Abstract: - The magnitude of student work in Slovenia will be discussed in relation to the scope and impact on the labor market. The analysis and presentation of the information is related to the extent, scope and earnings (amount of the average hourly wage), according to the social status of students, the relationship to the field of study and the effects on the labor market. The work is a detailed presentation of the aspects of major actors involved in the process. Relationships between major actors are clearly defined. The findings for overall student work in terms of working hours and earnings are presented. The standing point of the study is the fact that the specific nature of student work cannot be seen in same way as other types of work forms. Student work is much dispersed. Students usually work for different employers and different work position. From the perspective of the companies on the other hand is the only available flexible (apart from freelancers) form of work on the Slovenian market that allows a rapid adaptation to volatile changes in the needs of employers. At the same time, given the limited practical experience in education process own work experience is a great way to is to check the acquired knowledge and learning by doing.

Key-Words: - student work, flexible work, labor market, forms of work, earnings, working experience.

1 Introduction
The labor market is determined by supply, demand and their meeting, which determines the price of labor [1]. In capitalism, the labor market is the most efficient mechanism for evaluation of the labor force, the main feature is characteristic of labor as the subject of trade [2]. By definition, the work is a conscious and deliberate physical or mental activity of man, which used its capacity in order to create an item in the form of a product or service [3].

According to data from the Statistical Office of the Republic of Slovenia (SORT) is the ratio of older vs. young workers is somewhere 2:1. Parallel to age and work experiences grows also the average hourly rate per working hour.

The situation of young people is also affected by economic trends of labor market, such as the demand for labor and a rate of absorption of young people into employment, the economic situation in the local and regional labor markets as well as the demographic situation (size of the cohort of young people coming on the market, aging of the economically active population and, in this context, the attractiveness of the young labor force for employers) [5].

Student work is a form of work, which make use of both companies as well as students, as they have the kind of labor market regulation benefit of both. Student work, as it is known in Slovenia is in the European specialty. Through the recruitment of students, companies have access to cheaper and more flexible workforce. Student work as a form of workforce is used by a high percentage of companies in Slovenia. The system of student work allows the student to provide for itself during the study, kind of social corrective. This is also the main reason why the country recognizes the special type of work and allows tax and regulatory advantages, however big changes have happened recently making student work much less appreciate.
form of employment, however data presented in this study apply on the period before year 2013. The intermediary between students and companies is the concessionaire - Student Service that provides temporary and occasional work, which could be compared to an employment agency for student. Economically effective liberal and market-oriented economy requires flexibility of the labor market [6-7]. The welfare state on the other with legal regulations and labor law primarily protects the interests and rights of the worker against employers [8]. Precisely because of this gap between market needs and offers of workforce, students can provide for discrepancies in the work process in enterprises, especially in periods when the sudden need to do a lot of work, but the work is short-term or in the case of seasonal fluctuations (in the summer, when the period of leave).

Young people are the interesting workforce for many companies not only because of the affordability and flexibility, but also because of the characteristics of this segment of the population. It is known that young people learn quickly, and can bring fresh knowledge in the company, particularly in areas where progress is fast [9-11]. At the same time, they represent a second-generation of individuals who are particularly receptive for different technical aids, but largely without work experience. Despite the experience that young people accumulate during the study period, it is the actual transition from school into employment that is often still problematic. Often happens that companies rather to employ the same person find another student with similar profile.

2 Problem description

Our target population represents young people from 15-34 years. According to United Nation definition young people are the ones who are aged between 15 and 24 years, however Office for Youth and Employment Service of Slovenia defines as young all people aged between 15 to 29 years. From existing sources suggest that the definition of youth is problematic because it is difficult to objectively determine when a person moves from childhood to adulthood. Statistical Office of the Republic of Slovenia (SORS) [12] states that for a period of childhood characterized by the following passages:

- from school to work,
- from economic dependence to economic independence and
- from households to own parent households.

