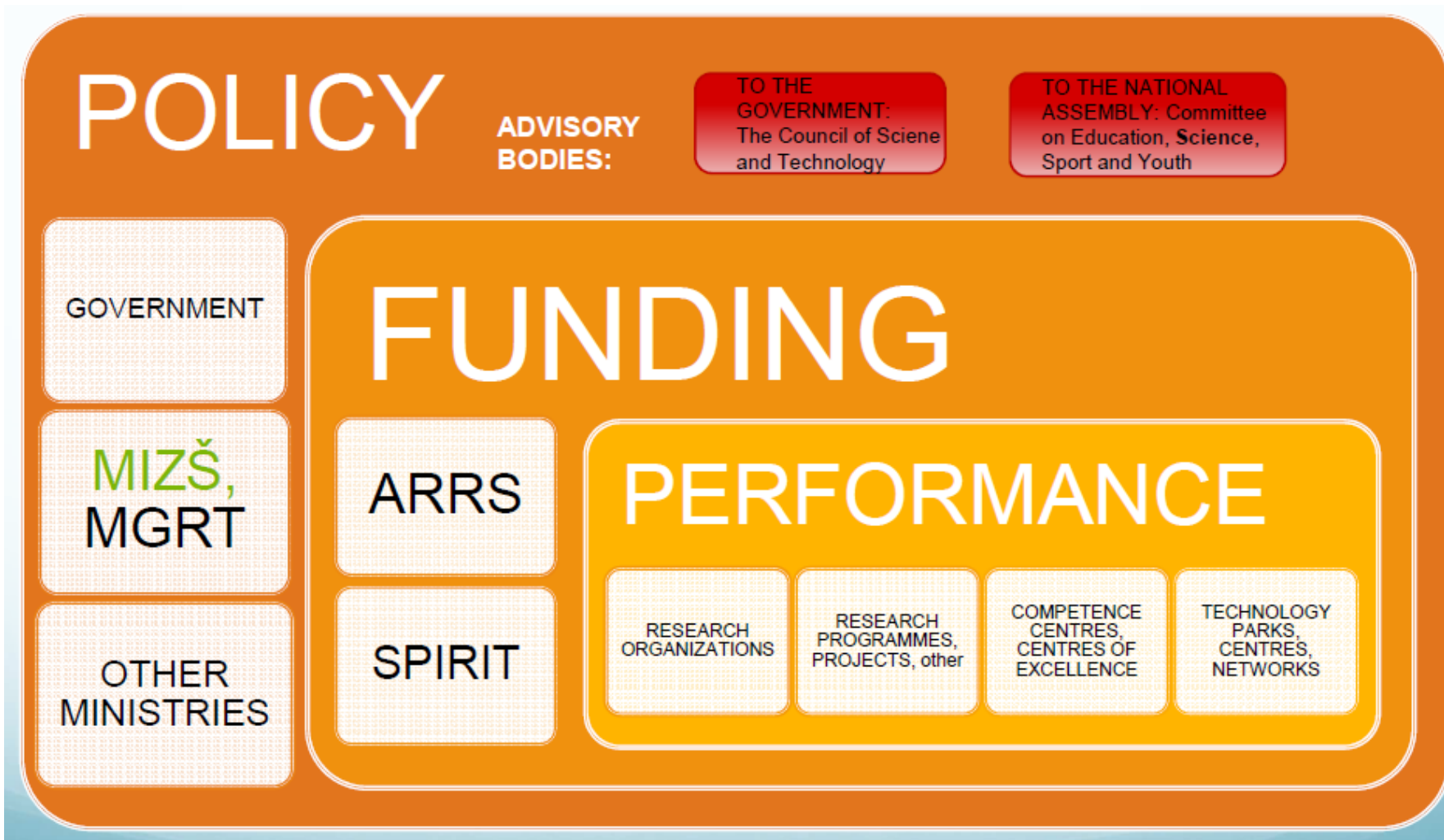
mag. Darija Valančič  
NCP for Legal and Financial Aspects



# I. Science policy and landscape



# Governance of research system





# The Landscape

- ▶ 3 public universities + 3 private universities
- ▶ 17 national research institutes
- ▶ > 600 R&D units in business sector



