



## **SLOVENIA Comprehensive national review report Beijing+30**

### *Priorities, achievements, challenges and setbacks*

**1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?**

*In the narrative report, please explain why your country considers these important, how it has addressed them, the challenges encountered and the factors that have enabled progress or led to setbacks in each case. Where relevant and possible, please provide data to support your responses (3-5 pages).*

Slovenia remains committed to achieving the highest standards in the field of gender equality and non-discrimination. The Beijing Declaration and Platform for Action and its follow-up process has been our major legal policy framework for designing, implementing, and assessing the effects of measures and strategies to eliminate all forms of discrimination against women. In addition, it was instrumental in the formulation and enforcement of policies to promote gender equality. Slovenia has always been profoundly committed to the principle of the equality and equity of women and men and has made particular efforts to achieve greater gender equality in all areas. We are pleased that these efforts are apparent in its relatively high ranking in the European and international context as regards various gender indicators. However, we fully acknowledge that women still lag behind men in a range of areas, and that we still need to work hard and aim higher in our quest to achieve full equality for all women in society and to secure de facto gender equality.

Since the adoption of the Beijing Declaration and the Beijing Platform for Action Slovenia has made a significant progress in the development and implementation of gender equality policy. In Slovenia, women and men are equal, legally recognized as equal, have the same formal rights, and discrimination based on sex is prohibited. Over the past 5 years Slovenia has adopted several progressive legislative provisions in its legal order that promote gender equality in various areas and comply with or go beyond EU and international commitments. Compliance with these commitments is not limited to the so-called de jure equality but is primarily about ensuring de facto equality.

Despite gender quotas for all types of elections introduced two decades ago, women's political participation in Slovenia was below expectations in terms of both the share of female deputies in the National Assembly and the share of female ministers in the Government. Nevertheless, 2022 turned out to be a historical year for women and for gender equality in Slovenia.

- Women comprised 36 out of the 90 deputies elected to the National Assembly of the Republic of Slovenia following the regular elections held on April 2022, i.e. the highest number in the history of the independent state, representing 40% of the total number of MPs.
- For the first time in the history of Slovenia, the President of the National Assembly is a woman.
- Furthermore, in November 2022 the highest level of this political glass ceiling was broken, namely for the first time Slovenia elected a woman President in the presidential elections.

- In the most recent local elections, also in November 2022, women comprised 35% of the municipal and city councillors elected and 13.6% of the mayors elected. Regarding women mayors, this is the best result in local elections in terms of gender equality, but obviously there is still a long way to go to achieve significant progress.
- Still far below balanced representation but at the same time the best results thus far were seen in the last elections to the National Council. 7 out of the 40 councillors elected were women, which amounts to 17.5%.
- On the other hand, we are striving to fulfill the goal of gender balanced representation regarding the composition of the Government currently in office (since June 2022). Seven out of the twenty-one members of the Government are women, amounting to 33.3% thereof. In addition, the majority of the State Secretaries in the Office of the PM are women (57.1%).
- Moreover, for the first time the post of Minister of Foreign and European Affairs is held by a woman. Women are also well-represented in senior diplomatic positions. 34% of Slovenia's ambassadors are women.
- For the first time, in 2022 a woman also assumed the office of State Attorney General.

Nevertheless, one of the important challenges that remains is gender balance in economic decision-making. According to the last report formulated by Slovenian Director's Association, in 2022, gender-balance targets were met in 18 out of the 56 state-owned and listed companies that participate in the Initiative For Voluntary Gender Diversity Targets In Management And Supervisory Bodies (Initiative 40/33/2026). Enhancing the presence of women on company boards, and thus participation thereof in economic decision-making remains high on the political agenda. With the aim of achieving progress in the area of greater representation of women in management and supervisory bodies of companies and for forming (better) diversity policies, the amended Companies Act (2021) determine that large and medium-sized companies that audit annual reports, need to disclose the ratio of both genders in management and supervisory bodies in their diversity policy, which is proportional to the size of the company, the goals that the company follows and with regard to the impact on the procedures of selecting management and supervisory bodies members.

Empowering women economically is a precondition for gender equality. Thus, equal economic independence is one of the priorities of Slovenia's gender equality policy. The main aim of Slovenian employment policies is not only to ensure women full access to the labour market, but also to ensure the general preconditions enabling women and men to have equal access to decent employment, which guarantees them appropriate employment security and working conditions. As a result, the relatively high degree of economic gender equality in Slovenia derives from the high level of women participating in the labour market mostly full-time, even when they have small children.