Given the fact that young people in Slovenia delay such transitions, so the boundary is relatively high, set at the age of 34 years.

Temporary and occasional work and part-time work, these flexible forms of employment are, in most cases, the choice of school-age young people, either because they are being integrated into the labor market, either for financial reasons or because of work experience. Young people thus constitute a more flexible segment of the labor market. Student work also has negative aspects.

According to SORS three distinct types of flexible forms of employment are present on Slovenia:

- part time work,
- self-employment and
- temporary work.

Under the category of temporary work we have work on contracts for a specified time and student work.

A comprehensive analysis of student work will address the issue of the student work in terms of the social status of students and their families. We were interested to the extent of work, earnings and the amount of the average hourly rate of each segment of students regardless of their social status. Also, we studied the different profiles of students in terms of integration courses of study and work, the performance of studies, work scope and complexity of the study. Data will be provided from the official records and determined in accordance with the methodological principles.

The initial phase of work was to select relevant records (databases), where the relevant information is located and apply for handling with the official records. In the second step we harmonization of the data (timing and content), and merging of the databases (if possible).

The problem of student work in Slovenia will be considered from three distinct user perspectives:

- in terms concessionaires (Student Services)
- from the perspective of users (students) and
- from the perspective of companies, providers of work - employers, including individuals on the appropriate legal basis [7].

Depending on the data availability records of official data were analyzed over the previous 5 years, from 2008 to 2012, where available also the first quarter of 2013 was taken into consideration.
Data will be drawn from various sources. Different institutions have different policies regarding the processing of data [13-15]. We will analyze the data in the aggregate, as well as at an individual level.

Assemblies, which will include an analysis focusing on the problems of students:
- An analysis of student work from the perspective of the social status of students engaged in such work respectively of households from which they arise relating to the amount of work, earnings and the price of the average hourly rate.
- An analysis of student work in terms of the effects on the labor market. Analysis of data on the extent of student work in Slovenia by hours, earnings and sectors; on the transfer between student work and regular forms of employment and the replacement of regular employment with student work.

3 Problem Solution

Student services – concessionaires

By mediating offers for temporary and occasional work opportunities to young people, student services enable them to face with the labour market, to gain work experience, work habits, get the chance to be recognised by employers, to refine skills, and also to alleviate the economic situation during schooling. To some extent, student services facilitate the transition between school benches and the labour market, which is largely dominated by capitalist principles of operation [16-18]. However, the problem arises as this practice offers to employers the source of affordable, highly flexible workforce, while they perceive the latter as a sole advantage. The procedure of providing work opportunities for students occurs in a manner that concessionaires (student services), when there is out a need for student work, carry out a tender, selection and deployment of the appropriate person, who fulfills the legal conditions (status of a pupil or student, and any other required conditions). At the same concessionaires make the required legal procedures required for this form, they carried out adequate insurance, charge concession tax prescribed by state (currently 23% + 2%), discharged VAT and carry out the payment. Concession fees are divided on share distributed to various statutory beneficiaries: Public Agency for Human Resources Development and Scholarship (currently 67%), Student Organization of Slovenia (currently 16.5%), concessionaires in operation (currently 16.5%). From that revenue, concessionaires pay the material costs, employee salaries, rent, insurance, students, etc. Additional concession fee (2%) goes to construction of student dormitories [19]. The act of balancing finances, which entered into force on 1.6.2012, g a special budgetary fund was established under the jurisdiction of the Ministry of Labour, Family and Social Affairs, which will collect funds for the (co-) financing the scholarships, which are awarded on the basis of the Law on scholarship (national, Zois, company and other scholarships) [20].

Users – students

Student work can be carried out by persons having:
- the status of a pupil in a high school in Slovenia, and have already reached the age of 15;
- the student status in the Republic of Slovenia;
- the status of being involved adult education, having less than 26 years old and studying in certified programs of basic, vocational, secondary and higher professional education.

