



Quality in Gender+ Equality Policies

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DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as (gender+) equality legislation. If important legislation seem to have been omitted by the authority, please comment on this.

The **governmental gender equality unit in Slovenia is called the Office for Equal Opportunities. The official website of the Office lists the following laws as the most relevant in the field of gender equality and equal treatment:**

Legislation	Year	Main provision(s)
Constitution	1991	Article 14 ensures legal equality as one of the basic human rights.
Implementation of the Principle of Equal Treatment Act	2004	The Act sets a general framework for ensuring equal treatment of everybody in the exercise of their rights, obligations and fundamental freedoms in any area of social life.
Equal Opportunities for Women and Men Act	2002	It gives a legal basis for the National Assembly to adopt the National programme for equal opportunities for women and men upon proposal of the government. The act is aimed at promoting gender equality in all walks of life. It introduced an obligation for the ministries and local communities to promote gender equality by general and special measures. The act also introduced a special institution of the advocate of equal opportunities of women and men and a network of coordinators for equal opportunities of women and men from all the ministries.
Act amending Act implementing the principle of equal treatment	2007	As a response to the two explanatory opinions from European Commission on violations of EU Directives 2000/43/EC and 2000/78/EC and its insufficient transposition into Slovenian legal system, the amendment – among others – explicitly states that the Advocate of the Principle of Equal Treatment is an independent body.

The three Acts (plus the amendments of these Acts) listed by the Office for Equal Opportunities are the foundation of the gender+ equality legislation in Slovenia, representing the most general legislation on the topic. No major general legislation seems to be omitted from the list.

1.2 EU Directives and Member State Law: Comparisons and Struggles ¹

Are all aspects of EU Directives on gender equality fully integrated into national law? If some aspects are not fully transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome? **Please fill in one table for each issue/policy listed in 1.2.1 (example provided).**

¹ Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html.

ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp.

General remarks:

(1) It seems that this question is primarily trying to locate possible disputes in the process of transposition EU directives into the national legislation. There were not many such disputes in Slovenia solely due to the fact that transposition of EU directives was required as a condition for joining the European Union in 2004. Therefore, the parliament tried its best to adopt or amend the necessary legislation as quickly as possible. Should the political circumstances have been different (i.e. transposition of EU directives were not part of the process of joining EU), there would probably be more debates and more disputes over legislation.

(2) Slovenia had to transpose the directives prior to joining the EU in 2004. The directives however became valid and obligatory only after 1 May 2004 – it means that technically all laws were adopted “prior to the directives” (except from directives dated 2004 and later).

1 Equal pay/equal treatment

- Equal pay & equal treatment in employment (1970/1976)
- equal treatment irrespective of racial or ethnic origin (Directive 2000/43/EC) -
- equal treatment on grounds of religion or belief, disability, age or sexual orientation Directive 2000/78/EC)
- employers to systematically take equal treatment measures (Equal Treatment 2002 transposed by October 2005)
- equal treatment between men and women extended to goods and services (The Gender Directive - Goods and Services, 2004, to be transposed by Dec 2007)
- requirement for gender mainstreaming extended to Goods & Services (2006 Recast Directive, to be transposed by 2009)

Issue	Equal Pay & Equal Treatment
Has law been passed or changed prior to the Directive	No. [Yes, if the date of the directives' validity for Slovenia is taken into consideration].
Legislation transposing Directive	<p>1) Equal Opportunities for Woman and Men Act (2002)</p> <p>2) Amendments to the Equal Opportunities for Woman and Men Act (2007)</p> <p>3) Implementation of the Principle of Equal Treatment Act (2004)</p> <p>4) Amendments to the Implementation of the Principle of Equal Treatment Act (2007)</p> <p>5) Employment Relationship Act (2002)</p> <p>6) Amendments to the Employment Relationship Act (2007)</p> <p>7) Vocational Rehabilitation and Employment of Disabled Persons Act (2004)</p> <p>8) Amendments to the Vocational Rehabilitation and Employment of Disabled Persons Act (2006)</p>
Does the country claim to have transposed the Directive?	Yes.
Significant provisions that are mentioned by experts or political actors as not being transposed	<p>Technically the directives are transposed, however there are some problems:</p> <p>(1) The first set of problems is connected to disability. While the Vocational Rehabilitation and Employment of Disabled Persons Act addresses issues of reasonable accommodation of the working space for disabled people, such provisions are not mentioned in the Implementation of the Principle of Equal Treatment Act. Non-governmental organisations believe that such provisions should be part of the act. Furthermore, there are some problems with the definition of the “mental disability”, which some non-governmental organisations do not agree with.</p>

	<p>(2) One of the key problems expressed by the Ombudsman and civil society is the status of independence of the Advocate of the Principle of Equal Treatment. While the government claimed that the Advocate is independent, non-governmental organisations and the Ombudsman pointed out that the Advocate is located in the Office for Equal Opportunities – which is a governmental institution. For that reason, it is not independent. The law was changed in 2007 (Amendments to the Equal Opportunities for Woman and Men Act). Now article 11b explicitly states that Advocate is an autonomous and independent institution, but civil society still claims that the problem is not solved: if the Advocate is not given the actual means for independent work (for example, Advocate has no staff, no office – still works on the premises of the Office for Equal Opportunities etc.), it cannot be independent.</p> <p>(3) Yet another problem pointed out by the civil society and especially by the Ombudsman are unclear competences of the inspectorates. While the Equal Opportunities for Woman and Men Act prohibits discrimination on different grounds and in different areas of social life, such provisions are not included in other laws, which are the basis for different inspectorate's competences. For example: if a black person cannot get an apartment because she is black, the inspector for this area claims that he is not obliged to solve discrimination related issues – at the law on housing – on which his competences are based – does not include anti-discrimination provisions. The only exception in this regard is the Employment Relationship Act, which features anti-discrimination provisions.</p> <p>(4) The related problem is the fact that Implementation of the Principle of Equal Treatment Act prescribes penalties for the infringement of the Act, but it is not clear who is responsible for the implementation of the penalty provisions.</p> <p>(5) Yet another problem, pointed out by the non-governmental organisations, is the provision that allows non-governmental organisations to participate in judicial proceedings in discrimination related court cases. Article 23 states that non-governmental organisations can participate – according to the law – in court cases started by discriminated person. However the law which regulates court cases and which this article refers to (“according to the law”) had not been changed. Therefore only a legal expert can participate in such cases – and most non-governmental organisations have no such legal experts in their staff.</p>
<p>Important differences between law and Directive now?</p>	<p>None. [+ see above.]</p>
<p>What is claimed to be better in law and since when?</p>	<p>Article 62 of the Vocational Rehabilitation and Employment of Disabled Persons Act provides quotas for disabled people. Each employer who has more than 20 persons employed is by law obliged to employ a disabled person (disability quota) or pay 70% of the minimum wage for each disabled person the employer was supposed to employ to the Fund for the stimulation of the employment of disabled persons.</p> <p>While the directives stipulate the prohibition of discrimination on 6 grounds, the Slovenian legislation (Implementation of the Principle of Equal Treatment Act and Employment Relationship Act) extends</p>

	the prohibition of discrimination to any inequality ground and sphere of social life. In this sense, it is more inclusive than the directives.
Content of dispute(s) + date	<p>In 2006 The European Commission issued an explanatory opinion on violations of EU Directives 2000/43/EC (racial directive) and 2000/78/ES (non-discrimination directive) and their insufficient transposition into Slovenian legal system. There were four questions/complaints raised:</p> <ol style="list-style-type: none"> 1. Lack of explicit mentioning of prohibition of discrimination in disseminating information access to self-employment, housing, health security, education and vocational training; 2. The Implementation of the Principle of Equal Treatment Act does not provide an exception for a genuine and determining occupational requirement and the obligation of proportionality of the measures; 3. While the law provides protection for the victim of discrimination, the legislation does not provide sufficient protection to witnesses or other persons assisting the victim; 4. Lack of NGO standing to engage in judicial proceedings on behalf of the victim <p>Slovenia claimed that these issues are covered by the law (for example prevention of discrimination in self-employment, housing etc. is covered by a broader prohibition of discrimination in any walk of life). However, the Commission issued another opinion in 2007, asking for explicit mentioning of the missing regulations.</p> <p>The current situation: amendments to the Implementation of the Principle of Equal Treatment Act in 2007 sufficiently replied to the first, second and third complaint by the Commission, while the fourth is not yet solved.</p>
Has any other inequality been part of the transposition disputes? Which inequality axis?	No.
Parties to the dispute	[see above]: Ministry of labour, family and social affairs, Office for Equal Opportunities, Ombudsman, non-governmental organisations
Location or arena	/
Outcome of the dispute	[see above]
Civil society engagement	[see above]
Other notes	

2 Sexual harassment and discrimination

- strengthening of sexual harassment policy: employers required to prevent sexual harassment (regarded as sex discrimination) (Equal Treatment 2002, transposed by October 2005)

Issue	Sexual harassment/discrimination
Has law been passed or changed prior to the Directive	No.
Legislation transposing Directive	<ol style="list-style-type: none"> 1) Employment Relationship Act (2002) 2) Amendments to the Employment Relationship Act (2007) 3) Implementation of the Principle of Equal Treatment Act (2004)

Does the country claim to have transposed the Directive?	Yes.
Significant provisions that are mentioned by experts or political actors as not being transposed	<p>(1) Some experts point out that penalty provisions for persons who are sexually harassing are not clear enough.</p> <p>(2) Furthermore, the fact that sexual harassment and torture are dealt with in the Employment Relationship Act under the same article, is not functional. Torture has different dynamics compared to sexual harassment and needs different approaches.</p> <p>(3) The amended Employment Relationship Act from 2007 obliges employers to adopt measures that would protect employees from sexual and other harassment and torture. However, most employers have not adopted such measures. Some of them have, but these measures are just a piece of paper – they have adopted it either because the Labour Inspectorate told the employer to do so or because the employers would like to protect themselves (as they might have had bad experiences with reported sexual harassment in their business).</p> <p>(4) There are some positive examples: some trade unions (in health care) have provided workshops and lectures on the issue. Furthermore the trade union of the banking business has a special provision on sexual harassment in their collective agreement, the trade union of education runs an SOS telephone for victims of sexual harassment and torture etc.</p>
Important differences between law and Directive now?	/
What is claimed to be better in law and since when?	<p>Nothing. The laws are following EU directives.</p> <p>The amendments to the Employment Relationship Act in 2007 introduced differentiation between sexual harassment and gender based harassment (including harassments based on other “personal circumstance”). Both forms of harassments are not penalized. Implementation of the Principle of Equal Treatment Act addresses only harassment on the basis of personal circumstances. However, it also prohibits discrimination – as sexual harassment is a form of discrimination, Implementation of the Principle of Equal Treatment Act implicitly addresses sexual harassment as well.</p>
Content of dispute(s) + date	/
Has any other inequality been part of the transposition disputes? Which inequality axis?	Both Employment Relationship Act and Implementation of the Principle of Equal Treatment Act prohibit discrimination on the basis of all “personal circumstances”, including the six inequality axis (besides gender): religion, ethnicity, race, sexual orientation, disability and age.
Parties to the dispute	/
Location	/
Outcome of the dispute	/
Civil society engagement	/
Other notes	A broader public debate on sexual harassment started in 1997 due to the awareness-raising campaign, organised during the international days of combating violence against women. Women’s office, trade unions and one left-wing political party published a pamphlet and poster entitled “Sexual Harassment at Work”. As part of the project, a leaflet “How to say no to your boss” was issued, intended primarily for the training of trade union commissioners.

	<p>The broad media attention to the project helped the issue to become a house-hold topic, encouraging several women to speak out about sexual harassment at work. In the following years such stories emerge continuously in media reporting. The case which drew the most public attention came in 2006 when 2 female employees of the Slovenian armed forces reported sexual harassment. Slovenia also saw one final court case on sexual harassment. In 2005, the director of the Institute Of Public Health Ljubljana was sentenced to 14 months imprisonment for sexually harassing 4 female employees.</p>
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3 Equality bodies

- governments required to establish equal opportunity body to enforce EU legislation within employment and to promote, analyse, monitor and support equal treatment (Equal Treatment 2002 transposed by October 2005)
- Duty of governmental body to promote, analyse, monitor and support equal treatment extended to goods & services (The Gender Directive - G&S - 2004, to be transposed by Dec 2007)

Issue	Equality bodies
Has law been passed or changed prior to the Directive	<p>Yes.</p> <p>1) The Office for Women's Politics, the first "gender equality institution" of the independent Slovenia began operating on July 1, 1992. However, it covered only gender, not also other inequality axis.</p> <p>2) On February 24, 2001, the office was renamed into the Office for Equal Opportunities (and started to operate on July 1, 2002). Now the Office for Equal Opportunities is responsible only for the coordination of activities in relation to other inequalities (not gender), aiming at implementation of the EU Racial equality directive and Employment directive.</p>
Legislation transposing Directive	<p>Equal Opportunities for Woman and Men Act (2002)</p> <p>Amendments to the Equal Opportunities for Woman and Men Act (2007)</p> <p>Implementation of the Principle of Equal Treatment Act (2004)</p> <p>Amendments to the Implementation of the Principle of Equal Treatment Act (2007)</p>
Does the country claim to have transposed the Directive?	Yes.
Significant provisions that are mentioned by experts or political actors as not being transposed	Technically everything is transposed. However the issue of the independence of the Advocate for Equal Treatment remains unsolved despite the change of the law in 2007 (see under "Equal pay / Equal treatment").
Important differences between law and Directive now?	/
What is claimed to be better in law and since when?	<p>2004. While the directives stipulate prohibition of discrimination on 6 grounds, the Slovenian legislation (Implementation of the Principle of Equal Treatment Act) extends the prohibition of discrimination to any ground/sphere of social life. In this sense it is more inclusive than the directives. Consequently, the Advocate of the Principle of Equal Treatment has to deal with discrimination in any sphere of social life. However it has to be noted that the Implementation of the Principle of Equal Treatment Act from 2004 simply extended the competences of the Advocate of the Principle of Equal Treatment for Women and Men (established in 2002) and</p>

	did not establish additional institutions to deal with discrimination issues. In such a way, the Advocate was given an additional load of work.
Content of dispute(s) + date	<p>There were no legal disputes.</p> <p>In 2003 the level of autonomy of the Office for Equal Opportunities was questioned due to the reform of the state administration. It was suggested that the Office should be abolished and its work transferred to the Ministry of Work, Family and Social Affairs. This proposal was presented to the Committee on the Elimination of Discrimination against Women, whose concluding comments led to a reconsideration of this intention and the Office for Equal Opportunities was maintained as a self standing professional service of the government.</p> <p>There were oppositions from the Office for Equal Opportunities to adopt other inequality levels (besides gender). However the change from gender to other equality issues made the Office for Equal Opportunities responsible for the coordination of the activities aiming at the implementation of the EU racial equality directive and equal treatment employment directive. Slovenia has no equality body for other non-gender equality issues.</p> <p>Ombudsman's office was very vocal at pointing out that the Advocate of the Principle of Equal Treatment is not independent (see more under "equal pay and equal treatment").</p> <p>Furthermore, the adoption of the Implementation of the Principle of Equal Treatment Act resulted in broadening the competences of the Advocate of the Principle of Equal Treatment – before the Advocate dealt only with gender issues, now the Advocate has to deal with discrimination based on any personal circumstances. However the Act foresees an establishment of specialized Advocates (for example Advocate for discrimination on the basis of disability), but new institutions were not established. Rather the already existing Advocate was given additional load of work.</p>
Has any other inequality been part of the transposition disputes? Which inequality axis?	/
Parties to the dispute	/
Location	/
Outcome of the dispute	/
Civil society engagement	Some women's organisations: opposition to merging equalities
Other notes	/

4 NGO/civil society dialogue

- governments to encourage dialogue with non-governmental organisations (Equal Treatment 2002 transposed by October 2005)

Issue	NGO/civil society dialogue
Has law been passed or changed prior to the Directive	No, although generally the dialogue was encouraged (the level of encouragement was changing according to the willingness of the state officials working at the ministries to lead dialogue with civil society).

