

Table 1. Description of the measures taken and information on their qualitative impact

Information on planned and already enacted measures											
CSR number (1)	CSR sub-categories (2)	Number and short title of the measure (3)	Description of main measures of direct relevance to address the CSRs					Europe 2020 targets (9)	Challenges/Risks (10)	Budgetary implications (11)	Foreseen impacts
			Main policy objectives and relevance for CSR (4)	Description of the measure (5)	Legal/Administrative instruments (6)	Timetable on progress achieved in the last 12 months (7)	Timetable on upcoming steps (8)				Qualitative elements (12)
CSR (1)	Guarantees permanent elimination of excessive deficit in 2015 and achieves fiscal adaptations in the amount of 0.6% of the GDP for achieving the medium-term goal in 2016	Adoption of the budgets for 2016 and 2017	The objective is to reach gradual reduction of the state budget deficit so that it will be possible to achieve the required structural effort or gradual approximation towards MTO.	The budgets for 2016 and 2017 determine the basic guidelines and priorities of the Government of the Republic of Slovenia			Applies as of 1 January 2016				
		Introduction of certified cash registers	The fundamental goal of introducing the mandatory fiscal verification of invoices at cash operations is the introduction of a system that will enable transparent and reliable documentation of cash transactions of taxable persons and reducing grey economy as well as preventing tax evasions and fraud. At the same time, its goal was also to increase public finance income and ensuring permanent elimination of excessive deficit.	The so-called certified cash registers have also been introduced with the enforcement of the law, which are intended for better and more effective collection of public taxes in cash transactions, consequently leading to the reduction of grey economy.		Adopted law	Start of validity as of 2 January 2016	One of the main reasons for introducing certified cash registers from the aspect of guaranteeing tax policy is also to support economic measures for growth and employment, which is one of the main objectives of Europe 2020.	EUR 75 million		
	Adopted Fiscal Rule Act and amendments to the public finance act.	Adopted Fiscal Rule Act	Adopted Fiscal Rule Act	To guarantee long-term public finance sustainability.	The act determines the rule of medium-term balance of revenue and expenses of state budgets under Article 148 of the Constitution of the Republic of Slovenia, determining exceptional circumstances that allow the deviation from the rules and the correctional mechanism in case of deviations. A transitional period for gradual elimination of structural deficit until 2020 in accordance with the requirements under the Stability and Growth Pact is also envisaged.	ZFisP was published in the Official Gazette of the Republic of Slovenia, no. 55/15.			Extensive consolidation under the preventive Stability and Growth Pact can have negative consequences for economic growth.	The requirement for gradual elimination of the general structural government deficit will impact revenue and expenses, but only indirect ones with the adoption of concrete measures.	
		Founded Fiscal Council	Foundation of the Fiscal Council	The formation of an authority that will implement external control of the consideration of the fiscal rule.	In accordance with the provision of the ZFisP, the Fiscal Council will have 3 members, its task will be to prepare the assessments of key documents about the public finance policy that the government sends to the National Assembly. The Fiscal Council that was proposed to the National Assembly, did not get the required 2/3 votes.	ZFisP was published in the Official Gazette of the Republic of Slovenia, no. 55/15.	In accordance with the provisions of the ZFisP, the Government prepared the proposal of candidates for the chairman and two members of the Fiscal Council and sent this proposal to the National Assembly on 11 February 2016.	The National Assembly voted on the proposal for candidates for Fiscal Council members on 1 March 2016. The Fiscal Council shall adopt the rules of procedure within 3 months from the date when it is established.	2/3 of votes in the National Assembly for the Fiscal Council members was not achieved.	Estimated costs for the operations of the Fiscal Council: EUR 300,000 per year	
		New Public Finance Act	The implementation of the Fiscal Rule Act; strengthening institutional fiscal framework								