## II. Science community



**SICRIS**

**SEARCH**  
*basic, advanced ...*

**SERVICES**  
*bibliographic indexes ...*

**NOTIFICATIONS**  
*news ...*

**SICRIS**  
*basic information ...*

🔍 SICRIS / Public Access

🔍 Enter search term



**FIND**

**SICRIS** - Slovenian Current  
Research Information  
System

RESEARCHERS **16607**

ORGANISATIONS **1051**

RESEARCH GROUPS **1621**

ACTIVE ARRS PROJECTS **825**

ACTIVE ARRS PROGRAMMES **320**

📅 28.02.2022

[SICRIS2, V1.0](#) installed



# III. Additional remuneration in Horizon 2020



# Bonus system - work performance

## LEGAL BASIS: Public Sector Salary System Act

Official Gazette of the Republic of Slovenia, No. 108/09

- ▶ **regular work performance**
- ▶ **work performance for increased work load**
- ▶ **work performance for commercial activities**





## Additional remuneration - Slovenia

- ▶ if funds are available
- ▶ Decree applies to national project and projects supported by the EC or international organizations
- ▶ for performed work exceeding the expected work results
- ▶ the Decree authorizes the competent authority to define in more detail the criteria and procedure for determining the share of the salary within an internal act
- ▶ must not exceed **20%** of the basic salary and also **8.000 EUR**
- ▶ the salary covered from H2020



# IV. Project based remuneration in Horizon Europe



## Prior to the new Law...

- A try with **Additional Remuneration** was not successful
- Analyses were done to find a solution towards **improving salary system** not just salary supplement(s)
- Working hand in hand with the **research community**



# new Law on Scientific Research and Innovation Activity

- Slovenia has passed a **new law on R&I**
- Official Gazette of the Republic of Slovenia, No. 186/21 - published: 15 December 2021, **entry into force: 1 January 2022**
- The new Law will **enable modernization of our R&I system and boost investments** into them
- the new law introduces many **new features** also to **the system of remuneration of researchers**



## Article 64

### (determination of the salaries of researchers for the work on fixed-term projects)

- (1) To determine the salaries for the researchers employed in public research organizations who are employed on a temporary basis on the basis of special contracts between a public research organization in the European Commission or another EU body, an international organization or foreign institution or other foreign financiers or economic entities (hereinafter referred to as: co-contractor), the provisions of **the law determining salaries in the public sector do not apply** even if the contract does not specify the salary and other remuneration that the researcher receives at the time of employment. In this case, the amount of the basic salary of a researcher is determined by the internal acts of the public research organization, with reasonable application of the law governing the salary system of civil servants. In this case, the salary of the researcher with all allowances may not exceed twice the basic salary in the highest salary grade of the post assigned to the researcher.
- (2) The salaries of researchers posted abroad shall be determined for the time spent working abroad in accordance with a government decree regulating the salaries and other remuneration of civil servants for the work abroad.



## Work to be done...

- **the process of preparing bylaws and statutory laws** for practical implementation of this new approach.
- to foresee **effect on researchers** how to plan and later report their labour costs in Horizon Europe projects.
- **to avoid defaults or malpractices** that could be anticipated in the future



# Slovenia in the EU



Share in EU area

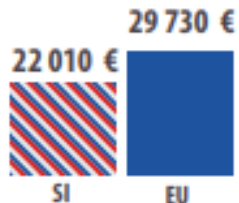
0.5%  
20 300 km<sup>2</sup>

Share in EU population

0.5%  
2.1 million inhabitants

Share in EU GDP

0.3%



Population density (per km<sup>2</sup>)



Did you know that...

People in Slovenia are the **most satisfied** with their **personal relationships** in the EU

26% of people in Slovenia use smart watches or other smart wearables, one of the largest shares in the EU



66% of the population in Slovenia live in **detached houses**, the second-highest share in the EU

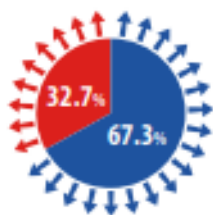
40% of managers in Slovenia **are women**, one of the highest shares in the EU Member States.



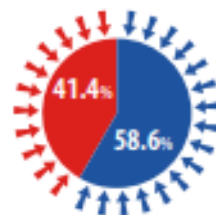
Over half of the land area in Slovenia is covered with forests (61%), the third largest share in the EU



Exports of goods



Imports of goods



● Inside EU  
● Outside EU

Employment rate, men



Employment rate, women