Legislation transposing Directive	Implementation of the Principle of Equal Treatment Act (2004) Amendments to the Implementation of the Principle of Equal Treatment Act (2007)
Does the country claim to have transposed the Directive?	Yes.
Significant provisions that are mentioned by experts or political actors as not being transposed	The part on civil society dialogue is directly translated from the directive. Technically, it is transposed. However, no additional concrete measures were adopted to make such dialogue work. Still on a declarative level, such dialogue is encouraged.
What is claimed to be better in law and since when?	/
Content of dispute(s) + date	/
Has any other inequality been part of the transposition disputes? Which inequality axis?	/
Parties to the dispute	/
Location or arena	/
Outcome of the dispute	/
Civil society engagement	The Implementation of the Principle of Equal Treatment Act established the Council of the Government for the implementation of the principle of equal treatment. It is an expert and consultative body for implementation of the principle of equal treatment. Members of the Council are governmental representatives as well as representatives of non-governmental organisations, which are dealing with different inequality issues. However the Council has no real effect on policy issues. In 2007 The Implementation of the Principle of Equal Treatment Act was amended. At the moment, it is not clear what will happen to the Council.
Other notes	/

5 Parental leave

- parents have the right to 3 months individual non-transferable unpaid parental leave (Parental Leave Directive 1996, transposed by 1999)

Issue	Parental Leave
Has law been passed or changed prior to the Directive	No.
Legislation transposing Directive	1) Parental Protection and Family Benefit Act (2001) 2) Employment Relationship Act (2002)
Does the country claim to have transposed the Directive?	Yes.
Significant provisions that are mentioned by experts or political actors as not being transposed	/

What is claimed to be better in law and since when?	<p>2001 15 week maternity leave - 100% wage compensation</p> <p>2001 15 days + 75 days of paternity leave – 15 days must be employed during the maternity leave. Father's wage is fully compensated for the 15 days of paternity leave. 75 days can be taken in the first 8 years after the birth. For the 75 days the father receives minimal financial compensation (only contributions for social protection are compensated).</p> <p>2001 37 weeks of parental leave. Can be enjoyed in full either by mother or father or they can each take a share of parental leave. 100% wage compensation.</p> <p>2006 Provision related to paternity leave is changed: the first 15 days (100% wage compensation) must be employed in the first 6 months after the birth of the child. The remaining 75 days (minimal financial compensation) must be employed in the first 3 years after the birth.</p>
Content of dispute(s) + date	Debate in the parliament on the change of the paternity leave in 2006. The opposition agitated against the change (from 8 years to 3 years).
Has any other inequality been part of the transposition disputes? Which inequality axis?	/
Parties to the dispute	/
Location or arena	/
Outcome of the dispute	/
Civil society engagement	/
Other notes	/

6 Organisation of working time

- limited weekly working to 48 hours (Working Time Directive 1993)
- elimination of discrimination against part-time workers and assist the development of opportunities for working part-time (Part-time Work Directive 1997)

Issue	Organisation of working time (working time directive and part-time work)
Has law been passed or changed prior to the Directive	No.
Legislation transposing Directive	Employment Relationship Act (2002)
Does the country claim to have transposed the Directive?	Yes.
Significant provisions that are mentioned by experts or political actors as not being transposed	/
Important differences between law and Directive now?	Weekly working time limited to 40 hours.
What is claimed to be better in law and since when?	/
Content of dispute(s) + date	/
Has any other inequality	/

been part of the transposition disputes? Which inequality axis?	
Parties to the dispute	/
Location or arena	/
Outcome of the dispute	/
Civil society engagement	/
Other notes	/

1.2.1 EU Directives to Consider

1 Equal pay/equal treatment

- Equal pay & equal treatment in employment (1970/1976)
- equal treatment irrespective of racial or ethnic origin (Directive 2000/43/EC)
- equal treatment on grounds of religion or belief, disability, age or sexual orientation (Directive 2000/78/EC)
- employers to systematically take equal treatment measures (Equal Treatment 2002 transposed by October 2005)
- equal treatment between men and women extended to goods and services (The Gender Directive - Goods and Services, 2004, to be transposed by Dec 2007)
- requirement for gender mainstreaming extended to Goods & Services (2006 Recast Directive, to be transposed by 2009)

2 Sexual harassment and discrimination

- strengthening of sexual harassment policy: employers required to prevent sexual harassment (regarded as sex discrimination) (Equal Treatment 2002, transposed by October 2005)

3 Equality bodies

- governments required to establish equal opportunity body to enforce EU legislation within employment and to promote, analyse, monitor and support equal treatment (Equal Treatment 2002 transposed by October 2005)
- Duty of governmental body to promote, analyse, monitor and support equal treatment extended to goods & services (The Gender Directive - G&S - 2004, to be transposed by Dec 2007)

4 NGO/civil society dialogue

- governments to encourage dialogue with non-governmental organisations (Equal Treatment 2002 transposed by October 2005)

5 Parental leave

- parents have the right to 3 months individual non-transferable unpaid parental leave (Parental Leave Directive 1996, transposed by 1999)

6 Organisation of working time

- limited weekly working to 48 hours (Working Time Directive 1993)
- elimination of discrimination against part-time workers and assist the development of opportunities for working part-time (Part-time Work Directive 1997)

1.2.2 Other gender equality+ related directives you might want to consider

Directive 75/117/EEC on the principle of equal pay for men and women.

Directive 79/7/EEC on the principle of equal treatment for men and women in social security.

Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes.

Directive 86/613/EEC on equal treatment between self employed men and women.

Directive 92/85/EEC on the safety and health at work of pregnant workers and workers

Directive 97/80/EC on the burden of proof in cases of discrimination based on sex.

Directive 2000/78 on equal treatment in employment and occupation.

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			Country		
	Provision	Year	Notes	Provision	Year	Notes
Maternity	14 weeks	1996	Pay must not be less than wage during sickness leave.	15 weeks	2001	100% wage compensation
Paternity	Optional	1995		15 day + 75 days	2001	15 days must be employed in the first 6 months after the birth of a child. Father's wage is fully compensated for the 15 days of paternity leave. 75 days can be taken in the first three years after the birth. For the 75 days the father receives minimal financial compensation (only contributions for social protection are compensated).
Parental	12 weeks	1996	Unpaid	37 weeks	2001	Can be enjoyed in full either by mother or father or they can each take a share of parental leave. 100% wage compensation.
Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006	Yes	2002	This requirement was introduced by the "Act on Equal Opportunities for Women and Men".
Equalities body (employment)	Yes	2002		Yes	2002 & 2004	Article 20 of the "Act on Equal opportunities for women and men" introduced Advocate of the Principle of Equal Treatment for Women and Men in 2002. In 2004 – through adoption of the "Act implementing the Principle of Equal Treatment" – Advocate's competences are broadened to gender+ equality (not only gender) grounds.
Equalities body (goods & services)	Yes	2004		Yes	2002 & 2004	See above
Equalities body for promotion	Yes	2006		Yes	2002 & 2004	See above
Gender pay audits	Not specified			No		
Gender Equality plan (employment)	Yes	2002 /2006		Yes	2005	The name of the plan: "Resolution on the National Programme for Equal Opportunities for Women and Men (2005 - 2013)"

Requires NGO dialogue to be encouraged	Yes/no	2002	Dialogue	Yes	2005, not required but encouraged	Such provisions are included in the "Resolution on the National Programme for Equal Opportunities for Women and Men (2005 - 2013)" and in both Acts: "The Act on Equal Opportunities for Women and Men" and "The Act Implementing The Principle of Equal Treatment". Such dialogue is also encouraged in the 2007 "Consultation of interested parties Guidelines", prepared by the Ministry of Public Administrations. However both documents do not oblige anyone to have dialogue with NGOs – rather such dialogue is encouraged.
Positive action measures	Yes/no	1975	Allowed, not required	Yes	2002, allowed, not required	Article 8 of the "Act on Equal Opportunities for Women and Men" introduced positive measures, which may be adopted in the fields of education, employment, professional life, public or political activity and elsewhere. Action plans shall be submitted to the Office for Equal Opportunities for preliminary approval before the commencement of the implementation of positive measures.
Public bodies to promote racial equality				No		
If there are no sanctions for violating the law, please state this				There are penalty provisions in the "Act on Equal Opportunities for Women and Men", but they are related only to implementations of positive measures without the approval of the Office for Equal opportunities. No other sanctions are envisioned. The "Act implementing the Principle of Equal		

				Treatment" provides penal provisions for omission of the implementation of the law and other regulations, related to this law.		
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1.4 Equality law on intersecting inequalities

- Is discrimination on the grounds of ethnicity/'race' illegal **Yes**
 - When was this law introduced? **December 23, 1991 (Constitution of Slovenia, article 14 – on a general level). More specifically, anti-discrimination provisions were introduced in article 141 of the Criminal Code (adopted September 29, 1994)**
 - Is this restricted to employment related issues? **No**
 - Does it include the sale and supply of services? **Yes**
 - What disputes if any took place during its introduction? **No**

- Is discrimination on the grounds of religion illegal **Yes**
 - When was this law introduced? **December 23, 1991 (Constitution of Slovenia, article 14 – on a general level). More specifically anti-discrimination provisions were introduced in article 141 of the Criminal Code (adopted September 29, 1994)**
 - Is this restricted to employment related issues? **No**
 - Does it include the sale and supply of services? **Yes**
 - What disputes if any took place present during its introduction? **No**

- Is discrimination on the grounds of sexual orientation illegal **Yes**
 - When was this law introduced? **Implicitly in article 14 of the Constitution of Slovenia (it is believed that "other personal circumstances", listed in the said article, includes sexual orientation). Explicit prohibition of the discrimination on the grounds of sexual orientation was introduced in article 141 of the Criminal Code (adopted September 29, 1994)**
 - Is this restricted to employment related issues? **No**
 - Does it include the sale and supply of services? **Yes**
 - What disputes if any took place during introduction of these laws? **Yes. Originally sexual orientation was supposed to be explicitly mentioned in article 14 of the Slovenian constitution. Due to political compromise between the left wing and the right wing parties the explicit mentioning of sexual orientation in article 14 was crossed out and article 55 (Freedom of Choice in Childbearing) was kept in the Constitution. The right wing parties said they will not support both provisions – at the time keeping the right to freedom of choice in childbearing seemed more important.**

- Is discrimination on the grounds of disability illegal **Yes**
 - When was this law introduced? **Implicitly in article 14 of the Constitution of Slovenia (1991) and in article 141 of the Criminal Code (1994) ("other personal circumstances"). The first explicit prohibition of discrimination on the grounds of disability in Slovenian legislation is from 2002 (Employment Relationship Act, adopted on April 24, 2002). Since June 15, 2004, disability is explicitly mentioned in the article 14 of the Constitution of Slovenia.**
 - Is this restricted to employment related issues? **Yes, if we consider only explicit mentioning of it (Employment Relationship Act), otherwise no (Constitution, Criminal Code).**
 - Does it include the sale and supply of services? **Yes**

- What disputes if any took place during introduction of these laws? **No**
- Is discrimination on the grounds of age illegal **Yes**
 - When was this law introduced? **Both Constitution (1991) and Criminal Code (1994) mention age implicitly (as “other personal circumstances”). Employment Relations Act (adopted on April 24, 2002) explicitly prohibits discrimination on the grounds of age.**
 - Is this restricted to employment related issues? **Yes, if we consider only explicit mentioning of it (Employment Relationship Act), otherwise no (Constitution, Criminal Code).**
 - Does it include the sale and supply of services? **Yes**
 - What disputes if any took place during introduction of these laws? **No**
- Is discrimination on the grounds of marital status illegal? **Yes**
 - When was this law introduced? **Both Constitution (1991) and Criminal Code (1994) mention marital status implicitly (as “other personal circumstances”). Employment Relations Act (adopted on April 24, 2002) explicitly prohibits discrimination on the grounds of marital status.**
 - Is this restricted to employment related issues? **Yes, if we consider only explicit mentioning of it (Employment Relationship Act), otherwise no (Constitution, Criminal Code).**
 - Does it include the sale and supply of services? **Yes**
 - What disputes if any took place during introduction of these laws? **No**
- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant? **No.**

2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country.

The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

2.1 National gender equality plans

2.1.1 Is there a national gender equality plan? **Yes.**

If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?). **National Program for Equal Opportunities of Men and Women 2005 - 2013² was adopted in 2005. The strategic document defines policy priorities, objectives and measures for achieving gender equality in different areas: gender mainstreaming, work, knowledge-based society, social welfare, gender relations and decision-making.**

More specifically it identifies 20 strategic objectives of the gender equality policy:

- (1) adequate organisational structure and ability of staff for efficient implementation of gender mainstreaming,**
- (2) equal opportunities for women and men in matters of employment and work,**
- (3) quality working environment, free from any form of harassment,**
- (4) reconciliation of professional and private life and family responsibilities of employed women and men,**
- (5) education for gender equality and the promotion of equal opportunities for women and men in education and training,**
- (6) equal opportunities for women and men in sports,**
- (7) equal opportunities for women and men in science and research,**
- (8) equal opportunities for women and men in culture and media,**
- (9) quality health care, adapted to the needs of women and men,**
- (10) improved reproductive health of women and men,**
- (11) protection of mental health, adapted to the needs of women and men,**
- (12) social inclusion and reduction of poverty of women and men,**

² See: http://www.uem.gov.si/fileadmin/uem.gov.si/pageuploads/ReNPEMZM_EN.pdf

- (13) equal distribution of family work between women and men, and responsible partnership and parenthood,
- (14) regulatory framework relating to the prevention of violence against women,
- (15) zero tolerance for violence against women,
- (16) regulatory framework relating to the prevention of trafficking in human beings and sexual exploitation in terms of prostitution and pornography,
- (17) regulatory framework relating to the prevention of sexual violence and zero tolerance for sexual violence,
- (18) balanced representation and participation of women and men in political decision-making,
- (19) balanced representation of women and men holding nominated positions within the public administration and justice,
- (20) balanced representation of women and men holding decision-making positions in the socioeconomic domain.

The Resolution contains commitments to the Beijing Declaration and the Platform for Action and conclusions of the 23rd Special Session of the General Assembly of the United Nations entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century". For these aims approximately 960.000 euros will be allocated from the national budget.

At the moment it is hard to say to what extent the plan is being implemented. It is clear that all the goals have not been reached yet. However it seems that the Office for Equal Opportunities is doing its best to push the listed priorities to the front.

- o Is the focus restricted to non-discrimination? **No.**
- o Is there reference to gender mainstreaming? **Yes.**
- o Are there named policy instruments and/ institutions, if so what?
There is a list of 32 objectives mentioned. Each of the objectives has its own measures/policy instruments. The specific policy objectives include:

(1) Strengthening institutional capacity for gender mainstreaming

Measures:

- Introduction of the system for education, basic and advanced professional training of staff at the ministries, offices and other governmental bodies and local self-governing communities on gender mainstreaming;
- Setting up methods and tools for mainstreaming gender into all policies;
- Strengthening coordination and cooperation between the government and the local level and civil society with respect to gender mainstreaming.

(2) Reducing the incidence of gender based discrimination in matters of employment and work

Measures:

- Implementation of specific programmes to fight against any form of discrimination and the elimination of inequalities based on gender in the labour market (for example, EQUAL)
- Focusing the inspection system on different forms of discrimination, methods of their monitoring and prevention
- Analysing and investigating the incidences of gender based discrimination in the matters of employment and work and raising awareness of the mechanisms of its prevention.

(3) Reducing the gaps in employment and unemployment rates of women and men

Measures:

- Implementation of horizontal policy of equal opportunities for women and men within the framework of the active employment policy
- Implementation of special programmes for the promotion of employment and work activity of women within the framework of the active employment policy.

(4) Increasing self-employment of women and women's entrepreneurship

Measure:

- Implementation and support to special programmes promoting self-employment of women and women's entrepreneurship.

(5) Reducing vertical and horizontal segregation and the pay gap between women and men

Measures:

- Implementation of horizontal policy of equal opportunities for women and men within the framework of the active employment policy
- Encouraging women and men to get involved in education and training and to seek employment in those fields where either women or men are underrepresented
- Implementation and support to special programmes aimed at facilitating vocational promotion of women and their representation in the senior positions
- Analysis of the causes of gender pay gaps and the introduction of mechanisms for their elimination.

(6) Better prevention and treatment of sexual and other harassment in the working environment

Measures:

- Offering professional support to employers in formulating policies against sexual and other forms of harassment and promoting the adoption of these policies
- Informing and raising awareness of the expert and general public on sexual and other harassment at the workplace and possible proceedings in cases of harassment
- Establishing and monitoring the EU indicators on sexual harassment at the workplace
- Analysing and investigating the incidence and forms of harassment at the workplace and adopting the mechanisms for their elimination.
- Focusing the inspection system on different forms of harassment, methods of their monitoring and prevention.

(7) Easier reconciliation of professional and private life

Measures:

- Implementation and support to special programmes, aimed at the reconciliation of professional and private life
- Stimulating employers to facilitate reconciliation between professional and private life or family responsibilities of the employees through more flexible forms of work/working conditions, adjusted work schedule and additional training for both genders
- Implementation and support to the research on the reconciliation of work and private life of women and men and on the importance and added value of such working environment
- Introducing competitions for a family-friendly company
- Establishing and monitoring the EU indicators on the reconciliation of professional and private life.

(8) Improving public and support services aimed at the reconciliation of professional and family life

Measures:

- Development of the existing and introduction of new childcare programmes and services, adapted to the different needs of parents and children
- Development of the existing and introduction of new programmes and services providing care to the elderly and other dependents.

(9) Reducing inequalities and overcoming the stereotypical social roles in education by systematically integrating gender equality perspective in the planned and implementing curriculum, in teaching material and in the programmes of vocational training in the area of education and schooling

Measures:

- Formulating recommendations, guidelines and instructions for childcare workers and for teachers on how to include education for gender equality in all subjects

- Establishing a standardized procedure for the attestation of teaching material from the gender equality perspective and the proposal for amendments to the existing teaching material that fail to comply with these standards
- Complementing the criteria for the attestation of schoolbooks and continuous monitoring of schoolbooks and other teaching material from the gender equality perspective
- Introducing systematic education and vocational training for teaching and counselling staff on gender equality.

(10) Reducing gender based segregation in educational programmes at the secondary education and higher education levels and in different school and out-of-school activities

Measures:

- Promoting scholarships for female pupils and students in the educational programmes traditionally dominated by men, and male pupils and students in the programmes traditionally dominated by women
- Implementing programmes on directing the students and pupils to the educational programmes and school and out-of-school activities traditionally dominated by men or women, respectively.

(11) Reducing inequalities in sports and improving the access of women and men to sports activities

Measures:

- Monitoring the status and conditions for the participation of women and men in sports
- Promoting equal opportunities for women and men in sports, including the introduction of special measures and programmes.

(12) Reducing inequalities of women and men in science and research

Measures:

- Implementation and support to programmes and projects promoting the participation of women in science and research
- Promotion and support to research and cooperation in the field of gender studies and implementation of gender mainstreaming in the programmes, policies and organisations of science and research
- Establishing and monitoring EU indicators on providing equal opportunities for women and men in the field of science and research
- Analysing and eliminating the obstacles hindering work and promotion of female scientists.

(13) Increased integration of gender equality perspective in the cultural policy

Measure:

- Development and setting-up of mechanisms for monitoring and promoting equal opportunities for women and men in cultural policy.

