

Slovenia: inputs for SG report on »Women in development«.

Responses should provide concrete examples of measures taken at the national level with regard to the issues outlined below, highlighting results achieved, lessons learned and opportunities for up-scaling and replication:

Integrating a gender perspective in national sustainable development policies and strategies (operative paragraphs 2, 5, 50 and 60);

Over the 5 years' legislation, programmes and measures have been adopted which prohibit discrimination against women and promote the implementation of substantive gender equality in all areas, and various activities have been carried out to raise awareness and eliminate barriers to gender equality.

The Resolution on the National Programme for Equal Opportunities for Women and Men which is a strategic document of the Government defining the objectives, measures and key policy makers in the area of gender equality in the particular spheres of life of women and men in the Republic of Slovenia for the period 2015–2020 was adopted in 2015. Priorities set up in the National Programme are eliminating gender imbalances and gender segregation in employment and tackling unemployment; improving the situation of women and men regarding social inclusion; eliminating obstacles to the reconciliation of work, private and family life; eliminating the gender gap and gender segregation in education; eliminating inequalities in science and higher education; eliminating stereotypes in society, particularly in the media, culture and sport; improving the health of women and men; eliminating the obstacles to balanced representation of women and men in various areas of political and social life; zero-tolerance of violence against women; strengthening gender mainstreaming in the Slovenian developmental, peace and other foreign policy initiatives. The gender equality policy is a horizontal policy covering all areas and/or policies under the competence of individual ministries and government offices. In past years, progress on gender mainstreaming in sectoral policies was made, in particularly regarding training and the development of tools, but the aspect of gender is still rarely part of the overall process of formulating, implementing and evaluating policies.

Action Plan for the Implementation of UN SC Resolutions No. 1325 and 1820 on Women, Peace and Security. The Action Plan outlines detailed measures to strengthen the role of women in the prevention and resolution of armed conflicts and in building and maintaining peace. It also identifies measures to prevent sexual violence against women and girls and their protection during and after armed conflicts. It is aimed at linking the current activities in Slovenia and in the international community addressing the wider issue of women, peace and security, which have been reshaped into specific and realistic political commitments with measureable goals.

Action Plan of the Interministerial Working Group for Combating Trafficking in Human Beings, 2015-2016, 2017-2018, 2019-2020 Trafficking in human beings for the purpose of sexual abuse and exploitation is most commonly and distinctly seen as trafficking in women and children, as particularly vulnerable groups. The Action Plans for 2-year period are designed as a continuation of good practices, especially of those projects that have proven effective and require continuity. It further details the activities, primarily in the field of prevention and international and regional cooperation.

Promoting active labour market policies on full and productive employment and decent work for women, eliminating gender-based discrimination in labour markets and enacting and enforcing minimum wages (operative paragraphs 23, 25, 28 and 29);

Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)

Women in Slovenia as regards Labour market situation exhibit a steady path to recovery after economic crisis. The rate of employment is steadily increasing, reaching relatively high 67.7% in 2017. Similarly, the unemployment rate is still decreasing; it reached 7.5% in 2017. Women represent about half of registered unemployed. They are well represented in Active Labour Market Policies (ALMP) as they make significant part of participants in ALMP. They are not a priority target group as such in ALMP, their participation is guaranteed indirectly as part of priority target groups of older, long term unemployed, low skilled or youth.

The employment situation is positively influenced by a number of legislative instruments that prohibit the discrimination based on gender. The area of employment is among the most comprehensively regulated areas with regards to ensuring equal treatment. The competent authorities rarely identify cases of employment discrimination on the grounds of gender and receive very few of such complaints. Nevertheless, women in leading positions remain a minority in Slovenia, but their percentage in this group is slowly increasing. Ten years ago, there were 23.0% of women among the directors-general and members of the management board of companies; this number increased by 1.0 percentage point by the end of 2016.

Eliminating gender-based occupational segregation and gender wage gaps, and improving recruitment, retention and promotion policies for women (operative paragraphs 25, 29, 31 and 48);

Slovenia records one of the lowest average gender pays gaps in the EU-28; on average, women earn €101 per month less than men do. At the end of 2016, slightly more than 374,400 women in Slovenia were in work, of which 92.4% employed and 7.6% self-employed. Among women in work, 43.3% have tertiary education; in general, women are predominant among new graduates each year. In 2017, 61% out of a total of 16,458 new graduates were female.