Long-term pension system reform continues.	Monitoring the effects of the adopted pension reform from 2013	The objective of monitoring is to acquire data on the number of new pensioners, the trend of growth and level of pensions as the foundation for the preparation of the White Paper on the pension and disability insurance reform.	The pension reform from 2013 continues to show very positive effects. The decreasing trend in the ratio between the number of insured persons and mandatory insurance pensioners according to preliminary data from ZPIZ (data from January to September 2015) stopped for the first time after six years. The ratio remained on the same level as in 2014 (1.38 insured persons per one pensioner). The average retirement age in 2015 for men and women remained almost on the same level as in 2014 (59 years for women and 61 years and 1 month for men), however, the average complete pension period at age retirement extended for women by 11 months and by 4 months for men. The rate of increase of the average amount of all age pensions, acquired according to the new legislation (ZPIZ-2) in the last year amounted 6.4%, which proves that the reform follows the objective of guaranteeing decent pensions. The reform had a positive impact on short-term stabilisation of expenses for pensions. While expenditure on pensions in 2013 amounted 11.85% of GDP, according to estimates, expenditure in 2014 reduced to 11.50% of GDP and in 2015 we can continue further decrease to 10.89% of GDP. Projections show that there will be a further drop in expenditure for pensions, since according to the initial data from ZPIZ in 2016 they will amount to 10.70% of GDP and in 2017 to 10.66% of GDP. According to the reform the role of voluntary supplementary pension insurance while ensuring appropriate income for the majority of future pensioners is also strengthening. The share of single withdrawals of funds has decreased, but the number of paid pension annuities has increased. A large increase in the number of recipients of pension annuities has been noticed in comparison with previous years (around 10,000 recipients in 2014), the same trend is also expected in the future (final data for 2015 will be known in March).			Expert starting points for the pension and disability insurance reform after 2020 will be concluded in the first half of 2016.	Contributes to attaining the objective of 75% employment rate by 2020			
Adopts health care system reform by the end of 2015.	Prepared comprehensive analysis of the Slovenian health care system	Elimination of weaknesses and deficits in the health care system which were established within the scope of the Health care system analysis.	Comprehensive review of the health care system comprises the review of expenditure, financing sources, calculation models in the health care system and the optimisation of health care.	Expert bases	Finalisation of analyses – December 2015	Presented final analysis results – January 2016				
	Adopted National Health Care Plan 2016–2025	Refers to CSR1 2015 The main objectives of the Resolution are: - better health and wellbeing, less inequalities in the health of Slovenians; - accessible, successful and stable health care system that effectively adapts to the needs of the population; - satisfied patients and services providers; - greater contribution of health care to the development of Slovenia	The national plan has determined all key areas with activities, measures, timeline and indicators (process indicators as the indicators of results and indicators or outcome).	Adopted Resolution, implemented legislation based on the guidelines from the resolution	Adopted by the Government of the Republic of Slovenia in December 2015.	By the National Assembly at the start of 2016.			Source: State budget (expenditure); amounts: 2016: EUR 3 million 2017: EUR 3 million 2018: EUR 1 million 2018: EUR 1.6 million TOTAL: EUR 8.6 million	
Adopts long-term care reform by the end of 2015	Activities for the preparation and adoption of the Long-term Care Act		Special attention was dedicated to long-term care within the scope of the Health care system in Slovenia analysis. The key findings of this part of the analysis are: - excessive amount of care is provided institutionally and people get insufficient support to stay at home; - there is too little emphasis on preventing dependence and the support to individuals to learn the necessary skills again and to preserve independence; - providing long-term care services depends on too many different institutions (overlapping of services); - the system of providing long-term care is not transparent, since there are too many entry points and different procedures for establishing needs which leads to unequal access to care; - there is no appropriate coordination between the providers of services, because they have different jurisdictions and work on various legal bases. Activities related to long-term care were conducted within the scope of the AHA.SI project (active and healthy ageing in Slovenia), where emphasis was put on establishing the system for adjusting formal and informal forms of long-term care in the local environment (introduction of a local coordinator for long-term care). Recommendations from the final document will be included in the draft of the act.							