(14) Reducing stereotypical representation of the roles of women and men in media in advertising

Measures:

- Support to the programmes and projects for the promotion of media and advertising organisations towards the elimination of stereotypes and changing the patterns concerning the roles of women and men and their images and values
- Increased emphasis of state authorities and authorities of self-governing local communities to include, where relevant, the principle of gender equality in providing information to, and raising awareness of, the public.

(15) Improving the health and health care of women and men while taking into consideration the gender differences

Measures:

- Analysing and examining the health and health care of women and men and adopting the mechanisms for the elimination of causes for gender differences

- Promoting programmes and projects for the protection and promotion of health, where the criterion is the reduction of gender gaps in health.

(16) Improving the reproductive health of women and men

Measures:

- Promoting intersectional and interdisciplinary cooperation in the area of reproductive health of women and men with emphasis on the examination of causes and development of mechanisms for reducing the maternal mortality rate.
- Support to the programmes and projects for monitoring, examining and improving the reproductive health of women and men, including special measures, and with a special emphasis on the early detection of cervical cancer, breast cancer and prostate cancer. Establishing and monitoring internationally comparable indicators on the reproductive health of women and men.

(17) Increasing the accessibility of different forms of contraception and the possibility of selecting the services during the pregnancy, childbirth and afterbirth period

Measure:

- Establishing guidelines and introducing measures to increase the accessibility to the appropriate, acceptable and cost-free contraception and to increase the possibility of selecting the services during the pregnancy, childbirth and afterbirth period, adjusted to the needs and desires of pregnant women, neonatal women and mothers.

(18) Improved awareness and appropriate information on the reproductive health and reproductive rights of women and men

Measure:

- Implementation and support to the programmes and projects of raising awareness and providing information on the reproductive health and the reproductive rights of women and men.

(19) Improving the protection of mental health of women and men while taking into consideration the gender specific characteristics

Measures:

- Support to the programmes, projects and services for the promotion and monitoring of mental health, specifically with respect to the gender.
- Integration of the gender perspective in the legislative regulation and programmes in the mental health area.

(20) Increasing the social inclusion and reducing the risk-of-poverty of women and men

Measures:

- Implementation of programmes and projects for monitoring and increasing the social inclusion and prevention of the risk-of-poverty of vulnerable social groups, taking into consideration the gender perspective (for example, EQUAL).
- Implementation and support to the social security and welfare services provided to the vulnerable social groups of women and men, including the introduction of special measures adjusted to different needs of women and men.

(21) Eliminating the existing stereotypes on the roles of women and men in the family and partnership and equal distribution of family work and parental responsibilities between the partners

Measures:

- Implementation and support to the programmes and projects for promoting active fatherhood, including the introduction of special measures for taking paternity leave and sharing the childcare leave between the parents.
- Establishing and monitoring the indicators on taking paternity leave, childcare leave and distribution of family work.
- Promotion and support to the programmes and projects for a more even distribution of absence from work for the purpose of caring for a sick family member between the employed women and men, including mainstreaming gender into the legislative regulation.

- Implementation and support to the programmes and projects for eliminating the existing stereotypes and changing the patterns of behaviour regarding the roles of women and men in the family and in the partnership.

(22) More responsible and quality partnership and parenthood

Measures:

- Implementation and support to the training, counselling and therapeutic services, programmes and projects for a responsible partnership and parenthood.
- Promotion of intersectoral and interdisciplinary cooperation and support to the programmes and projects for a more rapid and more efficient treatment and assistance to partners in divorce, child custody arrangements, regulation of alimonies and contacts with children, etc., by providing equal treatment of women and men.

(23) Improvement and efficient implementation of a regulatory framework relating to the prevention of violence in the domestic environment and partnership relations

Measure:

- Supplementing legislative regulation relating to the prevention of violence in the domestic environment and partnership relations as well as developing and establishing mechanisms for its efficient implementation and assessment.

(24) Improvement of the regulatory treatment of women victims of violence and perpetrators of violent offences

Measures:

- Reinforcing intersectional and interdisciplinary co-operation and providing support to programmes, projects and protocols for regulatory treatment of women, victims of violence, and perpetrators, including the introduction of special measures, adapted to victims and perpetrators.
- Setting up and monitoring the EU indicators on violence against women.

(25) Improved competence and susceptibility of professional staff in the area of prevention and treatment of women victims of violence and perpetrators of violent offences

Measure:

- Implementation of and support to programmes and projects for training professional staff that are, in various organisations, active in the area of prevention and treatment of women victims of violence and perpetrators.

(26) Enhanced awareness raising and providing information on the issue of violence against women

Measures:

- Implementation of and support to programmes and projects for awareness raising and providing information on issues related to the violence against women, including specific measures for individual target groups.
- Development of recommendations, guidelines and instructions for teaching and counselling staff on the integration of violence-related issues and non-violent forms of conflict resolution into the school curriculum.

(27) Improvement of the legislative regulation relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography

Measure:

- Supplementing legislative regulation relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography, as well as developing and establishing mechanisms for its efficient implementation and assessment.

(28) Improvement of the regulatory treatment on the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography

Measures:

- Setting up and monitoring internationally comparable indicators on trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.

- Reinforcing intersectional and interdisciplinary cooperation and support to the programmes, projects and protocols for regulatory treatment relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.

(29) Enhanced awareness raising and providing information on issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography

Measures:

- Implementation of and support to programmes and projects for awareness raising and providing information on issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography, including special measures for individual target groups.
- Development of recommendations, guidelines and instructions for teaching and counselling staff on the integration of issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography into the school curriculum.

(30) Improvement of the regulatory treatment of sexual violence

Measures:

- Setting up and monitoring internationally comparable indicators on sexual violence
- Reinforcing intersectional and interdisciplinary co-operation and providing support to programmes, projects and protocols for regulatory treatment of sexual violence, including the introduction of special measures and programmes, adapted to victims and perpetrators of sexual violence
- Implementation of and support to programmes and projects for awareness raising and providing information on issues of sexual violence for different target groups

(30) Increased representation and participation of women at all levels of political decision-making and development of political culture based on gender equality

Measures:

- Amending the legislation to increase the share of women on candidate lists
- Implementation of and support to programmes and projects for achieving gender-balanced representation, including introduction of special measures
- Setting up and monitoring the EU indicators and other internationally comparable indicators on political decision-making.
- Implementation of and support to programmes and projects on awareness raising and providing information on benefits and advantages of gender-balanced representation in political decision-making, for various target groups.
- Gender mainstreaming in political culture.

(31) Achieving a balanced representation of women and men holding appointed offices within the public administration and justice

Measures:

- Establishing and implementing mechanisms for systematic monitoring and promotion of a gender-balanced representation at appointed offices within public administration and justice, including special measures and programmes.
- Setting up and monitoring the EU indicators and other internationally comparable indicators on decision-making at appointed offices within public administration and justice.

(32) Increased representation of women in decision-making positions in the area of economy and in trade unions, associations and organisations

Measures:

- Establishing and implementing mechanisms for systematic monitoring and promotion of a gender-balanced representation in decision-making positions in the area of economy, in trade unions, associations and organisations, including special measures and programmes.
- Setting up and monitoring the EU indicators on decision-making in the socio-economic area.

The institutions responsible for carrying out the above objectives are:

- Office for Equal Opportunities.
- All ministries and other government offices.
- Self-governing local communities.

○ Are there indicators and statistics to evaluate the policies? **Yes.**

Here is the full list of indicators:

1. Specific objective: Strengthening institutional capacity for gender mainstreaming

Indicators:

- Number and scope of programmes for education, basic and advanced professional training of staff at the ministries, offices and other government bodies and self-governing local communities;
- Use of methods and tools for gender mainstreaming;
- Scope of coordination and cooperation with respect to gender mainstreaming.

2. Specific objective: Reducing the incidence of gender based discrimination in matters of employment and work

Indicators:

- Number and scope of programmes aimed at fighting against discrimination and elimination of inequalities based on gender;
- Number of inspections focused on different forms of discrimination.

3. Specific objective: Reducing the gaps in employment and unemployment rates of women and men

Indicators:

- Number and scope of the active employment policy programmes, involving at least half of women (50% of those involved);
- Number and scope of special programmes for the promotion of employment and work activity of women within the framework of the active employment policy;
- Statistical data.

4. Specific objective: Increasing self-employment of women and women's entrepreneurship

Indicators:

- Number and scope of special programmes promoting self-employment of women and women's entrepreneurship.
- Statistical data.

5. Specific objective: Reducing vertical and horizontal segregation and pay gap between women and men

Indicators:

- Number and scope of the active employment policy programmes, involving at least half of women (50% of those involved).
- Number and scope of special programmes and programmes within the active employment policy aimed at encouraging women.
- Statistical data.

6. Better prevention and treatment of sexual and other harassment in the working environment

Indicators:

- Number and forms of support offered to employers in formulating the policies against sexual and other harassment.
- Number of published articles in mass media on the cases of harassment and possible proceedings taken in dealing with them.
- Level of establishment and monitoring the EU indicators on sexual harassment at the workplace.

- Number of inspections focused on the harassment.
7. **Specific objective: Easier reconciliation of professional and private life**
Indicators:
- Number and scope of special programmes, aimed at the reconciliation of professional and private life.
 - Number and forms of incentives to the employers for facilitating the reconciliation of professional and private or family responsibilities of the employees.
 - Number of researches on the reconciliation of professional and private life of women and men and on the importance and added value of such working environment
 - Implementation of the competitions for a family-friendly company.
 - Level of establishment and monitoring the EU indicators on the reconciliation of professional and private life.
8. **Specific objective: Improving public and support services aimed at the reconciliation of professional and family life**
Indicators:
- Number and scope of special childcare programmes and services adapted to the different needs of parents and children.
 - Number and scope of special programmes and services providing care to the elderly and other dependents.
 - Statistical data.
9. **Specific objective: Reducing inequalities and overcoming the stereotypical social roles in education by systematically integrating gender equality perspective in the planned and implementing curriculum, in teaching material and in the programmes of vocational training in the area of education and schooling**
Indicators:
- Adoption of recommendations, guidelines and instructions for childcare workers and teachers on how to include education for gender equality in all subjects.
 - Level of setting-up a standardised procedure for attestation of teaching material from the gender equality perspective.
 - Level of complementing the criteria for the attestation of schoolbooks from the gender equality perspective.
 - Inclusion of the gender equality perspective in systematic education and vocational training of teaching and counselling staff.
10. **Specific objective: Reducing gender based segregation in educational programmes at the secondary education and higher education levels and in different school and out-of-school activities**
Indicators:
- Number of scholarships granted to female pupils and students in the educational programmes dominated by men, and male pupils and students in the programmes dominated by women.
 - Number of programmes directing the students and pupils to the educational programmes and school and out-of-school activities dominated by women or men, respectively.
 - Statistical data.
11. **Specific objective: Reducing inequalities in sports and improving the access of women and men to sports activities**
Indicators:
- Number and scope of special programmes for promoting equal opportunities of women and men in sports.
 - Statistical data.
12. **Specific objective: Reducing inequalities of women and men in science and research**
Indicators:
- Increased share of women in science and research.

- Number of research in the field of gender studies or research that include a gender perspective.
 - Level of establishment and monitoring the EU indicators on the status of women and men in the field of science and research.
 - Number of activities for the elimination of obstacles in the academic career of female scientists.
13. Specific objective: Increased integration of gender equality perspective in the cultural policy
- Indicators:
- Proposal and implementation of mechanisms for monitoring and promoting equal opportunities for women and men in the cultural policy.
 - Statistical data.
14. Specific objective: Reducing stereotypical representation of the roles of women and men in media in advertising
- Indicators:
- Number and scope of programmes and projects for promoting gender equality in media and advertising.
 - Number of published articles in media where the state authorities and the authorities of self-governing local communities paid attention to the principle of gender equality in providing information to and raising awareness of the public.
15. Specific objective: Improving the health and health care of women and men while taking into consideration the gender differences
- Indicators:
- Number of analyses and research on health and health care, taking into consideration the gender perspective.
 - Proposal and implementation of mechanisms for the elimination of gender gaps in health and health care.
16. Specific objective: Improving the reproductive health of women and men
- Indicators:
- Number and scope of programmes for monitoring, examining and improving the reproductive health.
 - Reduced maternal mortality rate.
 - Reduced incidence of cervical cancer, breast cancer and prostate cancer
 - Level of establishment and monitoring the internationally comparable indicators on the reproductive health.
17. Specific objective: Increasing the accessibility of different forms of contraception and the possibility of selecting the services during the pregnancy, childbirth and afterbirth period
- Indicators:
- Implementation of guidelines on increasing the accessibility to contraception and possibilities of selecting the services during the pregnancy, childbirth and afterbirth period.
 - Placement of different forms of contraception on the list of cost-free medicines and the number of users per particular type of contraceptive.
 - Type and quality of services during the pregnancy, childbirth and afterbirth period
 - Statistical data.
18. Specific objective: Improved awareness and appropriate information on the reproductive health and reproductive rights of women and men
- Indicators:
- Scope, quality and updating the accessible information on the reproductive health and reproductive rights.
 - Number and scope of programmes and projects on raising awareness and providing information.

19. Specific objective: Improving the protection of mental health of women and men while taking into consideration the gender specific characteristics

Indicators:

- Number and scope of programmes, projects and services in the mental health area, taking into consideration the gender perspective.
- Level of gender mainstreaming into legislative regulation and other documents in the mental health area.
- Statistical data.

20. Specific objective: Increasing the social inclusion and reducing the risk-of-poverty of women and men

Indicators:

- Number and scope of programmes and projects for monitoring and increasing the social inclusion and the prevention of the risk-of-poverty, which take into consideration the gender perspective.
- Number and scope of the social security and welfare services and special measures, which take into consideration the gender perspective.
- Statistical data.

21. Specific objective: Eliminating the existing stereotypes on the roles of women and men in the family and partnership and equal distribution of family work and parental responsibilities between the partners

Indicators:

- Number and scope of programmes and projects and special measures for promoting active fatherhood.
- Level of establishment and monitoring the indicators on paternity leave, childcare leave and distribution of family work.
- Number and scope of programmes and projects and the level of gender mainstreaming in all legislative regulation concerning the sharing of absence from work for the purpose of caring for a sick family member.
- Number and scope of programmes and projects for changing the stereotype roles of women and men in the family and partnership
- Statistical data

22. Specific objective: More responsible and quality partnership and parenthood

Indicators:

- Number and scope of training, counselling and therapeutic services, programmes and projects for a responsible partnership and parenthood.
- Level of providing equal opportunities to women and men in treating and assisting the partners in divorce, child custody arrangements, regulation of alimonies and contacts with children, etc.
- Number of children, under the joint custody and care of fathers and mothers.

23. Specific objective: Improvement and efficient implementation of a regulatory framework relating to the prevention of violence in the domestic environment and partnership relations

Indicators:

- Level achieved in supplementing legislative regulation relating to the prevention of violence in the domestic environment and partnership relations.
- Level achieved as regards mechanisms in place for monitoring the implementation of legislation on violence against women.

24. Specific objective: Improvement of the regulatory treatment of women victims of violence and perpetrators of violent offences

Indicators:

- Number and scope of programmes and projects as well as protocols relating to the regulatory treatment of women victims of violence and of perpetrators.
- Level of establishment and monitoring the EU indicators on violence against women.

25. Specific objective: Improved competence and susceptibility of professional staff in the area of prevention and treatment of women victims of violence and perpetrators of violent offences.
- Indicator:
- Number and scope of programmes and projects for training professional staff active in the area of prevention and treatment of women victims of violence and perpetrators of violent offences.
26. Specific objective: Enhanced awareness raising and providing information on the issue of violence against women
- Indicators:
- Number and scope of programmes and projects for awareness raising and providing information on issues related to the violence against women.
 - Adoption of recommendations and guidelines for teaching and counselling staff on the integration of violence-related issues and non-violent forms of conflict resolution into the school curriculum.
27. Specific objective: Improvement of the legislative regulation relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Indicators:
- Level achieved in supplementing legislative regulation relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.
 - Level achieved as regards mechanisms in place for monitoring the implementation of legislation on the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.
28. Specific objective: Improvement of the regulatory treatment on the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Indicators:
- Level of establishment and monitoring internationally comparable indicators on trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.
 - Number and scope of programmes, projects and protocols relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.
29. Specific objective: Enhanced awareness raising and providing information on issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Indicators:
- Number and scope of programmes and projects for awareness raising and providing information on issues of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.
 - Adoption of recommendations and guidelines for teaching and counselling staff on the integration of issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography into the school curriculum.
30. Specific objective: Improvement of the regulatory treatment of sexual violence
- Indicators:
- Level of establishment and monitoring internationally comparable indicators on sexual violence.
 - Number and scope of programmes and projects as well as protocols relating to the regulatory treatment of sexual violence.
 - Number and scope of programmes and projects for awareness raising and providing information on issues of sexual violence.

31. **Specific objective: Increased representation and participation of women at all levels of political decision-making and development of political culture based on gender equality**

Indicators:

- Amended legislation with special measures to increase the share of women on candidate lists.

- Number and scope of programmes and projects relating to gender-balanced representation.

- Level of establishment and monitoring the EU indicators and other internationally comparable indicators on political decision-making.

- Number and scope of programmes and projects for awareness raising and for providing information on benefits and advantages of gender-balanced representation in political decision-making.

32. **Specific objective: Achieving a balanced representation of women and men holding appointed offices within the public administration and justice**

Indicators:

- Level of established mechanisms for systematic monitoring and promotion of a gender-balanced representation at appointed offices within public administration and justice.

- Level of establishment and monitoring the EU indicators and other internationally comparable indicators on decision-making at appointed offices within public administration and justice, and their monitoring.

