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CONSIDERATIONS ABOUT FAMILY IN LABOUR LEGISLATION

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The relation between the sphere of work and family is important for the quality of life and for the success of a business. Considerations about family are generally neutral with regard to gender, yet related to the problems of employment and work of women. The paper presents labour legislation norms relevant in Slovenia: the conventions of the International Labour Organisation, the local legislation and collective contracts, illustrated with some data from abroad. There is a high level of the rights of workers with family engagements in Slovenia. However, legal regulation is rigid, does not take individual circumstances into account to a sufficient degree, does not keep pace with labour legislation elsewhere in the world, and most of all, the relatively extensive rights cannot be successfully protected.

Anica Klemenc-Žvikart

THE MEDIATION OF A SOCIAL SERVICE IN THE PROCEDURE OF ASSIGNING CHILDREN

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The paper presents two cases of assigning children after divorce, in one case of a common-law marriage, and in the other of a legal one. Both cases show disadvantages of the judicial procedure of divorce in view of what it means for the children. The court, namely, assigns each child to one (former) partner alone, which often decreases the motivation of the other one to take his or her share of the responsibilities for the child. The author's stand is clearly in favour of the solutions that the formal guardianship of a child is kept by both parents even after divorce, or else, that they jointly make decisions about the child's upbringing even during the procedure of divorce, instead of trying to use the child as a weapon in their mutual fight.

Marija Ovsenik

SOCIAL WORK IN ORGANISATIONS – YES OR NO?

SOME DILEMMAS OF PRESENT-DAY SOCIAL WORK IN SLOVENIA

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The author's starting point is the realisation that the time immediately following the establishment of Slovenia as an independent state corresponds to the great wave of transition from an industrial society into a post-industrial and post-capitalist one. Its side effect, a high degree of unemployment, has affected social workers as well. The problem is even more pressing, as in the period of industrial society no general theory either for organisations or for social work has been built. The two facts, in author's view, are not coincidental, because the traditional Cartesian scientific method of division into the smallest detail has not been adapted for the studies on life which takes place and manifests itself in units, disregarded and overlooked by the Cartesian dividing method. Around 1970, biology contributed a new concept, *autopoiesis*, aimed at research of living organisms. Besides, the last few decades have seen a new paradigm, according to which all that is said is said by an observing human. These two novelties entail a recommendation to supplement the Cartesian method of an *a priori* fear and doubt with an *a priori* belief and trust in a person whose autonomy and identity require taking into account the moral-ethical aspects and values.