CSR (2)	Increases employability of low-skilled and older workers. Adopts measures for reducing long-term unemployment and ensures appropriate incentives for prolonging work period.	Implementation of the measures of Active Employment Policy	Increasing the employability of long-term unemployed, unemployed with low level of education and the youth	The situation in the Slovenian labour market continues to improve in 2015. The employment rate (20–64 yrs) is increasing (2014: 67.7%) and in 2015 (Q3) it reached 70.2% (EU28 70.5%). The employment rate of the elderly (55–64 yrs) is also increasing and in 2015 Q3 it exceeded the pre-crisis level, however, it is still a lot below the EU average (EU: 53.7%, SI: 37.2%). Unemployment rate fell from 9.7% in 2014 to 9.1% in 2015. In the period from 2016 to 2017 we expect continued increase of employment rate and the reduction of unemployment rate. Unemployment of the youth (younger than 25 years) is dropping and amounted 15% in 2015 (2014: 19.1%) which ranks Slovenia below the EU28 average (19.7%). This was significantly impacted by the successful implementation of the <b>Youth Guarantee</b> . Despite favourable conditions in the labour market, a high share (48% in 2015) of inclusion in active employment policy measures and strengthened activities of the Employment Office, the problem of long-term unemployment is getting ed 11.85% of GDP, according to estimates, expenditure in 2014 reduced to 11.50% of GDP and in 2015 we can continue further decrease to 10.89% of GDP. Projections show that there will be a further drop in expenditure for pensions, since according to the initial data from ZPIZ in 2016 they will amount to 10.70% of GDP and in 2017 to 10.66% of GDP. According to the reform the role of voluntary supplementary pension insurance while ensuring appropriate income	Operational Programme for the Implementation of the Cohesion Policy in the period 2014–2020	Measures are regularly implemented.	Measures are regularly impleme	Contributes to attaining the objective of 75% employment rate by 2020			
		Intervention Measures for the Labour Market Act	Prolongation of the work period and increasing employment rate of the elderly	Stipulates the temporary incentive for employers (who are relieved of paying social security contributions) for employing elderly unemployed people.	Intervention Measures for the Labour Market Act (Official Gazette of the RS, no. 90/15 –ZIUPTD)	The act was adopted in November 2015			Contributes to attaining the objective of 75% employment rate by 2020		
		Act Amending the Pension and Disability Insurance Act (ZPIZ-2B)	The objective of the measure is to stimulate all insured people to persist in permanent employment, also those who are 65 years old and who fulfil the conditions for old-age or early retirement. In this way they will remain active and receive 20% of their pension. The act enables a more flexible transition from work activity to full retirement.		Pension and Disability Insurance Act (ZPIZ-2B)	Amendment adopted in December 2015.			Contributes to attaining the objective of 75% employment rate by 2020		
	In consultation with social partners and in accordance with national practices it reviews the mechanism for determining the minimum wage, especially the role of compensations from the aspect of its impact on the poverty among the employed, the creation of new jobs and competition.	Minimum wage structure change	The purpose of the change is to ensure a more appropriate legal regulation of the minimum wage so that workers who receive minimum wage are recognised and paid benefits for night-shiftwork, Sunday work and holiday work and that this should be added to gross minimum wage.	Within the scope of the negotiations on the social agreement in the beginning of 2015, social partners did not achieve an agreement on potential interventions in the regulation of minimum wage, therefore, the latter was not included in the Social Agreement. In September 2015, based on 11,206 signatures of voters unions submitted the proposal of amendments of the Minimum Wage Act to the National Assembly of the Republic of Slovenia. The purpose of the proposal is to ensure a more appropriate legal regulation of the minimum wage so that workers who receive minimum wage are recognised and paid benefits for night-shift work, Sunday work and holiday work and that this should be added to gross minimum wage. The National Assembly of the Republic of Slovenia unanimously accepted the proposal. By introducing the legal changes, the minimum wage structure in 2016 is changing in the direction of greater international comparability. Employed persons who receive minimum wage and who, as opposed to other recipients of minimum wage, perform work during worse working hours, will receive a slightly higher pay.	Amendments to the Minimum Wage Act		Legislation will be amended in 2016				
CSR (3)	Decreases the scope of NPLs in banks by introducing specific objectives. Improves the capacities for monitoring credit risk in banks.	Measure 1	The objective of the measure is to increase the number of restructured debtors and to impact the reduction of the share of non-performing loans.	The Bank of Slovenia adapted supervisory guidelines so the bank assumed a more active role in the processes of business restructuring of debtors	A legally binding act does not exist in relation to this measure.			The measure has been implemented.	There is no direct impact on the budget.		
		Measure 2	The objective of the measure is to supervise the reduction of NPLs in an individual bank.	The Bank of Slovenia ordered the banks to prepare individual plans for reducing NPLs.	A legally binding act does not exist in relation to this measure.	The banks have provided plans for decreasing NPLs.		Deviation from the stipulated timelines.	There is no direct impact on the budget.		
		Guidelines for the restructuring of enterprises	The objective of this measure is to determine the guidelines for restructuring enterprises.	Bank Association of Slovenia and the Bank of Slovenia have prepared guidelines for the restructuring of enterprises.		June 2014 – Bank Association of Slovenia adopts the Slovenian Principles of Financial Debt Restructuring in the Economy; November 2015 – Bank Association of Slovenia adopts the Guidelines for restructuring micro, small and medium-sized enterprises	Further adoption of guidelines is not envisaged.		The measure has been implemented.	There is no direct impact on the budget.	
		Amendments to Banks Act	The objective of this measure is to improve risk management at banks.	ZBan-2 transferred the provisions of CRD IV. On this basis, the Bank of Slovenia adopted the Decision on estimating credit risk losses of banks and savings banks.	ZBan-2 - <a href="http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO6716">http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO6716</a> / Sklep - <a href="http://www.pisrs.si/Pis.web/pregledPredpisa?id=SKLE10535">http://www.pisrs.si/Pis.web/pregledPredpisa?id=SKLE10535</a>				The measure has been implemented.	There is no direct impact on the budget.	
	The restructuring of enterprises shall continue and firm corporate governance at the Bank Asset Management Company shall be preserved.	Act Amending the Act Defining the Measures of the Republic of Slovenia to Strengthen Bank Stability (ZUKSB-A)	The objective of this measure is to guarantee the independence of the operation of BAMC.	ZUKSB-A was adopted to strengthen the independence of the management of BAMC. The amended act specifically stipulates that the ministry may not interfere with the implementation of current business.	ZUKSB-A was published in the Official Gazette of the Republic of Slovenia, no. 104/15.				The measure has been implemented.	There is no direct impact on the budget.	

		Act Amending the Act Defining the Measures of the Republic of Slovenia to Strengthen Bank Stability (ZUKSB-A)	The objective of the measure is to clearly determine the rights and obligations of BAMC at the restructuring of enterprises.	ZUKSB-A clearly stipulates when BAMC restructures an enterprise and which legal transactions are used for this. It has not been clear so far what was disabling the optimum operation of BAMC.	ZUKSB-A was published in the Official Gazette of the Republic of Slovenia, no. 104/15.			The measure has been implemented.	There is no direct impact on the budget.		
		Measure 3									
	Adopts measures for improving access to financing for SMEs and micro enterprises.	1. Slovenian Entrepreneurship Fund (SEF)	The objectives of the measures of the Slovenian Entrepreneurship Fund are: to ensure favourable financial sources for SMEs with the purpose of increasing added value in supported enterprises and preserving and opening new jobs.	The instruments of the SEF were focused in two target groups: Young enterprises (to 5 years) and SME 5+ (older than 5 years); subsidies (for start-ups), micro loans (conventional, for social enterprises), guarantees with interest rate subsidies and seed capital (convertible loans, ownership shares). The measures for 2017 have not been determined yet, since the management authority has not made a decision with regard to implementation structure (based on a preliminary assessment of financial instruments).	ZPOP	Favourable financial sources for start-up subsidies (156 SMEs in the amount of EUR 3.6 million, seed capital: 31 SMEs in the amount of EUR 2.6 million, venture capital: 4 SMEs in the amount of EUR 5.7 million, bank loan guarantees with interest rate subsidies: 377 SMEs in the amount of EUR 89 million, micro-loan: 214 SMEs in the amount of EUR 5 million.		Higher employment rate, increasing added value, boosting investments in research and development	Decision on management structure	Start-up subsidies in the amount of EUR 2.7 million are envisaged within the scope of the ECP 2014–2020 for 2016. Financial instruments from the 2007–2013 funds will also be executed (micro loans, bank loan guarantees with interest rate subsidies, seed capital).	