33. **Specific objective: Increased representation of women in decision-making positions in the area of economy and in trade unions, associations and organisations**

Indicators:

- Level of established mechanisms for systematic monitoring and promotion of a gender-balanced representation in decision-making positions in the area of economy, in trade unions, associations and organisations.

- Level of establishment and monitoring the EU indicators on decision-making in the socio-economic area.

- Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? (Add age here) **No**.

2.1.2 Is gender equality integrated with other equalities in a national plan? **No**.

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

[The national plan does not integrate other equalities with gender equality.]

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence

If yes please name the plan.

There is no specific National action plan to fight gender-based violence; however, these issues are incorporated in several action plans, including the National Program for Equal Opportunities of Men and Women 2005 – 2013.

The National Program for Equal Opportunities for Women and Men 2005 – 2013 covers:

- Domestic violence and violence in partnerships **Yes**
- Sexual assault/violence and rape **Yes**
- Sexual harassment and stalking **Yes**
- Trafficking and prostitution **Yes**
- Forced marriage, honour crimes and FGM **No (as this is not an issue in Slovenia)**

Does the plan include:

- named policy instruments and/or institutions, if so what;

The National Program for Equal Opportunities for Women and Men 2005 – 2013 mentions 9 objectives, related to gender based violence. Each of the objectives has its own measures/policy instruments. The specific policy objectives include:

(1) Better prevention and treatment of sexual and other forms of harassment in the working environment

Measures:

- Offering professional support to employers in formulating policies against sexual and other forms of harassment and promoting the adoption of these policies
- Informing and raising awareness of the expert and general public on sexual and other harassment at the workplace and possible proceedings in cases of harassment
- Establishing and monitoring the EU indicators on sexual harassment at the workplace
- Analysing and investigating the incidence and forms of harassment at the workplace and adopting the mechanisms for their elimination.
- Focusing the inspection system on different forms of harassment, methods of their monitoring and prevention.

(2) Improvement and efficient implementation of a regulatory framework relating to the prevention of violence in the domestic environment and partnership relations

Measure:

- Supplementing legislative regulation relating to the prevention of violence in the domestic environment and partnership relations as well as developing and establishing mechanisms for its efficient implementation and assessment.

(3) Improvement of the regulatory treatment of women victims of violence and perpetrators of violent offences

Measures:

- Reinforcing intersectoral and interdisciplinary co-operation and providing support to programmes, projects and protocols for regulatory treatment of women, victims of violence, and perpetrators, including the introduction of special measures, adapted to victims and perpetrators.
- Setting up and monitoring the EU indicators on violence against women.

(4) Improved competence and susceptibility of professional staff in the area of prevention and treatment of women victims of violence and perpetrators of violent offences

Measure:

- Implementation of and support to programmes and projects for training professional staff that are, in various organisations, active in the area of prevention and treatment of women victims of violence and perpetrators.

(5) Enhanced awareness raising and providing information on the issue of violence against women

Measures:

- Implementation of and support to programmes and projects for awareness raising and providing information on issues related to the violence against women, including specific measures for individual target groups.
- Development of recommendations, guidelines and instructions for teaching and counselling staff on the integration of violence-related issues and non-violent forms of conflict resolution into the school curriculum.

(6) Improvement of the legislative regulation relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography

Measure:

- Supplementing legislative regulation relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography, as well as developing and establishing mechanisms for its efficient implementation and assessment.

(7) Improvement of the regulatory treatment on the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography

Measures:

- Setting up and monitoring internationally comparable indicators on trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.
- Reinforcing intersectoral and interdisciplinary cooperation and support to the programmes, projects and protocols for regulatory treatment relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography.

(8) Enhanced awareness raising and providing information on issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography

Measures:

- Implementation of and support to programmes and projects for awareness raising and providing information on issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography, including special measures for individual target groups.
- Development of recommendations, guidelines and instructions for teaching and counselling staff on the integration of issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography into the school curriculum.

(9) Improvement of the regulatory treatment of sexual violence

Measures:

- Setting up and monitoring internationally comparable indicators on sexual violence
- Reinforcing intersectoral and interdisciplinary co-operation and providing support to programmes, projects and protocols for regulatory treatment of sexual violence, including the introduction of special measures and programmes, adapted to victims and perpetrators of sexual violence.
- Implementation of and support to programmes and projects for awareness raising and providing information on issues of sexual violence for different target groups.

The following institutions are listed as responsible for carrying out the above-mentioned policies:

- (1) Ministry of Education and Sport
- (2) Ministry of Foreign Affairs
- (3) Ministry of Health
- (4) Ministry of Justice
- (5) Ministry of Labour, Family and Social Affairs
- (6) Ministry of the Interior
- (7) Office for Equal Opportunities

- indicators and statistics to evaluate the policies, if so which?

The following indicators are listed:

- Number and forms of support offered to employers in formulating the policies against sexual and other harassment
- Number of published articles in mass media on the cases of harassment and possible proceedings taken in dealing with them
- Level of establishment and monitoring the EU indicators on sexual harassment at the workplace
- Number of inspections focused on the harassment
- Level achieved in supplementing legislative regulation relating to the prevention of violence in the domestic environment and partnership relations
- Level achieved as regards mechanisms in place for monitoring the implementation of legislation on violence against women
- Number and scope of programmes and projects as well as protocols relating to the regulatory treatment of women victims of violence and of perpetrators
- Level of establishment and monitoring the EU indicators on violence against women

- Number and scope of programmes and projects for training professional staff active in the area of prevention and treatment of women victims of violence and perpetrators of violent offences
- Number and scope of programmes and projects for awareness raising and providing information on issues related to the violence against women
- Adoption of recommendations and guidelines for teaching and counselling staff on the integration of violence-related issues and non-violent forms of conflict resolution into the school curriculum
- Level achieved in supplementing legislative regulation relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Level achieved as regards mechanisms in place for monitoring the implementation of legislation on the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Level of establishment and monitoring internationally comparable indicators on trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Number and scope of programmes, projects and protocols relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Number and scope of programmes and projects for awareness raising and providing information on issues of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Adoption of recommendations and guidelines for teaching and counselling staff on the integration of issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography into the school curriculum
- Level of establishment and monitoring internationally comparable indicators on sexual violence
- Number and scope of programmes and projects as well as protocols relating to the regulatory treatment of sexual violence
- Number and scope of programmes and projects for awareness raising and providing information on issues of sexual violence

2.2 EU required National Reform Programme (National Action Plan) for Employment

- Does the EU required National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) include a significant set of actions concerning gender equality? If so, what are these?

Member state reports 2006: http://ec.europa.eu/growthandjobs/key/nrp2006_en.htm

The National Reform Programme (adopted in October 2005)³ includes a section on gender equality. It accepts the measures listed in the National Program for Equal Opportunities for Women and Men 2005 – 2013. It specifically mentions the following five goals:

- (1) Implementation of the horizontal policies of equal opportunities for men and women within the active politics of employment;
- (2) Special programmes for the stimulation of the employment of women;
- (3) Support of the programmes which stimulate women's self-employment and women's businesses and stimulation of education of women and men in the areas where women or men are deficient working groups;
- (4) Implementation and support for the programmes which stimulate advancement in employment of women or stimulate women to be employed in leading positions;
- (5) The analysis of the causes for the gender pay gap and introduction of measures for the prevention of the pay gap.

The Executive summary of the implementation report of the Reform Programme achieving the Lisbon Strategy Goals for 2006⁴ does not mention gender at all. The only equality level that is

³ See http://www.umar.gov.si/fileadmin/user_upload/projekti/04_pr-lizbona.pdf

mentioned is disability and the introduction of the quota system, which stimulates the hiring of the disabled people.

The report mentions the following actions concerning gender equality:

- (1) The adoption of the Resolution on the national programme on equal opportunities for women and men 2005-2013 and the Action plan for implementation of the said Resolution in the years 2006 and 2007.
- (2) The adoption of the National Development Programme 2007-2013. The report, however, stresses that equal opportunities objectives from the Programme still need to be integrated in all phases of planning and activity.
- (3) The report says that “The long-term strategy for implementation of the gender equality principle will be carried out within the framework of the horizontal priority Equal Opportunities of Men and Women with the help of structural funds.”
- (4) Ministry of Labour, Family and Social Affairs has developed a gender-based system of labour market indicators to monitor the differences between men and women and to plan future gender equality measures.
- (5) The Report also lists the recently adopted Act on Employment and Insurance against Unemployment, which provides reimbursements of (social and other) contributions for those employers who hire an unemployed person to substitute a woman on maternity leave.
- (6) Operational programme for the development of human resources for the 2007-2013 is mentioned as it includes measures for promotion of education and employment of men and women in areas where one or the other are a minority (non-standard professions).
- (7) Another way of creating equal opportunities for men and women, the report states, is by including 50% of women in all activities of the active employment policy. In 2005, for example, Slovenia carried out a project entitled “Assistance in the self-employment of long-term unemployed women” as part of this measure.

- o Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?

EGGSIE 2005 report see:

http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf

In the synthesis report (2005)⁵, the Slovenian EU expert (Aleksandra Kanjuo Mrčela) points out that NRP uses non-sexist language and that there are references to gender mainstreaming, however not in all segments. The EU expert also explains that the plan brings an improved level of gender disaggregated statistics. There is a considerably higher level of such statistics compared to previous NRP, but there are still some statistics where a gender dimension should be used. In comparison to the previous report however gender seems to be more visible.

The EU expert also points out that special gender guidelines disappeared from the NRP, although gender is considered. She explains: “Two ‘gender’ sections (Discrimination at work and Equal Opportunities) have replaced the one guideline but the gender dimension is not discussed in all parts where it would be useful” (p. 194). Furthermore, there are no gender impact assessments of ongoing programmes and measures.

The EU expert finds positive that NRP remains explicitly devoted to gender inequalities in the labour market. However, she believes that “the realization of the declared gender related targets would be much more realistic and probable if the gender mainstreaming were incorporated more systematically throughout NRP” (p. 201). Furthermore, the policies do not mention the double burden of working women, which is, according to the expert, one of the biggest problems of working women in Slovenia. There are also no gender related recommendations mentioned in the NRP, which can, according to the

⁴ See http://ec.europa.eu/growthandjobs/pdf/nrp/SL_nrp_en.pdf

⁵ http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf

EU expert, “negatively impact both gender equality and optimal achievement of recommended targets” (p. 201).

In conclusion, the expert writes: “In spite of the new structure (no Guideline 6: Gender Equality), the NRP for Slovenia retained visibility of gender related problems and considerably increased the amount of gender desegregated statistics and indicators presented (compared to the NAP Employment 2004). Important gender related problems and inequalities at the labour market are discussed and policies and measures are envisaged in order to deal with them, referring to the Resolution on the National Programme for Equal Opportunities of Men and Women until 2013. There are specifically declared and quantified targets on employment rates of men and women in the following years, while other targets remain only qualitatively declared. Gender related questions are still declared and dealt with in two sections of the document, while the rest of the NRP is not gender mainstreamed, which makes the likelihood of meeting the envisaged general and gender specific targets lower” (p. 219).⁶

- o Did the EU Commission’s response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these?

EC response: http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm

No, there are no recommendations on gender equality.

2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

- o Does the EU required National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?

Member state reports: http://ec.europa.eu/employment_social/social_inclusion/naps_en.htm

The report recognizes that women are generally in worse position than men are in the context of social protection and social inclusion.

It sets the following priority list of actions:

- (1) Introduction of efficient measures for activating and employing people dependent on social transfers in order to improve their social inclusion, employment opportunities and material status,**
- (2) Better access to housing for the underprivileged and ensuring of housing conditions for vulnerable groups,**
- (3) Promotion of social inclusion and ensuring conditions for care and active ageing of the elderly,**
- (4) Efficient fight against discrimination as one of the major obstacles to social inclusion,**
- (5) gradual increase in the retirement age and gradual transition to equality in retirement of women and men, should this be necessary for achieving adequacy and sustainability of the pension system,**
- (6) Improvement of the demographic structure by introducing measures contributing to higher fertility.**

The report recognized that vulnerable groups of population potentially face higher risk of social exclusion and poverty. Among them victims of violence are mentioned and unemployed people, consisting primarily of elderly and women without education.

⁶ See more: Kanjua Mrčela, A. (2005), Gender Assessment of the National Reform Plan on Employment – Report on Slovenia, European Commission’s Expert Group on Gender, Social Inclusion and Employment report for the Equal Opportunities Unit, DG Employment.

More specifically the following actions are listed in the report:

1. Women are recognized as a special group on the labour market, which faces specific problems. For that reasons they will be given special attention. In the context of Operational Programme of the European Social Fund 2007-2013 these are planned activities (selection):

- a. Strengthening of social inclusion and fight against discrimination
- b. Better access to and equal opportunities in the educational system
- c. Promotion of (working) activity of the unemployed, especially long-term unemployed
- d. Promotion of education and employment of men and women where they are underrepresented
- e. Awareness building campaigns against discrimination on the labour market (by participation of local communities and companies)
- f. Preparation and implementation of social projects aimed at interlinking family and professional life and projects in health care, culture, school and social services.

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2. In the context of National Social Protection Programme 2006-2010 a network of maternity homes and shelters for women with total capacity of about 350 places will be arranged by 2010

3. The report also lists preventive activities in primary health care which include (selection):

- a. Prevention programme for early discovery of breast cancer.
- b. Preventive activities in women of reproductive age (all women are entitled to counselling in relation to family planning, contraception and pregnancy. These activities also comprise an examination by the selected gynecologist, and health-educational activities. Maternity classes are organised during pregnancy and after birth.)

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The report also lists past policy actions, among them the adoption of the Resolution on National Programme for Equal Opportunities for Women and Men, 2005-2013, the amended Asylum Act, which devotes special attention to the so-called vulnerable groups of refugees, especially children, unaccompanied children, disabled persons, the elderly, pregnant women, single parents with children and victims of violence.

- o Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report (including gender-based violence)? If so, what are these?

EGGSIE Synthesis report (2006)

http://ec.europa.eu/employment_social/publications/2006/ke7606201_en.pdf

The report on social exclusion emphasises the following disadvantaged groups and problems related to Slovenia:

1) Young people

Slovenia is listed among the countries where the employment rate for young women is notably lower than for young men – the gender gap exceeds 10%.

2) Farm and rural women

The report states that Slovenia 'farm women' are more disadvantaged than non-agricultural 'rural women'. The main problem rural women face is their reliance on a declining agricultural sector and their location in social settings where 'traditional'

gender roles are more pronounced than in urban areas. Furthermore, the incidence of alcoholism is much higher in rural areas, and mainly affects men.

3) Roma people

One of the problem the report mentions is that only a minority of Roma people in Slovenia have citizenship. Furthermore, the estimated unemployment rate for Roma people in Slovenia is 87%. A combination of low education levels and widespread discrimination make the Roma extremely vulnerable to labour market marginalisation. Efforts to increase the education and employment of Roma women can come into conflict with traditional values concerning appropriate gender roles in some parts of the Roma communities. The report, however, indicates that program 'Roma women can do it' – E Romane Džuvlja Saj, initiated in Slovenia, can have positive effects for the reduction of unemployment among Roma women. The program aimed at gender mainstreaming in Roma community. As a result of the consultation, the Roma women identified their priorities in order to enable them to participate more fully in public and political life.

4) Male-dominated disadvantaged groups

The report mentions the 'erased' (people from former Yugoslav republics who are not Slovenian citizens. In 1992, over 18 000 such people who did not apply for Slovene citizenship became illegal residents and lost their social rights.)

5) The long-term unemployment rate

The rate is generally higher for women than for men, however Slovenia is among those countries where the gender discrepancy is slight.

6) Risk of poverty

Women in Slovenia are more at risk of poverty than men. Marked gap of at least nine percentage points was found in Slovenia.

There are no specific comments related to gender-based violence for Slovenia in the report.

- o Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality (including gender based violence)? If so, what were these?

EC report: http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm

Yes. The response⁷ points out that gender mainstreaming is not used systematically in the proposed policies – although there are some positive measures adopted for women. Furthermore, the National Report is said to be inconsistent in systematically dealing with issues of gender. The response also points out the huge gender gap in risk of poverty (11% for men and 26% for women). The response also suggests that the lessening of the age differences between women and men in relation to pension (when one is eligible to retire) should be accelerated.

There is also a brief reference to gender under "future challenges". The report says that long-term unemployed people, who are dependent on social support (especially young people) should be encouraged to participate in labour market. Here, gender and regional differences should be taken into consideration.

⁷ http://ec.europa.eu/employment_social/spis/docs/social_inclusion/2007/joint_report/slovenia_sl.pdf

2.4 EU funding

- o Does the EU provide any funding having a gender impact through programmes such as DAPHNE, European Social Fund? **Yes.**
- o If yes, how much and over what period of time?

In the period 2004-2006 Slovenia received 6.4 million euro from the EQUAL programs (which are sub-programs of the European Social Fund). Additionally 2.1 million euro was added to the EQUAL initiative from the national funds.

The following programmes had gender impact (at least according to the target groups listed):

	Name of the project holder	Financial means (in €)
1	Društvo Škuc [Association Škuc]	262.500
2	Sindikat brezposelnih delovcev Slovenije [Trade union of unemployed workers of Slovenia]	372.000
3	YHD [Association for the theory and culture of handicap]	375.000
4	Pospeševalni center za malo gospodarstvo [The advancement center for small businesses]	312.500
5	Ekonomski inštitut Maribor [The Economic Institute Maribor]	281.250
6	Regionalni center za razvoj [Regional center for development]	272.700
7	RRA	297.000
8	Razvojna agencija Sotla [Development agency Sotla]	272.300
9	Inštitut za ekonomska raziskovanja [Institute for economic research]	436.000
10	Oria computers	184.700
11	Meta	312.500
12	Mirovni inštitut [Peace Institute]	309.600
	TOTAL	3.985.750

Programme related to the Community Framework Strategy on Gender Equality

	Year	Financial means (in €)
1	2003	18.908
2	2004	48.855
3	2005	28.433
4	2006	72.000
	TOTAL	243.192

In the years 2007-2013 the Progress Programme will play an important source of financial means for programs dealing with gender equality and non-discrimination. In 2007 74.996 euro were granted for progress programmes related to gender equality in Slovenia.