The temporary and occasional work through student employment office can also be carried out by:
- students, citizens of the Republic of Slovenia, who have the status of a pupil or student abroad (as evidenced by a certificate of registration issued under the regulations from foreign schools);
- persons who have completed secondary school during the current school year and will (on the basis of enrollment in a higher education institution), the status of the student at the beginning of the new school year;
- students from foreign universities within the framework of international exchange programs fulfill the academic requirements of the Republic of Slovenia.

Students, who are not enrolled in regular education activities, and study irregularly, are equated with students having the status of full-time students and can work through the student service. Another condition is that student is not employed or registered in the data of unemployed persons at the Employment Service.
The age limit of 26 years does not mean that someone should no longer work through the student employment service (with the exception of "exceptional students"). After this age, they lose certain tax advantages. Students at this age are no longer entitled to enforce income tax relief (special relief or so called student credit in the amount 3,228.45 for 2012). Also, from each deposit certain transfer is allocated (to 25%), irrespective of the deposit amount (except earnings up to € 88.9). The exemption from the age limit of being older than 26 years, refers to undergraduate studies for a maximum of six years from the date of enrollment and graduate studies for a maximum of four years from the date of enrollment.

Table 1: Students actively involved in student work, average of hours worked

<table>
<thead>
<tr>
<th>Year</th>
<th>Gross yearly average salary per student</th>
<th>Total Gross yearly salary</th>
<th>Yearly average of hours worked per person</th>
<th>Monthly average of hours worked per person</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>2284</td>
<td>345126082</td>
<td>551,13</td>
<td>45,93</td>
</tr>
<tr>
<td>2009</td>
<td>2260</td>
<td>309335545</td>
<td>496,13</td>
<td>41,34</td>
</tr>
<tr>
<td>2010</td>
<td>2301</td>
<td>308422853</td>
<td>599,15</td>
<td>49,93</td>
</tr>
<tr>
<td>2011</td>
<td>2326</td>
<td>302553996</td>
<td>493,41</td>
<td>41,12</td>
</tr>
<tr>
<td>2012</td>
<td>2300</td>
<td>276348104</td>
<td>471,36</td>
<td>39,28</td>
</tr>
</tbody>
</table>

Source: [12].

Table 2: The total market for student work

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of working students</th>
<th>Average number of months spent for student work</th>
<th>Average gross hourly rate for student work in €</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>152884</td>
<td>3,5</td>
<td>4,1</td>
</tr>
<tr>
<td>2009</td>
<td>136886</td>
<td>3,0</td>
<td>4,6</td>
</tr>
<tr>
<td>2010</td>
<td>134014</td>
<td>4,9</td>
<td>3,8</td>
</tr>
</tbody>
</table>

Source: [12].

The average annual gross income is increasing per student, but reducing the number of working students and the consequent reduction in the number of working hours causing the lowering of total gross assets. Average gross and net hourly wage is increasing in nominal terms (Table 1, Table 2).

**Seasonal fluctuations in supply and demand for student work**

We apply time series for the display of trend and seasonal variations. When calculating trend we use linear trend function.

**Fig 1: Fluctuations in the absolute number of student employees by year (quarterly data) and a linear function of the trend**

Source: [12].

We present the number of students employed through student employment services through moving average. The time series are displayed in a line chart. Fig 1 shows that the trend of the volume of student work measured in the number of persons engaged in paid student work is steadily falling.
Characteristic for student work are also seasonal fluctuations in supply and demand [21]. From Fig 2 we can see a big jump in demand in the third quarter of 2008. The same trend is was present also the following years with in a much lesser extent. In 2012, we could say that student work has lost the seasonal component, which has been prominent in previous years.

**Companies, providers of work – employers**

As we have already mentioned, As we have already said preliminary student work is the most flexible form of work in the Slovenian market, enabling to offer large quantities of manpower in a very short time. The relationship between the employee and employers is not obligatory. The employers can dismiss workers from the company without any reasons whether they come to realization that workers do not meet their expectations or they do not need a working force anymore. The same is for students. They can leave a company without any special explanations. The company is however aware that a potential workforce is without work experience and without the legal basis of high responsibility at work.