		2. SID	The objective of measures is to provide debt financing sources for SMEs.	SID banka provides loans for SMEs within the scope of the Loan Fund (4 credit lines) and the financial engineering instrument for technologically innovative projects. The SME capital increase instrument has been developed (so-called patient capital) to ensure the financing of current capital and investments to enterprises with increased capital. The measures for 2017 have not been determined yet, since the management authority has not made a decision with regard to implementation structure (based on a preliminary assessment of financial instruments).		Mitigation of conditions for SMEs; loan funds in 2015 provided and approved the following loans: (1) LF 1 (SME operation): 103 SMEs in the amount of EUR 34 million, (2) LF 2 (micro-financing): 97 SMEs in the amount of EUR 6.4 million, (3) LF 3 (investment and employment): 3 SMEs in the amount of EUR 1.6 million, (4) LF 4 (RD): 2 SMEs in the amount of EUR 0.95 million.		Higher employment rate, increasing added value	Decision on the management structure, suitability of SME projects	SID banka will continue approving loans from loan funds.	
		3. SRRS	The objective of the measures is to ensure incentives, especially loans for various target groups: enterprises, sole proprietors, cooperatives, farmers, municipalities, developmental institutions.	SRRS implements measures in entrepreneurship, agriculture, municipalities, pre-financing of projects with approved European funds, projects in the indigenous local communities areas, it will continue establishing regional guarantee schemes.	ZSRR-2	Establishment of guarantee schemes in 10 out of 12 statistical regions, the formation of new products; e.g. for projects in wood processing and production, favourable repayable financial sources		Higher employment rate, increased added value, higher material and energy efficiency	Efficiency and safety (from the aspect of insurance) of projects	Providing loans from own funds, contractual implementation of measures from national and cohesion sources	
	Adopts the strategy for the Slovenian State Holding with a clear classification of investments, implements the annual investment management plan and applies the success	Measure 1	Setting clear objectives and expectations of the state in the management of state's capital investments.	Adoption of key management acts in accordance with the ZSDH-1.	ZSDH-1	Decision on the State Assets Management Strategy adopted on 13 July 2015; Annual asset management plan for 2016 and the Criteria for measuring the success rate of operation of state-owned enterprises adopted on 16 December 2015	Adopted				
CSR (4)	Guarantees that reforms adopted for the improvement of the efficiency of civil judicial system contribute to shortening judicial procedures.	Amended Civil Procedure Act	Shortening of procedures	Additional introduction of electronic operation, additional relieving of judges of non-judicial tasks	Law amendment		First half of 2016	Effective use of IT in operations with appropriate emphasis on environmental aspects			
		Proposal of the Systemic Investigations of Projects of the National Importance Act	Providing a legal basis for a harmonised operation of the existing supervisory and investigation bodies and consequently for less judicial procedures	The enforcement of this law will provide a legal basis for a harmonised operation of the existing supervisory and investigation bodies with a possibility to establish a special commission of inquiry. Due to the supplemented regulation in the field of use of public funds, the operation of the state's financial system will be more effective which will impact the reduction of the number of judicial proceedings due to various indemnification claims due to irrational use of public funds.		Adopted by the Government of the Republic of Slovenia at the end of 2015. Considered by the National Assembly.	The first half of 2016.				
		Act Amending the Enforcement and Securing of Civil Claims Act	Shortening of procedures	Upgrade of legal bases for e-auctions	Law amendment		The first half of 2016.	Planning and the use of modern accessible online e-services for improving business environment			
		Permanent education and training	Quick, effective, foreseeable and quality procedure handling	Managing new regulations, procedures and stable use of electronic solutions in operation	Quality Improvement in Justice (QIJ) project		Years 2016 and 2017	Improving the business environment for all users and stakeholders in the Slovenian justice system			