3. Governmental Machinery For Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

In July 1990 the Commission of the National Assembly for Women's Politics was established. One of the first and most important achievements of the Commission was arguing for preservation of the right to abortion. In 1996 the Commission was renamed into Commission for Equal Opportunities Policy and dissolved after the national election in 2000. In 2004 the issues of gender equality were transferred into the competence of the Committee for Petitions, Human Rights and Equal Opportunities of the National Assembly.

The Office for Women's Politics, the first "gender equality institution" of independent Slovenia, began operating in 1992. A year later the government set up the Office as a professional service, which became responsible for the implementation of the rights of women guaranteed by the constitution, legislation and international treaties. In 2001 the office was renamed into the Office for Equal Opportunities. The change of the name also shifted the focus of the Office in a way that not only gender equality but also other inequality issues were considered as well.

In accordance with the Act on Equal Opportunities for Women and Men (2002), an Advocate of the Principle of Equal Treatment for women and men started to work within the Office for Equal Opportunities in 2003. In 2003 coordinators for equal opportunities were appointed in every ministry and within the local governments. However due to the lack of knowledge of (and interest in) gender and equal opportunities not all of the coordinators are very active.

In August 2004 the Council of Government for the Implementation of the Principle of Equal Treatment was established as it was stipulated in the Implementation of the Principle of Equal Treatment Act.

The Human Rights Ombudsman formally began to work in 1995. Gender+ inequalities have been on the Ombudsman's agenda, but each elected Ombudsman gives specific focus on these issues. There is one Ombudsman – no topic related Ombudsmen exist.

Do any or all of these forms of gender machinery exist in the country, and if so what are they called?

- o governmental (civil servants and ministers in central government);

Yes.

Urad za enake možnosti (Office for Equal Opportunities).

- o enforcement and/or monitoring agency (e.g. equality authority, ombudsperson);

Yes.

(1) Varuh človekovih pravic (Human Rights Ombudsman)

(2) Zagovornica enakih možnosti (Advocate of the Principle of Equal Treatment)

(3) Svet za uresničevanje načena enakega obravnavanja (Council of Government for the Implementation of the Principle of Equal Treatment)

- o special legal apparatus (e.g. special courts, mediation or arbitration bodies for employment or domestic violence);

Yes. Labour and social courts.

- o body for consultation / dialogue with women's NGOs, or with NGOs representing other axes of inequality

Yes. Svet za uresničevanje načena enakega obravnavanja (Council of Government for the Implementation of the Principle of Equal Treatment)

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- o **Other, for example, Parliamentary Committees**

Yes. Committee for Petitions, Human Rights and Equal Opportunities of the National Assembly.

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

The nature of the institution

- Is there gender machinery that meets the minimum legal requirements of the EU?
 - o A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex:
Yes. Advocate of the Principle of Equal Treatment.
 - o providing independent assistance to victims of discrimination in pursuing their complaints about discrimination;
Yes. Advocate of the Principle of Equal Treatment.
 - o conducting independent surveys concerning discrimination;
No. However The Office for Equal Opportunities is by law obliged to propose initiatives for research and analyses required for the implementation of the national programme. Similarly the Council of the Government for the implementation of the principle of equal treatment is by law obliged to submit proposals for the promotion of education, awareness-raising and research in the field of equal treatment of persons. Such proposals – as tenders – are given out to research institutions through public call for applications.
 - o publishing independent reports and
Yes. Advocate of the Principle of Equal Treatment.
 - o making recommendations on any issue relating to such discrimination.
Yes. Advocate of the Principle of Equal Treatment.
- Is there gender machinery that meets the 'Paris Principles'?
 - o independence guaranteed by a constitutional or legislative framework, autonomy from government
Yes. The Act Implementing the Principle of Equal Treatment was amended in 2007 after Slovenia received two separate explanatory opinions from European Commission on violations of EU Directives 2000/43/EC (racial directive) and 2000/78/ES (non-discrimination directive) and its insufficient transposition into Slovenian legal system (see first section of this report). At the same time the legislator replied to the concerns raised by the Ombudsman and civil society which claimed that the independence of the Advocate of the Principle of Equal Treatment, who operates within the governmental Office for Equal opportunities, is not guaranteed. Now article 11b explicitly states that Advocate is an autonomous and independent institution.
 - o pluralism including pluralism of composition
No. There is only one Advocate who has no staff. Staff from the Office of Equal Opportunities offer support.
 - o a broad mandate
No.
 - o adequate powers of investigation.
No.
 - o sufficient resources
No.
- Is there gender machinery that meets the further requirements of the UN Platform for Action?
 - o responsibility vested at the level of a Cabinet minister.
No.
 - o Develop indicators and statistics to monitor policy
Yes. The Office for Equal Opportunities develops such indicators and statistics.

- How close to the Prime Minister is the governmental machinery located?
 - PM's office **No.**
 - Other powerful department.
Yes. The office for Equal Opportunities is located under the Secretary General of the Government
 - Other department. **No.**
- Would any of the bodies be described as following a feminist agenda?

Yes. The Office for Equal Opportunities.

 - Briefly explain the reasoning behind your answer.
(Some) people working at the Office are declared feminists and were/are active in feminist initiatives. There are some feminists working in the Committee for Petitions, Human Rights and Equal Opportunities of the National Assembly, but the Committee itself cannot be declared as following a feminist agenda.
 - If yes, then which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation)
This is hard to establish. Each of these visions could be traced in their policies. When asking at the Office, equal valuation of different contributions was offered as an answer.
- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?

Yes. Coordinators for equal opportunities were appointed in every ministry and within the local governments in 2003. However due to the lack of knowledge of (and interest in) gender and equal opportunities not all of the coordinators are very active. They also have no resources. There are no reports about their work, but generally they are responsible for gender mainstreaming in the policies adopted in their ministries or local governments.
- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts?
No.

Dedicated to gender or integrated with other equalities?

- Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights? **No. There is no machinery for other equality issues in Slovenia. The Office for Equal Opportunities is only responsible for the coordination of the activities aiming at the implementation of the EU racial equality directive and equal treatment employment directive. However Slovenia has no equality body for other non-gender equality issues.**
- If yes,
 - When did this happen?
 - Was the change controversial (who fought whom, allied to whom)?
 - Is the division of responsibilities by function or by strand?
 - Is there a separate mechanism for consulting civil society by strand, including women?
 - Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account.
The Advocate of the Principle of Equal Treatment addresses intersections, if the complaint submitted is dealing with such issues. There are no specific intersections that the Advocate is specifically taking into account. However the reports on the work of the Advocate from 2003 to 2007 show that there has not been a single complaint which would be based on the intersection of two or more "personal circumstances".

- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies. **No.**

Relationship of machinery with civil society

- Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery?
There are no special procedures, but such consultations are taking place. Dialogue with non-governmental organisations in the preparation of the bills is encouraged – but not obliged. (see the table in paragraph 1.3)
 - If so, are they routinised or occasional?
Occasional.

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

Individualised.

Is the benefit system household based or individualised?

Both.

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops).

The mother has the right to 105 days of maternity leave, followed by 260 days of parental leave (which can be exercised by the mother or the father or both – but not at the same time). This means that the child is one year old when the mother has to return to work. The father can exercise the remaining 75 days of paternity leave (out of 90 days – the first 15 days need to be exercised within the first 6 months after the child is born) until the child is three years old.

Lone parents have the same rights as parents in nuclear families.

Are there active labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?

No, in the Programme of measures for the Active politics of Employment 2007-2013⁸, there are no specific programs for lone parents envisioned – they are dealt with through the programs for young people and women.

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market? Are there active labour market programmes for any other category of citizens, and if so which categories?

The Programme of measures for the Active politics of Employment 2007-2013 claims that the envisioned measures will address the following problems:

- (1) High rate of long-term unemployment. The rate has increased in the past ten years.**
- (2) Structural unemployment**
- (3) Low rate of employed older people (55-64). The rate is one of the lowest in Europe**
- (4) Relatively high rate of unemployed young people (15-24)**

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⁸ http://www.mdds.gov.si/fileadmin/mdds.gov.si/pageuploads/dokumenti__pdf/apz_2007_2013.pdf

(5) Increasing rates of unemployment in the group of people with high levels of education

(6) Increasing rates of unemployment in women

The Programme lists the following categories of unemployed citizens who are its priority targets: (1) unemployed people without education or having education in the fields where there are sufficient workers, (2) unemployed young people (up to 24 years of age), (3) young people without working experiences, (4) people who receive social support, (5) people who are hard to employ, especially Roma and disabled people, (6) long-term unemployed, (7) unemployed, older than 50 years.

There are no specific programs for women who are returning to employment after lengthy period of time out of the labour market. However this category is included in broader categories of long-term unemployed or unemployed women.

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

- Childcare: care (under 3 years)
Public kindergartens for pre-primary education operate every working day. There are two different programs available: full day program lasts from 6 to 9 hours, half-day program last from 4 to 6 hours. These programs are meant for children from 1 year of age until school age, but they are divided into two groups (1-3 years old and 3 years old and older).
- Childcare: pre-primary education (3 yrs- school age)

There are short program kindergartens available for children of 3 years of age until school age from remote areas or demographically threatened areas. The program lasts from 240 to 720 hours per year.

What is the predominant form of childcare provision? i.e. public, private or mixed.

The predominant forms of childcare are public kindergartens. Slovenia has a well developed network of all-day child care centres. This is a legacy of the socialist times when literary all women and men were employed. The high level of employment among women was preserved even after the change of the political and economic system.

How is childcare financed (e.g. by public funds, privately or mixed)?

Childcare is predominantly financed by public funds (local governments). According to the date from 2001 (Stropnik, 2001)⁹ parents on average finance up to a quarter of the costs (about 30% of the average net salary).

Is the pension age the same for women and men? If so, since when?

It is not. In 1999 the Pension and Invalidity Insurance Act was adopted. It set the retirement age for women with the same pension period as two years lower than for men with the higher starting calculation percentage for women than for men in order to avoid lower pensions for women. However this issue (and interpretation) is still highly debatable and many suggestions for amendments have been proposed during the years. The argument on the side of the Office for equal opportunities was that women in general do more work in their lifetime (double-shift) and for this reason they deserve different retirement age. This was also one of the arguments which introduced gender-differentiated system of retirement in socialist times.

⁹ Stropnik, N. 2001. Child care in Slovenia: an example of a successful transition. Child: Care, Health and Development, Volume 27, Number 3, May 2001 , pp. 263-278(16).

4.2 Intimate citizenship

Is abortion legal? If so, in what year did this happen?

Yes. The Yugoslav constitution of 1974 declared free decision making on childbirth, including the right to choose abortion, as a human right.¹⁰ However the liberalization of the abortion legislation started to take place in early fifties (abortion, for example, was allowed for social reasons etc.).

Up to which week of pregnancy is abortion legal?

Up to the 10th week (on demand by a woman) or up to the 28th week (upon decision of the Commission for the abortion), if it is established that the pregnancy is either dangerous for the woman or there are problems with the embryo.

Are there any other conditions? If so, what are these (e.g. consent of doctor/s, counselling)?

No.

How many abortions are carried out per year (select most recent year where data available. If illegal, approximately how many women travel to access abortion services in another country?)

There were 5851 legal abortions in Slovenia in 2005.¹¹

Are there any restrictions on abortion for certain categories of people? (e.g. age, nationality)

No.

Is a marriage a state based contract, religious contract or both?

Marriage is a state based contract, although marriage ceremonies are also performed in churches. However marriages made in churches have no legal consequences in the affairs of the state. Therefore those who want to get married in a church need to get married also in the state office in order for the marriage to be legally recognized.

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

Yes, divorce is legal. Mutual consent is sufficient. The law states that if the marriage is "unbearable", one person can file for a divorce.

If divorce is not legal, what are the conditions for separation or annulment?

/

Are there any restrictions to marriage other than the sex of the partners (e.g. nationality, country of origin)?

Yes, the number of partners: only two persons can get married. They have to be at least 18 years old.

Are civil partnerships/civil unions/gay marriage legal and if so, are the legal rights the same as for heterosexual marriage? Consider the following (Yes/no+year when introduced):

Slovenia adopted Same-sex Registered partnership in 2005 (valid from June 2006). The rights are not the same as for married heterosexual couples (or heterosexual couples living in extra-marital unions).

¹⁰ <http://www.popline.org/docs/0704/034466.html>

¹¹ <http://www.johnstonsarchive.net/policy/abortion/ab-slovenia.html>

Does it extend to:

- survivors' benefits in pensions? **No.**
- adoption rights? **No.**
- parental leave? **No.**
- assisted reproduction? **No.**
- Family reunification – have partners the right to settle and be employed in the country where their partners live? **No.**

Number of registered civil partnerships, annually and in total?

According to the latest data (March 2008) 15 same-sex couples were registered. In 2006 eight couples were registered, in 2007 seven couples were registered.

4.3 Gender-based violence

Has there been a national survey on gender based violence? When was the most recent one carried out?

There have been several small-scale surveys, study-case surveys and analysis of the state of affairs on gender-based violence conducted in Slovenia, but each of them focusing on a specific angle/sub-field of the issue.

The most recent and the most comprehensive research on gender-based violence in Slovenia to date is "Domestic violence in Slovenia", which was conducted in 2006 by Mateja Sedmak, Ana Kralj, Zorana Medarič and Blaž Simčič.¹²

Does it include:

- Domestic violence and violence in partnerships? **Yes.**
- Sexual assault/violence and rape? **No.**
- Sexual harassment and stalking? **No.**
- Trafficking and prostitution? **No.**
- Forced marriage, honour crimes and FGM? **No.**

4.3.1 Domestic violence

What (civil law) legal devices are available to prevent domestic violence? Do they target perpetrators and/or victims? (Yes/no+year when introduced).

There are several devices, which primarily target victims and to a certain extent also perpetrators.

In 1998 the Criminal Procedure Act was adopted. The Act enabled the court to give a temporary order on eviction of a spouse from the common home, if this is necessary to prevent the violence. However the court rarely used this measure.

In 2003 amendments to the Police Act were adopted. Articles 39a and 39b provide police officers with more power of intervention in the cases of domestic violence. A policeperson can issue a restraining order prohibiting a person to approach a specified location or area and a particular person, which includes a ban on harassment via means of communication.

In 2008 Family Violence Act is adopted. It introduced several measures for prevention of domestic violence:

(1) An obligation to report violence, unless the victim of violence does not want it. If the victim of violence is a child (up to 18 years of age), the obligation to report such violence is mandatory regardless of whether the child wants it or not.

(2) Victim of violence has the right to an attendant and an advocate in legal procedures.

(3) National action plans to fight domestic violence must be adopted for 5 year periods.

¹²

http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti__pdf/r_nasilje_v_druzinah_rezultati.pdf

(4) The Centres for social work can send the perpetrator to attend the psychosocial and health programs. For each victim of violence the Centres for social work should prepare a plan for helping the victim.

(5) The police can offer protection upon victim's request if the victim needs to return to her house to collect things that are needed for her and children.

(6) The courts can issue restraining orders and evict perpetrator from the house where the victim resides.

(7) The state should finance anti-violence programs, conducted by the non-governmental organisations.

What is the prevalence of domestic violence among women, in one year? (from the survey)

What is the number of incidents of domestic violence against women, in one year (from the survey)

What is the number of incidents of domestic violence reported to the police (annual)? (If not available, say so)

What is the number of domestic violence convictions in the courts? (If not available say so)

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)? (if not available say so)

The said survey does not provide such information.

There is no systematic collection of data on domestic violence conducted in Slovenia. Limited data set are available from Centres for social work. Police records incidents, which consist of "elements of domestic violence" since 1999. According to the latest available data (2007) there were 5120 infringements of the Protection of Public Order Act in relation to domestic violence. The police have issued 500 restraining orders prohibiting a person to approach a specified location or particular person.¹³

There is no data on domestic violence convictions in the courts or attrition rate. The courts do have statistics on criminal acts, but "domestic violence" could be part of several criminal acts such as murder, inflicting bodily harm and similar. The courts do not record the relation between the victim and the perpetrator.

The data base might improve after the amendments of the Penal Code in 2008. Now "domestic violence" is treated as a special type of criminal act.

4.3.2 Rape & Sexual assault

When was marital rape criminalized?

1977.

What is the number of annually reported incidents to the police?

In 2006 there were 48 incidents of rape reported and 7 attempts of rape. In 2007 there were 85 incidents of rape reported and 12 attempts of rape. In total there were 439 reported cases of attacks on sexual integrity.¹⁴

What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)?

Not data available.

¹³ See: <http://www.policija.si/portal/statistika/lp/pdf/LetnoPorocilo2007.pdf>

¹⁴ See: <http://www.policija.si/portal/statistika/lp/pdf/LetnoPorocilo2007.pdf>

What is required for an act to be considered to be rape, e.g.:

The article 180 of the Criminal Code reads:

Whoever compels a person of the opposite or same sex to submit to sexual intercourse by
(1) force or
(2) threat of imminent attack on life or body,
shall be punished by imprisonment of one up to ten years.

Furthermore whoever compels a person of the opposite or same sex to submit to sexual intercourse by
(3) threatening him/her with the disclosure of any matter concerning him/her or his/her next of kin which could damage his/her or his/her next of kin's honour or reputation, or
(4) that he/she shall cause the large property damage to him/her or to his/her next of kin,
shall be punished by imprisonment of six months up to five years.