However, we are aware of the continued problems regarding segregation on the labour market and the persistent gender pay and gender pension gap. Unequal care for children, older persons, and other vulnerable family members and dependants as regards women and men remains one of the main barriers to the unequal participation of women in the labour market in Slovenia.

Slovenia has long been one of the better performing countries in all of gender equality indices, or a country with a relatively high level of equality in most areas of social life, both globally and at European level. Despite the relatively high level of equality achieved, no country, including Slovenia, has managed to close the gender gap completely in any of the areas measured. In some areas, the gap has even widened. In Slovenia inequalities are mainly reflected in persistent gender segregation of the labour market; the persistence of gender pay and pension gaps; and the prevalence of violence against women and girls or gender-based violence; the increased poverty of older women in particular; the unequal gender distribution of care and domestic responsibilities, which has a negative impact on women's position in the labour market; gender imbalances in many areas; and, last but not least, stereotypical beliefs that inhibit the development of capabilities regardless of gender.

As the European Institute for Gender Equality (EIGE) Gender Equality Index notes, a detailed analysis of the situation in 2020 shows a renewed deterioration in many areas of life. This is most evident in the (still) prevailing gender segregation in education and employment (segregation is a particular concern in new areas of work such as the digital sector, where men strongly dominate education and employment), the widening wage gap, the decline of women's participation in politics and the economy, the increase in gender segregation in employment. These findings are confirmed by the EIGE Gender Equality Index for 2021, which highlighted that Slovenia was the only country to regress on the ranking, scoring 67.6 points, just below the average. It was the country that regressed the most in the area of political representation (by two percentage points) (EIGE, 2021a). Since 2019, the score has remained almost unchanged, and Slovenia is also ranked 12th in 2022: it scored 67.5 points, or 0.1 points lower than in 2021. Compared to 2021, Slovenia has progressed the most in the area of work (+0.4), while it has regressed the most in the area of health (-0.9).

To address mentioned challenges and setbacks in 2023 the parliament adopted the **Resolution on the National Programme for Equal Opportunities for Women and Men, 2023–2030 (ReNPEMŽM23-30)**, the third mid-term strategic document of the Government defining the objectives, measures and key actors in the six thematic area of gender equality. The objectives and measures set out in the National Programme will be implemented by ministries and other government bodies in cooperation with other participating bodies. Most of the measures are the implementation of a ministry's policy in a specific area, but individual measures to promote gender equality also aim at improving the professional competences and knowledge of key stakeholders in the field of gender equality and at institutional strengthening in the area.

Some key documents (among others) relevant from the gender perspective are presented below. A brief indication of whether and how the gender perspective is included and the objectives and measures to which it refers are listed for each document.

### **Development Strategy of the Republic of Slovenia 2030**

The fundamental strategic document of Slovenia, which is the overarching framework for the country's development and shows the future situation in Slovenia, is the Slovenian Development Strategy 2030 (hereinafter referred to as the SDS 2030). With five strategic orientations and twelve interlinked development objectives, it sets the long-term development foundations for Slovenia. Each goal is also linked to the Sustainable Development Goals of the 2030 Agenda. Each development goal identifies key areas where action is needed to achieve a quality of life for all. Gender equality is a cross-cutting principle in the 2030 Agenda, as it is integrated into all policies and objectives, in particular: goal 1 - Healthy and active lives; goal 2 - Knowledge and skills for quality of life and work; goal 3 - A decent life for all; goal 7 - Inclusive labour market and quality jobs; goal 10 - a trustworthy legal system; and goal 11 - A secure and globally responsible Slovenia.

### **A strategy for a long-lived society**

The Long-Lived Society Strategy, which is the substantive framework for making the necessary adjustments and changes in the face of demographic change, also addresses themes that are key to tackling inequalities between women and men. The Strategy highlights the higher risk of poverty among older women, which increases with age, and warns that this problem could become more pronounced with demographic change, which will be an obstacle to greater inclusion of older people in society. The precarisation of the labour market will also need to be addressed, with implications for, inter alia, social protection systems and social security. In addition to demographic change, increased labour market insecurity and the increased prevalence of atypical (including precarious) forms of work are important factors that require social protection systems to adapt to ensure sustainable transitions between different stages of life. Women (especially young women) are more likely to be involved in atypical or precarious forms of work. The strategy also addresses discrimination and various forms of violence (psychological, physical and economic) against older people, the majority of whom are women. Violence has serious health and social consequences for the individual and society, but remains under-researched, often unrecognised and rarely reported. To

implement the orientations of the Strategy, the relevant ministries will develop action plans with concrete proposals for solutions.

### **Resolution on family policy 2018-2028**

The Family Policy Resolution sets out the main objectives and actions in the area of family policy to improve the quality of family life. Reconciliation of work and family life is an important part of family policy and is key to creating or promoting equal opportunities for women and men in society, which are systematically included in almost all substantive chapters, but especially in chapters dealing with the labour market and employment, family support programmes, family welfare, parental care and family benefits, health care, and education, care and training.

### **Action Plan against Trafficking in Human Beings 2023-2024**

In Slovenia, trafficking in human beings is still most frequently identified for the purposes of sexual exploitation or exploitation of prostitution, while other forms of exploitation are less frequently identified. In Slovenia, the victims of sexual exploitation are mostly female. The new Action Plan foresees the implementation of basic activities to prevent and combat trafficking in human beings, which will be carried out both within the framework of the cooperation of the competent state bodies and through the involvement of non-governmental and humanitarian organisations in various prevention activities and assistance to victims of trafficking in human beings.

Legislative Advances: Slovenia continued to make legislative improvements in promoting gender equality. Efforts were made to strengthen laws combating domestic violence, aiming to provide better protection and support for victims.

### **Resolution on the Slovenian Scientific Research and Innovation Strategy 2030**

The Slovenian Scientific Research and Innovation Strategy 2030 (hereinafter referred to as "SRIS 2030") is a key strategic document for research, development and innovation that will serve as a basis for the formulation of policies related to the areas of social, economic and sustainable development and societal challenges. An important horizontal objective of the Resolution is to ensure gender equality in research and innovation, which will be pursued through various measures. The SRIS 2030 foresees the introduction of gender equality plans as a mandatory strategic document for research organizations receiving public funding for their activities; the promotion of the creation of mechanisms for the against gender-based violence, including sexual harassment, at the level of research organizations; taking into account progress on gender equality objectives in the evaluation of research organizations in the context of public funding; taking gender equality into account in research funding, including by integrating the gender dimension in the content of research activities; ensuring gender equality in the remuneration and appointment of working bodies; ensuring sex-disaggregated data.

### **Digital Slovenia 2030**

Digital Slovenia 2030 is a strategic document aimed at planning the promotion of Slovenia's digital transformation in the development period up to 2030. The document addresses six priority areas, including digital competences and inclusion, which also highlights the reduction of the gender gap in ICT as one of the objectives. The Strategy cites the objective of Article 2 of the Act on the Promotion of Digital Inclusion, namely to promote interest in secondary, higher and tertiary education programmes that include professional digital competences, and to strive to reduce the gender gap in this area. In this context, it is crucial to encourage girls in particular to participate in ICT education from an early age.

Just to mention two other key documents on gender equality and women's empowerment that are under preparation.

## **Resolution on the National Programme for the Prevention of Domestic Violence and Violence against Women (2024 – 2029)**

The Resolution is a strategic document that sets out the objectives, measures and key policy actors for the prevention and reduction of domestic violence and violence against women in the Republic of Slovenia. Its purpose will be to recognise key fields where deficiencies or poor performance in the field of prevention of violence against women and domestic violence have been detected. The new strategic document extends the scope to all forms of violence against women, as it includes measures to implement the provisions of the Council of Europe Istanbul Convention.

## **Feminist Foreign Policy Strategy of the Republic of Slovenia**

The Feminist Foreign Policy Strategy of the Republic of Slovenia defines the strategic priority areas, objectives and activities of the foreign policy of Slovenia for the promotion of gender equality and the empowerment of women and girls. The Strategy identifies partnerships with countries, international and regional organisations and other actors, including civil society. It also envisages the participation of Slovenia in bilateral or multilateral initiatives and the political and diplomatic engagement of Slovenia at the international level. The thematic priority areas include peace and security; water and water diplomacy; climate change and food security; prevention of sexual and gender-based violence; sustainable development and humanitarian assistance; new technologies and digitalisation; human rights and strengthening effective multilateralism.

## **CHALLENGES AND SETBACKS**

Over the past five years several challenges and setbacks have been observed in Slovenia concerning progress towards gender equality and the empowerment of women. Let us mention a few:

- **Gender Pay Gap:** Slovenia, like many countries, has struggled with a persistent gender pay gap. Women tend to earn less than men for similar work, reflecting systemic issues within the workforce despite legal provisions for pay equality.
- **Underrepresentation in Leadership Roles:** Women remain underrepresented in leadership positions across various sectors, including politics, business, and academia. Despite efforts to promote women's participation, achieving parity in decision-making has been a challenge.
- **Violence Against Women:** Domestic violence and gender-based violence continue to be significant concerns in Slovenia. Though legislative improvements have been made, there's an ongoing need to enhance support services and raise awareness to prevent such violence against women.
- **Unpaid Care Work:** Women still bear a disproportionate burden of unpaid care work, which affects their ability to fully participate in the workforce and advance in their careers.
- **Gender stereotypes:** Deep-rooted societal attitudes and gender stereotypes persist, affecting perceptions of gender roles and influencing career choices, opportunities, and treatment in various settings.
- **Pandemic Impact:** The COVID-19 pandemic exacerbated existing gender inequalities. Women were disproportionately affected, facing job losses, increased caregiving responsibilities, and challenges in accessing support services.

- Towards more effective gender mainstreaming: There is still a lack of understanding about what gender mainstreaming entail. When planning measures, policies or practice, policy and decision-makers do not always think about solving the problem or planning activities from the gender equality perspectives, having in mind the needs of women and men. To ensure that the principle of gender equality is followed by all ministries and state institutions, the status of coordinators for equal opportunities within the ministries should be strengthen and gender budgeting should be applied at different levels. In Slovenia gender aspect is not mainstreamed in all areas and in some areas much more than others. The activities are mostly carried out within the framework of existing programmes, except that the focus is on reducing the gender gap and achieving gender equality. In order to implement these activities, for the most part, no additional financial resources were provided, but that activities were carried out within existing budget lines dedicated to regular work. There are also significant differences in the quality of the implementation and reporting of activities in the different ministries.
- Limited financial and human resources: Remaining challenges, as stated in our previous report, that the Equal Opportunities Department are facing, is firstly general lack of financial and human resources for gender equality which could have a negative impact on the realization of gender equality and the empowerment of women and girls in the future; and secondly additional tasks related to other inequalities and discrimination (e.g. LGBTIQ+). For more efficient implementation of gender equality policy and in order to ensure greater autonomy and more efficient functioning of the national mechanism for gender equality, the competent authority should be strengthened and given a position of influence in the government's hierarchy and/or its organisational structure.
- Equality between men and women is also indirectly affected by the socio-economic trends facing most developed countries, which are dominated by demographics or ageing populations and changes in the labour market (increasing flexibility and atypical forms of work, precarious work, etc.). Despite some measures to mitigate these effects, women, who are predominantly in temporary and part-time employment, are more negatively affected. Systemic measures are therefore also needed to equalise the situation of men and women in the areas of population ageing, promoting the creation of quality jobs and ensuring decent, safe and healthy work.

**2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?**

*In the narrative report, please explain why your country considers these priorities and how it has addressed them. Where relevant and possible, please provide data to support your responses (3-5 pages).*

*In the online survey, you will be asked to choose up to five priorities from the list below:*

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls**
- Access to health care, including sexual and reproductive health and reproductive rights
- Political participation and representation**

- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)**
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)**
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- Changing discriminatory social norms and gender stereotypes**
- Other (please specify)
- None of the above

### **Eliminating violence against women and girls**

A long-term high-priority issue in Slovenia is preventing violence against women and girls, which is a major obstacle to the full achievement of gender equality and the empowerment of all women and girls worldwide as well in Slovenia. Violence against women and girls and domestic violence has unfortunately intensified during the pandemic, especially intimate partner violence. Calls to the helpline increased, and more victims sought assistance from safe houses and maternity homes. Courts have classified cases concerning violence against women as urgent matters, so no procedural deadlines and the implementation of procedural actions have not been suspended.

During the epidemic a tender for the implementation of projects to mitigate or eliminate social distress of the most vulnerable groups of people caused by the COVID-19 epidemic was published. The tender co-financed projects offering various approaches in fields such as psycho-social counselling, awareness raising, providing information, field work, guaranteeing support to clients, establishing new safe points, digital solutions for resolving problems and ensuring crisis accommodation for target groups. The target groups of the tender also include gender-based violence victims. At the beginning of the pandemic, Slovenia established a 24/7 helpline for women who are victims of violence. The helpline has been active since then.

In order to reduce the impacts of Covid-19, the Government of Slovenia has financed additional projects and programmes to help those in the most vulnerable situations, including victims of violence. These projects and programmes aim to support innovative approaches in addressing social challenges aggravated by the pandemic, such as psychosocial counselling, awareness-raising, fieldwork, providing concrete support to users, establishing new safe points, digital solutions to solve distress, offering shelters for users, and helplines.