The representation of women in political decisionmaking positions in the past was generally quite low. For example, the percentage of female members of the parliament in 1992 amounted to 16.8%, but in 1996, it dropped to 8.4%, while it reached 13.3% in 2000 and 2004. By amending the legislation in the middle of the last decade, laying down the gender quotas for different types of elections, except for the elections to the National Council of the Republic of Slovenia, the representation of women high-level decision-making positions in politics was increased.

National Programme for Equal Opportunities for Women and Men is in force from 2015 to 2020. The programme sets out key objectives and measures of the Government for the realisation of gender equality in the Republic of Slovenia in the period from 2015 to 2020, with the aim of reducing gender inequality in eight key areas: economic independence, reconciliation of work and private life, knowledge-based society without gender stereotyping, social inclusion, health of women and men, balanced representation in decision-making positions, violence against women, and gender equality in foreign policy and international development cooperation. The Protection Against Discrimination Act, adopted in 2016, is a general or a framework law that provides protection against discrimination on the grounds of any personal circumstances (gender, ethnicity, race or ethnic origin, religion or belief, disability, age, sexual orientation, gender identity, gender expression, social position, financial situation, education, or any other personal circumstance) and in various areas of social life (in particular in the areas of work and employment, upbringing, education, training, access to goods and services, social protection and social benefits).

Accelerating the transition of women from informal to formal employment through access to decent work, social protection, quality childcare, and education and training, including for migrant women workers and domestic workers (operative paragraphs 10, 22 and 40);

Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services) High employment for both women and men is one of the characteristic of Slovenia. Women's high employment rate is due to good regulation of employment, parental leave, child care, primary schooling, etc., which enables parents, particularly women, to reconcile professional and family life. Slovenia is one of the rare countries where the impact of parenthood on the employment rate is limited. Although the employment rate of women in Slovenia is more or less equal to that of men, and women contribute to family budgets, the division of unpaid work between partners is still very unequal. Women do considerably more housework and child care than men. This is also reflected in the exercise of rights arising from parental protection insurance. Although both parents have the right to parental leave and part-time work due to a child, this right is mostly exercised by women. Therefore, activities in recent years have focused on changes aimed to encourage parents to share child-care obligations more equally and fathers to exercise their parental rights.

Preventing and eliminating all forms of violence, discrimination, and sexual harassment against women at work, and providing remedies, support and services for victims and survivors of violence and harassment (operative paragraphs 14, 32 and 33);

Eliminating violence against women and girls Slovenia keeps the issues of violence against women and girls high on the political agenda. Significant progress in preventing and combating violence against women and family violence has been acknowledged, as concrete measures have been taken at the legislative and implementation levels. Further efforts in preventing and combating violence against women and domestic violence have been made recently. In recent years, efforts in the area have primarily been directed at the ratification of the Council of Europe Convention on preventing and combatting violence against women and domestic violence and improving adopted national legislation.

Access to health care, including sexual and reproductive health and reproductive rights In Slovenia Sexual and reproductive health and rights is an important topic. Constitution of the Republic of Slovenia includes Freedom of Choice in Childbearing (Article 55) as well a Right to Health Care (Article 51). Slovenia has a long tradition of reliable and well organized reproductive healthcare. Protection of reproductive health of women in Slovenia is well covered on all levels of health care system. Slovenia attaches great importance to preventive approach through regular work of health system as well as with specific programmes to address cancer risks of women. Available and free contraception is a part of public health service together with family-planning counselling. In connection with awareness raising and educational activities this results in very low rate of teenage pregnancies. Organised cancer screening for women is also in place in the framework of the National Cancer Control programme and includes screening for breast and cervical cancer on a national scale.

Promoting the reconciliation of work and family responsibilities by recognizing, valuing, reducing and redistributing women's disproportionate share of unpaid and domestic work, increasing flexibility in working arrangements, such as part-time work, and making sustained investments in the care economy to expand access to quality childcare and care facilities for children and other dependents (operative paragraphs 10, 26, 30, 40 and 44);

In general, women in Slovenia are faced with more negative consequences in the area of employment as they are the ones who have to adapt to the needs and expectations of the family. Despite strengthened supervision regarding gender-based discrimination in employment and increased awareness of this issue, women continue to be discriminated against more often than men, in particular in connection with motherhood or parenthood and prejudices regarding care for the family and children. In this regard, Slovenia continues the strengthened inspection and eliminates the causes that contribute to discriminatory practices in the labour market by some employers. Slovenia also promotes female employment within the framework of the Active Employment Policy Measures and other programmes, taking into account their status in the labour market. We also promote women entrepreneurship and mainstream gender in the planning, implementation and evaluation of programmes and projects to increase employment that should be based on differences in the status of women and men in the labour market. Programmes and projects to promote gender equality and reduce inequalities between women and men are established. The conventional gender division of roles is still often found in private life. Despite the increased active participation of men in family work, in particular in the care and upbringing of children, which is also evident from the high number of men on paternity leave, women still do most of the family work, i.e. housework and care for children and elderly family members. In this context, Slovenia strives for establishment and strengthening of support services (occasional child care, school-holiday care, active family leisure time, information points for families, household help, meals at work and school meals, etc.) to facilitate the reconciliation of work, private and family life, devoting special attention to single-parent families. In addition, projects and programmes to increase corporate social responsibility and family-friendly policies are being implemented. We also support activities to facilitate more equal sharing of parental leave, part-time work due to parenting and sick leave to care for family member between the parents; and promote active fathering.

Introduced or strengthened maternity/paternity/parental leave or other types of family leave

New Parental Protection and Family Benefits Act was adopted in 2014 which regulates insurance for parental protection and the rights arising from it, family benefits, conditions and procedure for exercising individual rights. Slovenia offers generous maternity, paternity and parental leave, amounting to 395 days and the benefit paid is 100% of previous earnings. Maternity leave lasts 105 days and is intended for mothers for preparation for giving birth and care and protection of the child immediately after birth. Paternal leave lasts 30 days and is intended for fathers to be able share with the mother the child's care and protection during the child's most sensitive period. Each parent has the right to 130 days of parental leave (together 260 days). Mother can transfer to a father 100 days of parental leave and a father can transfer to a mother 130 days of parental leave. Parental leave follows immediately after maternity leave and is intended for the further care and protection of the child.

Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work

In 2013 Ministry of Labour, Family, Social Affairs and Equal Opportunities started a 3-year project Towards Equalizing Power Relations between Women and Men that was co-financed by the Norwegian Financial Mechanism Programme. The overall aim of the project was to increase understanding of equal/unequal power relations between women and men in order to identify adequate responses to imbalances that persist in a gender-based power structure in society and inequalities between women and men including in unpaid care and domestic work. As we need to improve social awareness and engage the general public in efforts to combat unequal power relations and to promote mutual respect a national media campaign was launched in January 2016. Main message of the campaign is: Let's support gender equality! Campaign included: TV add, radio add, jumbo poster, e-poster, website (www.uravnotezenost.si), Facebook, Gmail and Twitter advertising. Likewise, the project, media campaign exposed three different areas of gender equality: balanced participation and representation of women and men in politics and in business and reconciliation of work and private-life.

Promoting sustainable, inclusive and equitable economic growth strategies that benefit women by shifting employment from low-paid, low-skill and low-productivity sectors to more value-added activities [such as agribusiness, manufacturing, financial and business services], and ensuring that industrial upgrading linked to export expansion includes women (operative paragraphs 4, 5, 6, 15, 43 and 48).

The Slovenian Ministry of agriculture, forestry and food (MAFF) supports rural women and women farmers through different measures for the promotion of farming as a professional opportunity (also for women) of the EU Common Agriculture Policy (CAP), e. g. income support, additional support for young farmers, supports for the utilization of modern agricultural techniques and digitalization (satellites and robots). In 2014 7-year Rural Development Programme 2014-2020 (RDP) was adopted taking into account women's empowerment and gender equality an important issue. Namely, support for the diversification of farming activities which is granted to projects of cooperation between farms and legal entities that are part of test activities performed in education, health care, social protection and protection of persons with disabilities with the purpose of considering the possibility of development of subsidiary on-farm activities in these fields (subsidiary on-farm activities are an important source of income for rural women; Business start-up aid for young farmers, which is targeted also to young women farmers, and through which the MAFF is aiming to promote and support women in their decision to live in the countryside; Support for local development in the frame of the LEADER initiative, which can be used to support women through the development of community-led local action groups in the frame of the thematic area of action "greater inclusion of the young, women and other vulnerable groups".