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking (date)

Slovenia ratified the Council of Europe Convention on Actions against Trafficking in Human Beings on April 3, 2006. Slovenia has also ratified UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organised Crime on April 21, 2004.

Is trafficking primarily seen as a problem of the sending or the receiving country?

The fact that trafficking started to be discussed when it occurred as a problem for Slovenia, one can say that trafficking is primarily seen as a problem of the receiving country. According to Ključ, the first non-governmental organisation in Slovenia, dealing with trafficking in human beings, Slovenia is simultaneously a country of destination and transition.

The issue wasn't much discussed until the late nineties. Different factors contributed to the initiation of the debate on trafficking in Slovenia. One of them is the fact that Slovenia became more and more connected to the European integrations and therefore started to face the problem of trafficking in practice. Simultaneously non-governmental organisations – such as Ključ started to deal with the issue and drag public attention to it. The influence of international organisations cannot be denied, among them International organization for migration Slovenia. Another palpable push came from the American State department and its fight against terrorism and trafficking. The reports of the State Department on Slovenia criticized the lack of dealing with the issue in Slovenia. However, while the international influences played an important role in setting the issue on the public and political agendas, its influence can also be contra-productive. According to the State Department classification of countries dealing with trafficking Slovenia is now in the first group of countries, where this issue is well dealt with, while non-governmental organisations point out that the situation of victims of trafficking is far from satisfactory.

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long? (date)

In September 2003, the Ministry of the Interior and the State Prosecutor General of the Republic of Slovenia signed an Agreement on cooperation in the field of providing help to the victims of trafficking in human beings with the non-governmental organisation Ključ, which implements the program of help and support to the victims of trafficking in human beings. "The Agreement grants a three-month temporary residence in the Republic of Slovenia to a victim residing illegally in the Republic of Slovenia. The permit for a three-month temporary residence shall be issued by the competent authority on the basis of a certificate that the victim is accommodated in a safe place provided by the Ključ society. This period is devoted to the victim's learning all the necessary information and to be offered psychological-social, medical and legal assistance.

After a period of “reflection”, the victim may decide on her or his further cooperation in the criminal proceedings.” (Cedaw 4, pp. 26-27)

In 2006 Amendments to the Aliens Act introduced new provisions (Article 39) enabling a victim of human trafficking to obtain a temporary residence permit if she cooperates as a witness in a criminal procedure on crimes of human trafficking. The major problem with the amendment is that it conditions the right to remain in Slovenia with the participation in a criminal proceeding. The non-governmental organisation Ključ believes that assistance and residence permit should be available for victims even if they decide not to cooperate.

4.3.4 Intersections

Have specialised policies and practices in relation to gender-based violence in minority communities been developed by:

- Police **No.**
- NGOs **No.**
- Local Authorities / government **No.**
- Other **No.**

There has been a project dedicated to Roma women and domestic violence. However no specialised policies or practices are developed. Victims of gender-based violence are treated as “victims”, regardless of their other identities.

4.3.5 Service provision

Are there refuges and/or sexual assault centres? (dates)

There are 12 “safe houses” and one “crisis centre” in Slovenia. These facilities are meant for female victims of violence or those who are in danger of becoming a victim of violence. The type of violence is not important.

There is also state the governed “Center za tujce” (Centre for aliens) for asylum seekers and refuges.

How many are there?

12 Safe houses (187 beds)

1 Crisis centre

1 Centre for aliens

When was the first set up?

The first Safe house was established in 1991 in Krško by the government. In 1997 the Association SOS Help Line opened the first non-governmental shelter for women and children, victims of violence, in Ljubljana (Shelter Ljubljana).

Are they state funded, to what extent?

All Safe houses have to have concession granted by the Ministry of labour, family and social affairs. Such concession (licence) is also a kind of a guarantee that the Ministry will co-finance the Safe house. The extent differs from one house to another. State grants for Safe houses are generally obtained through 5 year tenders.

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

Parliamentary democracy.

5.1 Is the state unitary or federal?

If federal, are key gender+ equality decisions made at national or provincial/local level?

Slovenia is a unitary state.

5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

Slovenia has a three-part social partners system: the agreements are made between trade unions, employers and the government.

The social partners negotiate and sign the so called "social agreement". In social agreement the minimum consensual starting points are agreed upon. The most important part of the social agreement is the rates of salaries in different sectors. The social partners are obliged to take into consideration these rates in further policy decisions.

Additionally there is an instrument of "collective contract". These contracts are more specific compared to social agreements and are signed for each profession or type of profession separately. The "collective contract" defines the minimum wage, payment ranks, leaves and similar. Collective contracts are the basis for the trade unions' negotiations with the social partners.

Are there legally binding decision making processes similar to the EU framework agreements (e.g. as the Parental Leave Directive)?

No. See above.

Would the political system be possible to describe as corporatist or neocorporatist, where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making?

No, it is not corporatist or neo-corporatist. While the trade unions are partly incorporated in the policy making (see above), civil society is not. Civil society – like trade unions – are invited to comment, but this is not institutionally incorporated in policy making.

What is the gender composition in the decision making process of agreements made by the social partners (if there are any such agreements)?

There is no such agreement. It simply depends on who is the leading person (president etc.) in all of the three social partner organisations – these leading persons then negotiates.

5.3 In which policy environment (ministry) is a decision on the issue predominantly made (for each area: general gender equality policies; non-employment; intimate citizenship)?

All three issues are predominantly dealt with within the Ministry of work, family and social affairs.

5.4 Political cleavages

Is the state consociational or not, i.e. are there major internal divisions (ethnic, language, religion etc) where neither of the groups form a majority while, at the same time, the political regime can be considered to be stable?

There are no major internal divisions based on ethnicity, language or religion.

According to the 2002 census, the majority of the population (83.1%) is of Slovene nationality. Nationalities from former Yugoslavia (Serbian, Croatian, Bosnian, Macedonian, Montenegrin) form 5.3%, and the Hungarian, Albanian, Roma, Italian and other minorities form 2.8% of the population.

The Italian and Hungarian national minority and Roma ethnic community are the only ethnic minorities protected by the Constitution (article 64 and 65 of the Slovenian Constitution). People from former Yugoslavia are not recognized as ethnic minorities in Slovenia.

57.8% of the Slovenian citizens declare themselves as Roman Catholic. Other religions (Islam, Orthodox, Evangelical etc.) represent 5.5% of the population.

5.5 International obligations and links

When, if at all, was CEDAW signed?¹⁵

The succession date for Slovenia is 6 July 1992.

When did the country join the EU?

1 May 2004.

6. Political Representation

6.1 The development of women's political representation, including:

- Date of female suffrage¹⁶

The Constitution of 1946 granted all women the right to vote. However already during the Second World War all women were allowed to vote in liberated territories.

Since 1849 women had the right to vote in local elections, but the right was granted on the basis of one's property. Furthermore they were allowed to vote only through their representatives: they signed a special document with the name of the person they wanted to vote for, but the actually act of voting was done by the representative.

Between 1861 and 1884, women in Kranjska (Carniola¹⁷) had the right to vote in all 4 voting classes, which were based on the "principle of interests" (city, province, craft and commerce, landed proprietor). From 1884 women were granted the right to vote only in two voting classes (craft and commerce, landed proprietor). In 1910 the city of Ljubljana expanded the voting rights for women in such a way that female teacher were allowed to vote regardless of their property. For the first time women were allowed to vote in person.

- Note any caveats, e.g. age, property qualification, ethnicity, and when removed.

See above. All the caveats were removed by the Constitution in 1946.

- Date of male suffrage

Men were granted the right to vote in the middle of the 19th century, but in different stages according to their tax payments and according to their profession. For example, priests, clerks, teacher and retired officers were allowed to vote regardless of their property status. All men were granted suffrage in 1896.

¹⁵ See <http://www.un.org/womenwatch/daw/cedaw/states.htm>

¹⁶ See Inter-Parliamentary union (IPU) website: <http://www.ipu.org/wmn-e/world.htm>

¹⁷ See history section in <http://en.wikipedia.org/wiki/Slovenia>

- Use of quotas¹⁸
 - When introduced

(1) In 2004 *The Election of the Slovenian Members to the European Parliament Act* introduced women's quota: a minimum of 40% of candidates of both sexes had to be on the candidate list. As a result there was a 43% share of women among the MEPs elected.

(2) In 2005 *Amendments to the Local Election Act* are adopted. They introduced a provision which obliges a political party or voters who run in their constituency more than one candidate for election to a municipal council to draw up their candidates lists in such a way as to ensure that either sex accounts for at least 40% of all candidates listed and that the candidates in the first half of the list alternate by sex. The act introduced a "transitional period" (until 2014), when it is required that at least 20% share of women and men respectively are listed in the candidate lists for the elections in 2006, and 30% for the elections in 2010. Additionally, during the transitional period it is sufficient that the candidate lists are arranged so that at least each third candidate is of the other sex.

(3) In 2006 *The National Assembly Elections Act* is amended. It introduces similar provisions as amendments to the Local Election Act, with the exception that candidate lists should be draw up in such a way that either sex accounts for at least 35% of all candidates. In spite the fact that this is in opposition to the Act on Equal Opportunities for Women and Men, which set final quota at 40%, the Parliament adopted the Act.

- What form e.g. party, electoral, constitutional

In June 2004 the constitutional change amending article 43 of the Constitution (universal and equal right to vote) was approved by the Parliament. The amendment allowed the legislator to establish legal measures for encouraging equal opportunities (the provision of quotas) for men and women on candidate lists for national and local elections.

Political parties are obliged to form their candidate lists in such a way that quota system is respected.

- What is the numerical representation of women in parliament? (over QUING period)

Period 1992-1996: 12 female MPs (13.3%)
 Period 1996-2000: 7 female MPs (7.7%)
 Period 2000-2004: 12 female MPs (13.3%)
 Period 2004-2008: 11 female MPs (12.2%)

- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points? E.g. quotas, 1989.

These are the numerical representations of women in the parliament before and after Independence in 1991:

People's Assembly of the Republic of Slovenia
 1947-1953: 9 (7.4%) women MPs
 1953-1958: 12 (9.8%) women MPs
 1958-1962: 25 (20.5%) women MPs

Assembly of the Socialist Republic of Slovenia
 1963-1967: 26 (21.6%) women MPs
 1967-1969: 1 (2.8%) women MPs

¹⁸ See IDEA: <http://www.idea.int/gender/index.cfm>

1969-1974: 6 (6.6%) women MPs
1974-1978: 13 (26%) women MPs
1978-1982: 14 (28%) women MPs
1982-1986: 13 (26%) women MPs
1986-1990: 12 (24%) women MPs
1990-1992: 9 (11.2%) women MPs.¹⁹

The Constitution of the Federal People's Republic of Yugoslavia (Article 24) introduced equal voting rights for women in 1946.

The number of female MPs increased gradually from the end of the Second World War onwards and dropped dramatically in late sixties and early seventies. Late seventies saw an increase in women's MP.

Generally speaking the number of female MPs dropped after the independence in the nineties and so far the use of quote had no major influence on the national level, while it had positive effects on local levels (local elections).

- Other important developments

In September 2004 Decree Regulating the Criteria for Implementation of the Principle of Balanced Representation of Women and Men is adopted by the Government. The Decree lays down procedure to ensure balanced representation – 40% of women and men – in the composition of working bodies and in appointing and nominating Government representatives. Some exceptions (such as if membership in a certain body stems from a particular function) are permitted on an objectively justified grounds.²⁰

6.2 Political representation for intersecting inequalities:

- Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament)

Historically yes (see above), but suffrage is granted to anyone (regardless of class, gender etc.) since 1946

- ethnicity/religion (what exclusions and when; numerical representation in parliament)

Two representatives – one of the Italian and one of the Hungarian national minority – have guaranteed sit in the Parliament.

- Other important intersecting inequalities, any quotas

Besides gender, there are no quotas for any other inequality axis.

6.3 Political parties and gender

- Does women's political representation vary by Party;

It does (see table²¹). Generally speaking left-wing parties tend to have more female MPs than right wing and central-right wing parties (except from the right wing Slovenian National Party). The Deputy of the Hungarian National Community is a female MP (the same person since 1992).

¹⁹ Quoted in Kirn, Elizabeta. 2005. Representation of Women in the Parliament, <http://www.dz-rs.si/typo3conf/ext/acts/pi1/acts/getfile.php?cat=pr&id=2018914>

²⁰ See also: <http://www.dz-rs.si/typo3conf/ext/acts/pi1/acts/getfile.php?cat=pr&id=2018872>

²¹ Quoted in Kirn, Elizabeta. 2005. Representation of Women in the Parliament, <http://www.dz-rs.si/typo3conf/ext/acts/pi1/acts/getfile.php?cat=pr&id=2018914>

Party	Total number of women 1992-2008
SDS (Slovenian Democratic Party)	4
LDS (Liberal Democracy of Slovenia)	11
NSi (New Slovenia)	4
SLS (Slovene People's Party)	3
SKD (Slovenian Christian Democrats)	3
SD (Social Democrats)	7
SNS (Slovene National Party)	5
DeSUS (Democratic Party of Pensioners of Slovenia)	2

- if so, do these Parties tend to represent different class, ethnic, religious or other interests?

Very generally speaking parties with the lowest number of women in the parliament represent older people and conservative/catholic values. However there is not a very clear picture as to what is represented by those parties that nominate lowest number of female MPs.

- What is the current Party / Parties in Government:
 - With which European Parliament political group is this Party / Parties affiliated?²²

Parties in the Parliament	Affiliation to EP political group
SDS (Slovenian Democratic Party)	European People's Party
LDS (Liberal Democracy of Slovenia)	European Liberal Democrat and Reform Party
ZARES (derived from LDS)	
SLS (Slovene People's Party)	European People's Party
NSi (New Slovenia)	European People's Party
SD (Social Democrats)	Party of European Socialists
SNS (Slovene National Party)	
LIPA (derived from SNS)	
DeSUS (Democratic Party of Pensioners of Slovenia)	

- What political party / parties have held office during 1995-2007?

Period 1992-1996: LDS + SKD + ZL
 Period 1996-2000: LDS + SLS + DeSUS
 Period 2000-2004: LDS + ZLDS + SLS and SKD + DeSUS
 Period 2004-2008: SDS + SLS + NSi + DeSUS

LDS (Liberal Democracy of Slovenia), SKD (Slovenian Christian Democrats), ZL, ZLDS (United List, later renamed as United List of Social Democrats, now knows as Social Democrats), SLS (Slovene People's Party), DeSUS (Democratic Party of Pensioners of Slovenia), NSi (New Slovenia).

Main European Political Parties (each footnote provides a link to party's website where you can find their national political party members)

European People's Party (EPP): Centre right Christian democrats and conservatives. The largest group in the European Parliament with 277 members.²³

²² See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

Party of European Socialists (PES): Social democrats, democratic socialists. With 218 members the PES's socialist group is the second largest group in the.²⁴
 European Liberal Democrat and Reform Party (ELDR): Liberal democrats and centrist, the ELDR is the third-largest political party represented.²⁵
 European Free Alliance (EFA): Pro devolutionists, independence²⁶
 European Green Party: Greens, ecologists, environmentalists²⁷

6.4 Representation in government

- o What percentage of government Ministers are female?²⁸
17.6%. At the moment there are three female Ministries.
- o To which Ministries do female ministers belong?

Ministry of Health

Ministry of Labour, Family and Social Affairs

Ministry of Higher Education, Science and Technology

7. Civil Society

7.1 Gender

Is there one (or more than one) national organisation that coordinates feminist and women's organisations.

There is Ženski lobi Slovenije (Women's Lobby of Slovenia)

If so,

- o is this the same as the body which is affiliated to the European Women's Lobby?
Yes.
- o when was it established?
December 14, 2006.
- o how many organisations are affiliated to the national body?
11 organisations and 15 persons who are not affiliated with any other organisations. These members are mostly from academia.
- o how many women are so coordinated?
The Women's Lobby could not provide me with this information as they don't have data on how many members are involved in the 11 organisations affiliated with the Lobby. The Council of the Women's Lobby of Slovenia has 5 members, the supervising committee has 3 members.
- o How many staff work for the organisation (how many paid, how many unpaid)?
The Lobby is a volunteer organisation – they all work for free, although they are trying to get one person part-time employed.
- o What is its budget?
None. The members only have to pay affiliation fee in order for the Lobby to be able to pay affiliation fee for the European Women's Lobby
- o What is its range of activities (are these in an annual report)?
There are no annual reports yet available as the Lobby only started working in 2007. However the program of work for 2007 includes the following major goals:
 - **Formal membership in EWL**
 - **Violence against women**
 - **Women in political decision making**
 - **Participation in European campaign "Who cares?"**
- o Does the national body engage with all or only some of our 3 issues
All of them. Their plan is in accordance with the EWL's plans

²³ www.epp.org

²⁴ www.pes.org

²⁵ <http://www.eldr.org/>

²⁶ <http://www.e-f-a.org/>

²⁷ www.europeangreens.org

²⁸ See IPU: <http://www.ipu.org/wmn-e/world.htm>

- Are there national coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship (if so name them)?
No.