Companies decide to employ a student primarily due to:

- cover sudden demand for labor force caused by seasonal or other influences on the business process
- flexibility of the 'employment relationship', there is no limit costs and time limits that apply for employment with workers
- relative 'affordability' of student labor and potential expertise of the students
- searching and testing of the new personnel, enabling them to deliver the best possible results with minimal cartridge [21].

Companies see advantages of seeking for student labour force offered by student services due to three main reasons [21]:

- contact with potential staff,
- a way of testing potential employees,
- the construction of personal work profile of the prospective employee

Jeraj also notes that among companies that reduces the need for new workers by employing students, dominate large companies (over 100 employees) and very small firms (up to 10 employees). For large companies, the reason lies mainly in seasonal fluctuations in production and in which the volume of work does not justify the employment of a new worker, the existing needs for new employers,. In the case of very small firms, the main reason is that companies only consolidate or seeking its position on the market that do not yet have specific needs for new workers and that recruit of new employers represent an excessive financial burden [21].

4 Conclusion

The research is essentially focused on the selection of key both aggregate and individual data available to us through official records and records of key organizations working in this field. With descriptive statistics we were able to access the basic characteristics of the social status of students, student work (number of economically active students, the scope of work and level of benefits) as a form of temporary and occasional temporary employment for the last 5 years. At the same time we were interested in studying the relationship and quality of part-time studies and analysis of the effects on the labor market. We approached the issue three angles. For each of these areas we examined current legislation and its possible changes within the period of observation, i.e. from 2007 onwards. We were focused on the effect of these changes to be reflected in any way in the area under consideration, as is evident from the data. On a basis of our research, we can conclude that the specifics of student work refers to the fact that a student can establish a good contact with the labor market (occasional and temporary), while the employer is the only form of employment with the
kind of flexibility; The work is very diversified, as a rule, students work with different employers; Because of high taxes, general economic conditions and demographic trends, the number of active students working through student employment services continues to decrease. From the data it is not clear whether the student work in any way constitute a replacement of regular employment, as well as the transition from student work to regular employment is also difficult. In the meantime, companies still have a lower external aid, the additional load redistributed among existing resources within the company; the cost of the minimum wage is comparable to that student work in the same number of hours. On average, a student nominal earns € 2,284 gross in 2008, in 2012, € 2,300 the proportion of young people in the total population decreases, averaging 26%, while the proportion of students and pupils in the total population aged 15 to 34 years is around 36%. The proportion of pupils and students working through student employment service, according to all young people in the age group between 15 and 34 years, is in the average 25%. The proportion of pupils and students working through student employment service, according to all students, is on average, almost 69% The percentage of students who perform paid work among all those who do through SS varies between 48% and over 51%, the remaining share is accounted for by the students. The percentage of students who perform paid work among students is on average 61%. Pupils and students who work through the student employment service in 2008 earned about 307 million in 2012, against 247 million euros net. In the period from 2008 to 2012, the total value of student work was decreasing steadily.

Suggestion for further decision and key objectives that follow are:

- Limit of student work in years;
- For students whose incomes are higher than € 8,000 per year, their incomes are burdened by contributions from the employee (the same as the salary of regular employees, 22.1% = first gross);
- Central register of entries, where concessioner can access (to avoid the deemed admission)
- the informal work experience are recorded, also length of service is running (payment of contributions);
- the nature of the work should be differentiated, certain works are of such a nature that require flexibility (for such work is necessary to retain a student or an equivalent form of the work)
- The work of pupils and students must be adapted or flexible and defined as a specific part of the labor market, intended only for school-age youth, whose main activity is education, from time to time and temporary work represents an important segment of acquiring work habits, experience and builds your own social network.

References:


