

## Facts and Figures on Gender Equality Slovenia

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## LEGAL FRAMEWORK:

### **ILO conventions ratified and Report of the Committee of Experts (2003):**

**No. 100** and **111**– ratified in 1992. The Committee notes that men's average gross earnings are higher than women in all sectors but in particular in the public sector, which traditionally employs a large proportion of women. It is also notes that the Government acknowledges the need for affirmative actions to ensure de facto equality and the Committee hence asks for information on such measures undertaken to enhance equality.

**No. 156** – ratified in 1992

**No. 183** – not ratified – still not

(**No. 103** – ratified in 1992)<sup>1</sup>

### **National legislation:**

The *Equal Opportunities Act*<sup>2</sup>, an umbrella law providing a common basis for creating equal opportunities for women and men through further legislation, came into force in July 2002. The Act defines and prohibits both direct and indirect discrimination. Moreover, the Act allows for positive measures to ensure equality and foresees the creation of an Ombudsperson who will handle cases of unequal treatment. The Act also provides for the introduction of gender equality into education in order to tackle stereotypes of gender roles reinforced by society.

According to the EU Commission, Slovenia has made very good progress in the area of equal treatment. The EU directives on equal treatment are further transposed into the legislation through the *Parental Protection and Family Benefits Act* from 2001 and the new *Employment Relations Act*, adopted in 2002. The latter includes provisions on the prohibition of indirect and direct discrimination in the field of employment where sex is one of several grounds. The principle of equal pay for work of equal value is stated and sexual harassment is proscribed. Furthermore, the burden of proof is shifted towards the employer in cases of sex-discrimination and discriminatory job advertisements are banned.

In March 2004 the *Penal Code* was amended with numerous modifications relating to women's issues inter alia, to misuse of prostitution, pornography, trafficking in human beings. The new amendments and supplements entered into force in May 2004<sup>3</sup>.

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<sup>1</sup> ILO/Ilollex

<sup>2</sup> [http://www.uem-rs.si/eng/act\\_equal.html](http://www.uem-rs.si/eng/act_equal.html)

<sup>3</sup> ILO/Natlex

## GENDER EQUALITY MACHINERY:

The first Gender equality institution – Office for Women's Policy – was established in 1992. Currently the main governmental body dealing with gender equality is the *Office for Equal Opportunities* established in 2003. The Office function under the State Secretary,

responsible to the Government not attached to any specific ministry. Its tasks include monitoring and coordinating gender equality issues towards all the ministries and to participate in the preparation of laws and regulations. It also performs policy analysis, advocacy.

The EOO co-operates with non-governmental organisations active in the field of equal opportunities and provides partial funding for their projects or activities<sup>4</sup>.

Gender focal points are established within several ministries. Furthermore, gender equality *Ombudsman office* was established in 2003.

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<sup>4</sup> UNIFEM/KARAT Database on National Women's Machinery, November 2004

## SOME BASIC INDICATORS

**Female/Male activity rate and unemployment:** In 2003, the total activity rate (age 15+) was 50.0% for women and 63.2% for men while unemployment rate was 7.1% for women and 6.1% for men<sup>5</sup>.

**Female/Male part-time work:** In 2003, 3.9% of women and 3% of men were in part-time employment<sup>6</sup>.

**Sex distribution by employment sector:** In 2003, women comprised 45.33% of total employment in the agricultural sector, 32.02% in the industrial sector and 54.85 in the service sector<sup>7</sup>.

**University graduates:** In 2001, 61% of all university graduates were women<sup>8</sup>.

**Wage gap:** In 2002 the difference between the average wages of women compared to those of men was 10.8 percentage points<sup>9</sup>.

**Composition of main national tripartite body:** The Socio-Economic Council consisted of 3 female and 12 male members in 2002<sup>10</sup>. Due to the current (22.12.04) government changes the commission is not complete at the moment, in the part that will remain (trade unions and employers organizations) there is no women. New

representatives will be appointed in 2005<sup>11</sup>.

**Retirement:** The retirement age ranges between 58-61 years for women and 58-65 for men. However, the age is increasing gradually to 63 for women with 38 years of contribution and 65 for men with 40 years of contribution<sup>12</sup>. (No changes<sup>13</sup>)

**Maternity and child-care leave:** Maternal leave and child-care leave together amount to 365 days and the benefit paid is 100% of previous earnings. The father can take child-care leave to the same extent as the mother (260 days). In addition, paternity leave of 90 days (15 days immediately after the birth and 75 days until the child reaches 8) is offered to the father<sup>14</sup>. (No changes)

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<sup>5</sup> ILO-Laborasta

<sup>6</sup> Institute of Macroeconomic Analysis and Development, SLOVENIA, October 2004

<sup>7</sup> Statistical Office of Slovenia

<sup>8</sup> UNECE

<sup>9</sup> Institute of Macroeconomic Analysis and Development, SLOVENIA, October 2004

<sup>10</sup> ILO Work Paper 2003

<sup>11</sup> Institute of Macroeconomic Analysis and Development, Slovenia

<sup>12</sup> ISSA

<sup>13</sup> UNECE Paper, Geneva 2004

<sup>14</sup> ISSA

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