List the key women's / feminist civil society organisations and their main methods / activities

- Building autonomous institutions **Most of them yes**
- Public protest e.g. demonstrations **Most of them yes, when such a protest is needed – usually or as a rule the protests are organised in coordination with other non-governmental organisations. However, protests are not the main form of activities.**
- Campaigning **Yes**
- lobbying state **Mostly of them yes, but – as in the case of demonstrations – lobbying is done in coordination with other non-governmental organisation. There are no non-governmental organisations focusing exclusively on lobbying.**
- service provision **Yes**
- research **Some of them yes, but mostly no**

(1) Društvo Ženska svetovalnica (Association Women's counselling Service)²⁹

- Building autonomous institutions **Yes**
- Public protest e.g. demonstrations **Yes, when needed**
- Campaigning **Yes**
- lobbying state **Yes, when needed (The association is the initiator of the Experts committee on violence against women, which was established at the Ministry for work and Social affairs)**
- service provision **Yes**
- research **No**

The Women's Counselling Service is a non-governmental and non-profit organisation, established in 1993. The organisation is publishing brochures, organising trainings for experts in the field of domestic violence, conduct awareness raising campaign, provide counselling (phone counselling or in person), advocacy, organising support groups for women, victims of violence and provide accommodations for them.

(2) Društvo Evropska mreža za enakost spolov (CEE Network for Gender Issues)

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **Yes, when needed**
- Campaigning **No**
- lobbying state **Yes**
- service provision **No**
- research **No**

Their aims include:

- **an advancement of political enforcement of women in Slovenia and in the transitional countries;**
- **cooperation with women's social-democrat and other progressive political parties and establishment**
- **enforcement of the key political, economical, social and personal rights of women**
- **cooperation in the working group Stability pact to promote gender equality**

²⁹ <http://www.drustvo-zenska-svetovalnica.si/>

(3) Društvo za kulturološke raziskave – Delta (Association for the cultural research – Delta)³⁰

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **No**
- Campaigning **No**
- lobbying state **No**
- service provision **No**
- research **Yes**

Their aims include:

- **publishing of the journal Delta, which focuses on feminist studies**
- **publishing of books by women's authors**

(4) Zavod Emma (Emma institute – Help centre for victims of violence)³¹

- Building autonomous institutions **Yes**
- Public protest e.g. demonstrations **No**
- Campaigning **Yes**
- lobbying state **No**
- service provision **Yes**
- research **No**

The institute provides telephone support, and charity work, social and consulting services for preventing social distress. The institute offers special care and consulting for children, provides information, organises and performs children and youth camps.

(5) Gospodarsko interesno združenje Podjetnost – sekcija podjetnic (Economic association Podjetnost – section of female entrepreneurs)

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **No**
- Campaigning **Yes**
- lobbying state **Mostly no**
- service provision **Yes**
- research **Yes**

Their aims include:

- **development of economic and social environment which offers equal opportunities for men and women**
- **development of services which disburden female entrepreneurs**
- **research on female entrepreneurs in Slovenia**
- **being the member of the World association of female entrepreneurs (F.C.E.M.), they also follow their goals**
- **telephone counselling**

(6) Zveza kmetic Slovenije (The union of female farmers of Slovenia)

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **No**
- Campaigning **No**
- lobbying state **No**
- service provision **Yes**
- research **No**

³⁰ <http://www.revija-delta.net/>

³¹ <http://www.zavod-emma.si/>

Their aims include:

- **establishment of respect for female farmers**
- **education and information for female farmers**
- **encouragement of female farmers to be politically active in local governments**

(7) Lezbična organizacija ŠKUC-LL (Lesbian organisation ŠKUC-LL)³²

- Building autonomous institutions **Yes**
- Public protest e.g. demonstrations **Yes**
- Campaigning **Yes**
- lobbying state **Yes**
- service provision **Yes**
- research **Yes**

Their aims include:

- **culturally and politically engaged projects,**
- **fight against discrimination based on sexual orientation (and broader)**
- **participation in “wider anti-government, political and cultural efforts, aiming at breaking the massive walls of civil apathy, political ignorance, ideological terror and mind exploitation and is as such in public and common interest.” (quoted from their website)**

(8) MODRA – Skupina za raziskovanje in uresničevanje psihosocialnih potreb žensk (MODRA – A group for researching and realization of the psychosocial needs of women)

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **No**
- Campaigning **Yes**
- lobbying state **No**
- service provision **Yes**
- research **Yes**

Their aims include:

- **providing information and building projects for women, who are experiences difficulties with their mental health**
- **self-help groups**
- **individual counselling**
- **providing information on the effects of physical and sexual violence to the mental health of women**

(9) Mesto žensk, Društvo za promocijo žensk v kulturi (City of Women – Association for the promotion of women in culture)³³

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **Yes (not necessarily protest, but rather public performances)**
- Campaigning **Yes**
- lobbying state **No**
- service provision **No**
- research **No**

³² <http://www.ljudmila.org/lesbo>

³³ <http://www.cityofwomen-a.si/>

“The Association for the Promotion of Women in Culture - City of Women was founded in 1996 in Ljubljana, Slovenia, and was established with the aim of lobbying on gender issues and promoting equality. The project itself was initiated a year earlier by the Slovenian government's former Office for Women's Policy (now The Equal Opportunities Office).

The Association's primary objective is to produce and organise affirmative action projects in order to draw attention to the disproportionately low participation and representation of women in the field of arts and culture, and its largest endeavour is the organisation of the annual International Festival of Contemporary Arts - City of Women.” (Quoted from their website)

(10) SOS telefon za ženske in otroke, žrtve nasilja (SOS Telephone for women and children, victims of violence)³⁴

- Building autonomous institutions **Yes**
- Public protest e.g. demonstrations **Yes**
- Campaigning **Yes**
- lobbying state **Yes**
- service provision **Yes**
- research **Yes**

Their aims include:

- **help line**
- **advocacy from women and children, victims of violence**
- **self-help groups**
- **safe house**
- **providing information and education for those who are working with children and women, victims of violence**
- **information and education on the problem of violence**

(11) Združenje Manager – ženska sekcija (Association Manager – women's section)³⁵

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **No**
- Campaigning **No**
- lobbying state **No**
- service provision **Yes (in a sense of an encouragement of female management)**
- research **No**

Their aims include:

- **encouragement of female management**
- **granting the award “Women's friendly enterprise” and “Female manager's friendly enterprise”**
- **organisation of the conference “The Excellence of Female Managers”**

(12) Društvo za nenasilno komunikacijo (Association against violent communication)³⁶

- Building autonomous institutions **Yes**
- Public protest e.g. demonstrations **Yes**
- Campaigning **Yes**
- lobbying state **Yes**
- service provision **Yes**
- research **Yes**

³⁴ <http://www.drustvo-sos.si/>

³⁵ <http://www.zdruzenje-manager.si/si/sekcije-klubi/sekcija-managerk/>

³⁶ <http://www.drustvo-dnk.si/>

Their aims include:

- telephone line for information and counselling
- counselling services and advocacy for those who have experienced violence
- safe house for women and children, victims of violence
- counselling work with perpetrators
- socializing – help for children, who have experienced or are experiencing violence
- social actions and media collaboration
- mediation, a non-violent way of solving conflicts and similar.

(13) Združenje proti spolnemu zlorabljanju (Association against sexual abuse)³⁷

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **No**
- Campaigning **Yes**
- lobbying state **Yes, if needed**
- service provision **Yes**
- research **No**

Their aims include:

- prevention of sexual abuse
- help-line
- counselling
- advocacy
- self help-groups

- Are they important or marginal to national politics?

The representatives of most of these organisations, primarily those dealing with violence issues, are frequently visible in media and public discussions on feminist issues. The government cooperates with them when preparing legislation and other policies related to the issues these organisations are dealing with. They are by no means marginal actors, as they have been over the years initiators for most if not all adopted policies in relation to gender issues – mostly in connection to prevention of violence, but also in other related fields.

- Are they centralised or dispersed?

Mostly centralized as most of these associations – although not all – are based in the capital Ljubljana and work as a network when a nationally important issue is dealt with (for example on legislation, policies etc.). On the other hand each of these organisations provide their own services – sometimes there is a coordination between the associations in this regard, but mostly the services are provided in a disperse fashion.

List the key anti-feminist organisations and their main methods/ activities?

(1) PODOS – Pravica otrok do obeh staršev (PODOS – The right of a child to both parents)³⁸

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **Yes**
- Campaigning **Yes**
- lobbying state **Yes**
- service provision **No**
- research **No**

³⁷ <http://www.spolna-zloraba.si/>

³⁸ <http://podos.fingerprints.si/index.php>

The association is predominantly dealing with the right of fathers to have access to children after divorce. Their discourse is often anti-feminist.

(2) Numerous Catholic Church related associations and groups

- Building autonomous institutions **No**
- Public protest e.g. demonstrations **Yes**
- Campaigning **Yes**
- lobbying state **Yes**
- service provision **No**
- research **No**

There are numerous Catholic Church groups which are generally anti-feminist in issues such as abortion and gay marriages. However, none of them can be identified as the key anti-feminist group. Rather they are seen as part of the Catholic Church as such.

- Are they important or marginal to national politics?

Generally marginal. The state and church are separated by the Constitution. However Church's influence on some political parties is quite clear.

- Are they centralised or dispersed?

Centralized. They all operate under the umbrella of the Roman Catholic Church in Slovenia.

Women's organisations in civil society

- What are the major distinctions in civil society between different types of organisations/projects e.g. feminist, pro-family etc.?

1. Ideology: feminist vs. promoting traditional role of women (for example church organisations)
2. Method: service provision vs. non-service provision
3. Organisational structure: umbrella organisation vs. local organisations

Formatiert: Nummerierung und Aufzählungszeichen

- Do women's organisations actively engage with other intersecting inequalities (in each area?)

No. Occasionally there has been some cooperation with other non-governmental organisations, which deal with disability, migration and sexual orientation. The cooperation is sporadic.

- Do they have good alliances with those representing other inequalities or not? (in each area)

No, although – if there is a need – women's organisations find support in other non-governmental organisations. That was, for example, the case when the government wanted to abolish the right to artificial insemination for single women in 2001.

- Are there many organisations of minoritised women? (in each area)

There is only one: lesbian organisation Škuc-LL. There is also a roman women's section within Slovenian Roma Union – but that is not a separate organisation.

- What links are there with international? / EU level / bilateral bodies? (in each area)

General: EWL

Non-employment: ETUC

Intimate citizenship: ILGA-Europe, ILGA-World, IGYLO

Gender-based violence: EWL

- Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? For example, is it invited to report to consultations; does it take money from the state; is it commissioned by the state to undertake specific tasks?

It is engaged with the state, but they also build their own institutions. They are invited to consult, they apply for state funding and they are commissioned by the state to undertake specific tasks.

- Does this vary between issue areas?

No, except that there is no women's organisation working exclusively on non-employment.

- Has this changed over time?

Yes. The cooperation with the state depends on the government and the readiness of the people at the ministries to work with the civil society. Such cooperation is encouraged; however several non-governmental organisations have rather negative experiences. For example, lesbian organisation Škuc LL (together with other LGBT organisations) was asked to provide comments on the proposed bill on same-sex partnership, but none of the comments were ever taken into consideration.

Therefore there is no institutionalised channel for the engagement with the state.

- When engaging with the state is a coalition form of organising common or not?

It depends on the issue. There were such coalitions when important topics were discussed, for example reproductive rights, violence against women etc.

- Does it make sense to talk of a 'women's movement' or not?

No, not anymore.

- Briefly explain your answer.

The movement ceased to exist in the early nineties with the changes in the political system (before the movement was an opposition to the government) and the civil society as such. In the nineties women's movement transformed into non-governmental organisations – and that was the end of the non-institutionalised movement. The movement's nature was namely more defensive (fight for and protection of women's rights) rather than affirmative.

- Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)?

Sameness in issues connected to political participation and equal valuation in family politics, employment politics etc. There is not much tendency towards transformation, although some actions might be characterised as such.

- Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime?

There is overall support for a domestic regime of care work, except for kindergartens which have a long tradition from the socialist time and are primarily supported as state regime of care work.

- How closely aligned is feminism with social democracy?

Quite. Whenever there is bigger public campaign or issue discussed, alignments with liberal democrats and social democrats occur.

- Notes on the history of the development of gendered or feminist civil society organisations:
 - Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate?

Since the early nineties the feminist civil society is moving closer to the state. Historically feminism developed as an opposition to the state – the state was the enemy. The establishment of non-governmental organisations in the nineties brought civil society and the state closer together.

- Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)?

Yes. The feminist organisations working on prevention of gender-based violence were the first to establish contacts with the state. In intimate citizenship such relations emerged during the debate on same-sex partnership in the second half of the nineties. In non-employment there are no feminist organisations.

- Is there a history of divisions as to: socialist, radical, liberal?

Yes, mostly radical and liberal.

- Does this vary by 4 areas?

General: social and liberal

Non-employment: social

Intimate citizenship: liberal and radical

Gender-based violence: social and liberal

These divisions depend on the membership and the leading persons in the organisations – therefore they vary in time.

- Is there a history of changing engagement with class, ethnic and religious forces?

There was no special engagement with class or ethnic forces, while religious forces were in front of engagement when abortion and reproductive rights were discussed. Also during the same-sex partnership debate, an engagement with religious forces was needed.

- Does this vary by 4 areas?

Yes. Such engagements are primarily part of intimate citizenship.

- Is feminist research organised in Universities and research institutes?

Yes.

- Are there named centres?

There used to be a gender research centre at the Peace Institute. Feminist research is conducted at the University and there are also gender studies at the University, but gender research centres are not institutionally organised.

- If yes, are they important?

The feminist research produced is important, but it doesn't have great policy impact.

- If not, is important feminist research primarily dispersed or mainstreamed?

Dispersed.

- Are there specific positions, funds or journals within the country (or region e.g. Nordic)?

There are no specific positions or funds. Journal Delta is the only one in Slovenia exclusively specialised in publish feminist research, although such texts are published also in other journals.

- Is there a national association for women's studies/gender studies?

No.

- Are there feminist lawyers' organisations?

No.

- Are there radical lawyers' organisations that support justice claims for one or more of the inequalities?

No.

7.2 Class

- A short history of the development of organisations representing class interests.

Trade unions in Slovenia emerged at the end of the 19th century (at the time as part of the Austrian trade unions). In the beginning, their functioning were mostly directed towards education and social issues. Trade unions were therefore mostly educational and social organisations and were only later transformed into organisations which represent workers.

In the 1980's the labour legislation gave trade unions the right to collective bargaining (which remained in place after the Independence in 1991). Today trade unions are organised into seven representative trade union confederations. There are also trade unions which are representative in their own specialised branches or professions. The membership in trade unions is high: they include nearly 45% of employees in private and public sectors.

The biggest trade union in Slovenia is Association of Free Trade Unions of Slovenia, which emerged from the monopolist trade union of the socialist political system. It consists of 22 organisations and has about 300,000 members. Its main sector is private industry, private services, and the public sector. Neodvisnost, Confederation of New Trade Unions of Slovenia (Neodvisnost, Konfederacija novih sindikatov Slovenije, KNSS) consists of 10 organisations and has about 38,000 members. It represents only private industry. The Confederation of Trade Unions of Slovenia PERGAM (Konfederacija sindikatov Slovenije Pergam, PERGAM) currently comprises eight organisations and is responsible for 87,000 members. It represents private industry as well as the public sector. The Confederation of Trade Unions '90 of Slovenia (Konfederacija sindikatov '90 Slovenije, Konfederacija '90) consists of 22 organisations and has about 40,000 members. Its main sector is private industry and private services. Other confederations include the recently established confederations, Alternativa and Solidarity, which are mainly concentrated in the railway sector. They are well recognized as representative organisations according to the legal criteria (depending on membership only in a few sectors) but are not represented in the ESC.

A new Confederation of Public Sector Trade Unions (Konfederacija sindikatov javnega sektorja, KSJS), consisting of five formerly independent union federations, was established in May 2006. It is now the second largest confederation and represents more than half of all workers in the public sector.

Total union membership in 2004 was about 465,000.³⁹

³⁹ See: Slovenia: Industrial relations profile, [no year listed, probably 2004], <http://www.eurofound.europa.eu/eiro/country/Slovenia.pdf>

- o How strong are trade unions? Use the following four measures of trade union strength (Data: European Industrial Relations Observatory Online, national sources)
 - o density (proportion of workers that are organised)
44%⁴⁰ (EU25: 25%)
 - o coverage (what proportion of workers are covered by collective bargaining agreements)
100%⁴¹ (EU25: 66%)
 - o centralisation of collective bargaining,
43%⁴² (EU25: 34%)
 - is there are national body of trade unions
No. Trade unions are dispersed by working domains, which makes negotiations among trade unions themselves harder.
 - what proportion of TU members and unions are affiliated?
There is no national body.
 - o coordination of collective bargaining.
 - Does the national body of trade unions negotiate on behalf of trade unions
There is no national body.
 - Can it coerce or discipline member unions to enforce agreement?
There is no national body.
 - o Women and trade unions:
 - What percentage of *total* trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female? (Use national Labour Force Survey. Website providing links to country LFS available from International Labour Organisation: <http://www.ilo.org/dyn/lfsurvey/lfsurvey.home>)
No data available.
 - How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)?

There is a special unite for equal opportunities at the Association of Free Trade Unions of Slovenia. No women's units are known to exist in trade unions.
 - What proportion of women are in the executive of (major) trade unions?

Trade union	Number of all executive members	Number of female executive member
Association of Free Trade Unions of Slovenia	8	2
Neodvisnost	No data available	
The Confederation of Trade Unions of Slovenia Pergam	6	3
The Confederation of Trade Unions '90 of Slovenia	No data available	
Confederation of Public Sector Trade Unions	7	2

- Is gender equality high or low on the bargaining agenda?
Gender equality issues are not on the agenda at all. Working conditions and wages are two primary topics on the agenda. However, it is true that the

⁴⁰ *ibid.*

⁴¹ *ibid.*

⁴² *ibid.*

Association of Free Trade Unions of Slovenia has gender equality issues on its own agenda within the trade union, but it has not brought it yet to a broader bargaining agenda.

- Is it seen as an issue for women, or for all trade unionists?
In the Association of Free Trade Unions of Slovenia, it is seen as issue of all trade unionists.

- How well organised are employers?
 - Do they have a single (or more) national organisation?

There are two types of employer organisations: those with mandatory membership (for example The Chamber of Crafts of Slovenia), which therefore represent 100% of entrepreneurs, and those which have voluntary membership.

There are four main employers' associations: (1) The Chamber of Commerce and Industry of Slovenia (Gospodarska zbornica Slovenije, GZS) is the biggest. It had compulsory membership until 2006. It consists of 64,000 organisations and represents about 486,000 employees. Its main sector is private industry. (2) The Association of Employers of Slovenia (Združenje delodajalcev Slovenije, ZDS) is a voluntary organisation of 1,200 companies and represents about 190,000 employees. Its main sector is also private industry. (3) The Chamber of Crafts of Slovenia (Obrtna zbornica Slovenije, OZS), the second chamber, consists of almost 47,000 organisations and represents about 140,000 employees. It has mandatory membership. (4) The Association of Employers for Crafts Activities of Slovenia (Združenje delodajalcev obrtnih dejavnosti Slovenije, ZDODS) is the smallest. It consists of 2,950 organisations and represents about 15,800 employees. Its main sector is private industry and services in SMEs.⁴³

- Is it powerful or not? E.g. can it control its members?

In 2006 the Chambers of Commerce and Industry Act was passed. The act annulled the obligatory membership in the Chamber of Commerce and Industry of Slovenia. Now the membership is voluntary for companies. This reduced its power to a certain extent.⁴⁴

- Are they indifferent or hostile to gender equality in the workplace?
Indifferent.
- Do they oppose the development of gender machinery, gender equality policies and gender equality laws?

No.

- Do they support 'diversity management'?
It is a non-issue.
- Did they lobby for a merged rather than separate equalities bodies?
It is a non-issue.

- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions?

There is a tri-partite system. A tripartite Economic and Social Council (ESC) was set up in 1994.

Are women represented in such bodies?

Yes, if they are members of the executive bodies. There are no special measures (for example quotas) for women to be part of such bodies.

⁴³ Ibid.

⁴⁴ See more: <http://www.eurofound.europa.eu/eiro/studies/tn0703019s/si0703019q.htm>

- Are there EU, bilateral or other international level links for either trade union or employer organisations?

Yes, there are. For example, the debate on gender equality in the Association of Free Trade Unions in Slovenia was initiated from the EU level.

- Are these links important (e.g. in lobbying government at national level)
These links do not appear to be of significant in terms of national bargaining.

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

- What is the composition of the national population by ethnicity?

Ethnic composition of Slovenia (according to Census 2002⁴⁵)

Slovene	83.06%
Serbian	1.98%
Croatian	1.81%
Bosnian	1.10%
Hungarian	0.32%
Albanian	0.31%
Macedonian	0.20%
Romani	0.17%
Montenegrin	0.14%
Italian	0.11%
Other minorities	1.9%
Undeclared or unknown	8.9%

- What are considered to be the most important ethnicised, racialised, linguistic and religious divisions politically (e.g. Islamic/non-Islamic, Roma/non-Roma, Black/White, citizen/migrant, language communities)?

Based on the incidents of intolerance towards minorities and social exclusion in the past years (and broader) the major politically relevant divisions include:

- (1) Slovenians/Non-Slovenians (i.e. people from the republics of former Yugoslavia)**
- (2) Roma/Non-Roma**
- (3) Citizens/non-citizens (including so called “Erased” – over 18.000 people who were – according to the Constitutional court - illegally erased from the register of permanent residents of Slovenia)**
- (4) Partisans/White Guards (this is a historical division related to the Second World War. While White Guards were for a long time seen as co-operators with Nazis, there were some attempts to rehabilitate them after the Independence in 1991. There are still tensions and various interpretations on what was the role of the White Guards and Partisans during the Second World War. Today this division is – at least implicitly – connected to political divisions (Partisans – former communists – left-wing / right-wing, Church supporters).**

- Prioritise the ones that have been the most important in the development of gender+ equality policies.

Roma/Non-Roma.

⁴⁵ http://www.stat.si/popis2002/en/rezultati/rezultati_red.asp?ter=SLO&st=7

- What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)?

According to the Constitution all groups have the same rights. In practice, however, different groups face non-equal opportunities in the fields mentioned above. For example, Roma people and disabled are often discriminated in employment, women are in a disadvantaged position in political participation, gay and lesbian couples are not granted any social security benefits etc. The only exception is the Erased, who are formally not citizens of Slovenia and therefore have no rights (although – according to the Constitutional Court – they should be granted the right to residence. However, the court’s decision has not yet been met for all Erased).

- In what way are ethnicised and racialised groups organised? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

There are two constitutionally recognised national minorities in Slovenia: Italians and Hungarians. Each of them has a representative in the parliament. Roma people are also constitutionally recognised, but not as a national minority. Rather they are recognised as a special community with special ethnic characteristics (its own language, culture and other ethnic specificities). They have the right to a representative in local governments in the areas where they live.

Other ethnic minorities – primarily people from the republics of former Yugoslavia – are not constitutionally recognized, but are organised in associations on local and national levels. During the Balkan wars in the nineties, they provided help and support for people, who were victims of war. Now they aims include preservation of “national consciousness”, languages, customs and similar. Their main strategies include informing about their status and the problems they encounter (through media – although their access to media is limited) and lobbying.

- In what way are women engaged in these organisations?

As individual members.

- Do minoritised women organise separately within or outside of such organisations?

No, except from Women’s Forum. The Forum is organised within the Roma Union of Slovenia.

- Are there any groups organised against certain ethnic groups?

They used to be Slovenian section of Blood & Honor. However their internet site is not accessible anymore.

7.3.2 Religion/belief/faith

- What is the composition of the national population by religion / faith

Religion in Slovenia (according to the Census 2002⁴⁶)

Roman Catholic	57.8%
Undeclared or unknown	22.8%
Atheist	10.1%
Agnostic	3.5%
Islam	2.4%
Orthodox	2.3%
Evangelical	0.8%
Other religions	0.3%
Jewish	0.0%

⁴⁶ http://www.stat.si/popis2002/en/rezultati/rezultati_red.asp?ter=SLO&st=8

o What proportion of the population are practising members of an organised religion?
According to the Slovenian public opinion poll from 2004 1.7% of respondents attend religious services more than once a week, 14.1% attend it once a week, 29.8% attend it several times in a year, 17.7 attend it once a year or less and 32.1 never attend religious services.⁴⁷

o What are the main religious organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

The main religious organisation in Slovenia is Roman Catholic Church⁴⁸, which is an autonomous institution. Their website lists 40 different associations which operate under the RCC umbrella. Among them Caritas⁴⁹ is the most publicly known RCC organisation, which primarily organises charitable activities and services.

The Church occasionally publishes public protests (for example open letters), posters (for example on protection of nuclear heterosexual family) and implicitly lobbies the state – its influence is seen primarily through the work of several political parties, which present themselves as “following the Christian tradition in Slovenia”. The major strategies of the RCC therefore include all listed strategies (building autonomous institutions, public protests, campaigning, lobbying state, service provision, and research).

The influence of other religious groups in Slovenia is minor if not non-existent.

o How are women represented or not within them?

Slovenian RCC is following the Vatican’s instructions on the position of women within the Church. There are no female priests and no women are in leadership positions.

o Do they oppose gender equality in general and in our three issues?

In general the Church does not oppose gender equality – however the role of a woman and the role of a man are clearly defined. Although some of the Church’s ideas on gender equality could be interpreted as progressive (for example equal division of work in housekeeping), the prevailing notion they put forward is still a traditional/patriarchal interpretation of genders.

The two issues from our three topics, where the Church has been most vocally opposing gender equality in the past years, are abortion and same-sex partnership.

o What is their preferred model of womanhood?

Domestic.

o Do they support or oppose the other equalities issues?

Yes, except for sexual orientation (in relation to marriage and adoptions)

o Are they in alliance with any other inequalities or not?

Traditionally the support disabled people. However there are no official alliances of that kind.

⁴⁷ http://www.cjm.si/sites/cjm.si/files/File/e-dokumenti/SJM_vrednote_v_prehodu_3.pdf, page 596.

⁴⁸ <http://www.rkc.si/>

⁴⁹ <http://www.rkc.si/karitas/index.html>

- Are there any groups organised against certain religious groups?

Yes. Društvo za zaščito ustave in žrtev cerkve (Association for the protection of Constitution and victims of Church)⁵⁰

7.3.3 Sexuality

- Are there gay/lesbian/trans organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Yes, there are 4 main LGBT organisations in Slovenia: Magnus (gay organisation), LL (lesbian organisation), Legebitra (LGBT organisation) and the Association for the integration of homosexuality DIH (LGBT organisation). Public protests, campaigning and lobbying the state are the main strategies; however, they also provide services, build autonomous institutions and conduct research. All of them are members of ILGA, DIH and Legebitra are also members of IGLYO.

- Do they have a national organisation?

No.

- In what way are women engaged in and represented in these organisations?

There is one lesbian organisation, which is dealing with general LGBT issues, but also put a lot of focus on specific women's issues. One of their main strategies is visibility (for example, one of their activities is running a library, which is called Lesbian library, although it does not focus exclusively on lesbian issues, but rather LGBT and queer issues. Still, they want the library to be called "lesbian" for the sake of visibility). Legebitra and DIH both engage women in their work and try to represent women's issues as well. However, these issues are sometimes presented (or included) in more general issues. Still, DIH, for example, holds a special self-help group only for women.

- Do they work in alliance with other inequalities or not?

Sometimes they do. In the past years this is more and more the case due to various European anti-discrimination projects which demand such cooperation.

- Are there any groups organised against gay / lesbian / trans-people?

There is a virtual Christian group Kapis⁵¹ for gays and lesbians, helping them to "get rid of their homosexuality". At the moment it is not clear how and whether this group still operates. However, during the public debate on same-sex partnership in 2004, Kapis issued a public letter to the parliamentarians asking them not to adopt the Same-sex partnership Act.

7.3.4 Disability

- Are there disability organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Yes, there are several disability organisations. The National Council of Disability Organisations (NCDO) – member of the European disability forum (EDF) – is composed of 20 such organisations. All of the above mentioned strategies are used in their politics, primarily service provisions, lobbying state and building autonomous institutions. There is also an "alternative" disability organisation (YHD – Association

⁵⁰ www.zrtve-cerkve.org

⁵¹ <http://www.kapis.org/>

for the theory and culture of handicap⁵²), which is not part of the NCDO. Among their main strategies – beside the ones mentioned – are also public protests and campaigning.

- o In what way are women engaged in and represented in these organisations?

The disability association Vizija holds special programs for women. The double discrimination of disabled women is recognized by some associations, such as the YHD. However, there are generally no special actions, programs, or campaigns on and for disabled women.

7.3.5 Age

- o Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

Yes. There are a lot of associations for older people (Associations of retired people) on local levels. More or less every town has its own association. The national Union of associations of retired people, which is also a member of the European organisation EURAG, unites 468 such associations (more than 250.000 members). There is no information on the number of female members. Their main strategies include service provision, such as organising trips, sport activities, education workshops and similar.

- o How are women engaged in and represented in these organisations?

There are no separate women's sections. However the president of the national Union of associations of retired people is female.

7.4 Hotspots and Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion or gender/Islam a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

Yes. The gender/religion (Catholic Church) intersection is a regular source of controversy, especially when gender is related to issues such as abortion, but also gender roles (the position/place of women in the society and in the family). Similarly sexuality/church is a constant source of controversy. Interestingly enough the Catholic Church (at least some of their representatives) are not totally opposing legal regulations of same-sex partnership. However, they stress that same-sex partnership cannot be equated with heterosexual relationships (main reason: reproduction).

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

There are ad hoc alliances. The frequency of such alliances depend on the frequency of problems occurring. In the past years there were two big alliances formed: on the issue of artificial insemination (left wing parties + feminist organisations + lesbian organisations etc.) and on the issue of abortion (the proposal to make abortion less accessible). In case of abortion or sexual harassment, for example, feminist organisations form alliances (sometimes also with gay and lesbian groups).

⁵² <http://www.yhd-drustvo.si/>

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare

	Country	EU
GDP per capita PPP (Purchasing Power Parity) 2003 (OECD 2006)		29.9
GDP/capita PPS 2005 (EU 27 =100)	87	100
Population size 2005 in million (Eurostat 2006)	2	460
% of workforce in agriculture 2005	no data	3.7 ⁵³
Longevity 2005 (World Bank 2005)	77.6	79.7 ⁵⁴
Gini (measure of economic inequality) 2005 (Eurostat 2007)	24	30
% GDP/gov. expenditure on social protection 2005	23.4	27.2
% GDP/gov. expenditure on active labour market policies 2003 (OECD 2007)	no data	no data
% GDP/government expenditure on childcare 2003 (OECD)	no data	no data
% GDP/Government expenditure on military (World Bank 2005)	1,7	1.7 ⁵⁵

Gender Regime

	Total	Female	Male
Employment rate (2005, Eurostat) ⁵⁶	66	61.3	70.4
Unemployment rate (2005, Eurostat) ⁵⁷	6.5	7	no data
Share of women in adult labour force % (2004, UN) ⁵⁸	46		
Women's share of part-time employment % (2004, UN) ⁵⁹	58		
Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat) ⁶⁰	8 (p)		
School enrolment tertiary % gross (2004, World Development Indicators) ⁶¹	73.7	86	62.1
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007) ⁶²	12.2		

⁵³ EU15 average

⁵⁴ EU15 average.

⁵⁵ EU15 average

⁵⁶ Employment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013

⁵⁷ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

⁵⁸ Share of women in adult labour force: percentage of the economically active who are women:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

⁵⁹ Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

⁶⁰ Gender pay gap:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

⁶¹ World Development Indicators, World Bank (September 2006)

⁶² Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

Women's share of legislators and managers % (UN 2005) ⁶³	33		
% one parent families (dependent children)	19 ⁶⁴		
Mean age at first marriage (Eurostat, 2003) ⁶⁵		27.8	30.4
Marriage rate (2003, UN) ⁶⁶	2.88		
Divorce rate (2003, UN) ⁶⁷	1.3		
Fertility rate (2004 , World Development Indicators) ⁶⁸		1.2	

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal to EU, beyond	ECJ for CEC/Coun try	EU reference s
Issues						
1 Equal pay/equal treatment	Yes	After	2002	Beyond 2002	Yes (equal treatment)	Yes
2 Sexual harassment and discrimination	Yes	After	2002	Technically equal to EU	No	Yes
3 Equality bodies	Yes	Before	2001	Beyond 2004	No	Yes
4 NGO/civil society dialogue	Yes	After	2004	Technically equal to EU	No	Yes
5 Parental leave	Yes	After	2001	Beyond 2001	No	Yes
6 Organisation of working time	Yes	After	2002	Beyond 2002	No	Yes
Gender Machinery	Yes	Before	1992	Beyond	No	Yes

⁶³ Women's share legislators and managers:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

⁶⁴ According to the census 2002. See: Žnidaršič, Tina. 2005. Družine v Sloveniji,

http://www.stat.si/novice_poglej.asp?ID=549

⁶⁵ Mean age at first marriage:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024

⁶⁶ Marriage rate, table 23: <http://unstats.un.org/unsd/demographic/products/dyb/dysets/2003%20DYB.pdf>

⁶⁷ Divorce rate:

<http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

⁶⁸ World Development Indicators, World Bank (September 2006)

9.2 Plans and programmes

National general gender equality plan (current)	Yes			No
Reference to Lisbon targets				X
Reference to Barcelona targets				X
Targets and indicators	None	Weak	Moderate	Strong X

National plan: Gender-based violence (current)	Yes	No X (but included in other plans such as the National Program for Equal Opportunities of Men and Women 2005 – 2013)		
Targets and indicators	None	Weak	Moderate X	Strong

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)		X		X	
Social protection and social inclusion plan (general assessment)		X		X	
Reference to gender based violence	X				

9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister	X (1993)	X (2001)		In 1993 the Office for Women's Politics became a professional service for the government, responsible for the implementation of the rights of women guaranteed by the constitution, legislation and international treaties. In 2001 the office was renamed the Office for Equal Opportunities.
Independent equality body (research, monitoring, and enforcement)		X (1995, 2003, 2004)		Human Rights Ombudsman (1995), Advocate of the Principle of Equal Treatment (2003), Council of Government for the Implementation of the Principle of Equal Treatment (2004)
National consultative / representative body linking state and women's NGOs		X (2004)		Council of Government for the Implementation of the Principle of Equal Treatment (2004)

Any other body / bodies (e.g. parliamentary committees) Please name: Committee for Petitions, Human Rights and Equal Opportunities of the National Assembly.	X (1990)	X (1996, 2004)		In July 1990 the Commission of the National Assembly for Women's Politics was established. In 1996 the Commission was renamed Commission for Equal Opportunities Policy and dissolved in 2000. In 2004 the Committee for Petitions, Human Rights and Equal Opportunities of the National Assembly was established.
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9.4 Policy

	No -Not at all	Yes / Low	Yes / Moderate	Yes / High
General To what extent is gender mainstreamed throughout policies?			X	
Non-employment (4.1)				
Extent to which mothers can be legitimately non-employed				X
Intimate citizenship (4.2)				
Extent to which women have access to abortion (in country of residence)				X
Extent to which state policies are highly heteronormative				X
Gender-based violence (4.3)				
Extent to which policies on GBV go beyond domestic violence		X		
Strength, resources and co-ordination of GBV policies		X		

9.5 Civil society and state interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)			X	
Extent to which the women's NGOs participate in policy making			X	
Extent to which women's NGOs are close to state			X	
Extent to which women's NGOs engage with intersecting inequalities		X		
Extent to which women's NGOs are state funded				X
Extent of influence of trade union body on policy making			X	
Extent of power of women within trade union body		X		