In order to prevent and combat gender-based violence, significant progress has been made in terms of legislative changes. We would like to highlight two important legislative amendments to the Criminal Code that reflect awareness of the rejection and unacceptability of violence:

- The principle of consent under the "yes means yes" model was enacted, which is a major step forward in preventing and stopping sexual violence and in enhancing the safety and integrity of victims.
- In 2023 Criminal Code was amended to introduce into Slovenian law a change that follows the concept of hate crime. Any offence committed as a result of hatred or prejudice based on the personal circumstances (including sex) of the victim is a reason to punish the perpetrator more severely.

It is the responsibility of states to ensure that victims of hate crime are protected, enjoy full access to justice and can receive the support they need. While we have already reported on the amendment to the Criminal Procedure Act which regulates the position of victims of crime and ensures particularly sensitive treatment of victims, we would like to stress that we have also adopted several solutions that implement the legislation in practice. We have established a Victim

Support Service at the two largest courts of first instance in Slovenia, which assists communication with victims and prepares measures for their protection. In addition, subsequent changes to the legislation have facilitated the anonymisation of the victim's data in proceedings and, as a result, further enhanced the protection of the victim's integrity.

The amended Act on Registration of Residence, which is in force from June 27, 2021, changes the determination of the legal residence of victims of human trafficking and victims of domestic violence. So far, legal residence has been considered permanent residence, but in practice, the need to determine legal residence also for foreigners who are victims of human trafficking or victims of domestic violence has been demonstrated. The administrative unit can also determine the legal residence of a foreigner who does not have a permanent residence permit in Slovenia, but has a valid temporary residence permit, residence registration certificate or long-term residence visa and has been a victim of domestic violence or a victim of human trafficking. This legal residence has the nature of a temporary residence.

In 2022, the Higher Education Act was amended, which establishes the right of every student to a safe learning environment with zero tolerance for sexual and other harassment and ill-treatment. The article defines sexual and other harassment in the learning environment and designates the minister responsible for higher education as the person responsible for adopting regulations defining the procedure for dealing with perceived violations.

In accordance with the Action Plan for Combatting Trafficking in Human Beings 2023–2024, the MNZ SPCTHB continued the systematical implementation of workshops to raise awareness among children and adolescents about the dangers of trafficking in human beings, its manifestations, appropriate action and self-protective behaviour. In accordance with the three-year work plan, divided by region, the workshops are taking place in primary schools and in secondary schools.

In 2021, the Statistical Office published data about the first internationally comparable research on personal safety in private environment (gender-based violence) that helps eliminate a huge shortage of data on gender-based violence, including domestic violence in Slovenia.

In 2023 the Employment Relationship Act was amended. It introduces up to five working days of paid absence/leave for victims of domestic violence, during the period when they need to deal with the social work centres and courts, organise supervised contacts and, in some cases, relocate or temporarily stay in safe houses. If a victim of domestic violence wishes to claim the right to time off work, she will have to provide her employer with a certificate of a domestic violence risk assessment, proof of having reported the matter to the police and evidence of having dealt with domestic violence. The amendment also introduces shorter working hours for victims of domestic violence. A worker who is a victim of domestic violence will be able to propose for a part-time employment contract during the duration of the employment relationship, in order to meet the needs of reconciling work and private life. The contract is linked to the period during which the protection, legal and other procedures are being regulated and the consequences of domestic violence are being dealt with.

In 2024 a new Resolution on the National Programme for the Prevention of Domestic Violence and Violence against Women (2024 – 2029) was adopted, setting out the objectives, measures and key policy actors for the prevention and reduction of domestic violence and violence against women in Slovenia.

#### **Political participation and representation**

In 2022 Ministry of Labour, Family, Social Affairs and Equal Opportunities launched a two-year project EWA – Empowering Women to be (Politically) Active in Society. In Slovenia, women are under-represented both in local and national political setting. EWA project aims to address issues of young women's political engagement. The project's focus is to alter the beliefs about women in political sphere and civic participation that are based on gender stereotypes, traditional norms and expectations and strive towards the empowerment of women, individually as well as systemically, creating better possibilities for their activation and mobilisation in politics and civic participation. The project's first endeavour will thus be empowering the political engagement of young women who express lower political interest. Secondly, the project will assist young women



in their active political role. Political interest, attitudes, and views of politics (i.e. gender stereotypes), will be closely monitored throughout interventions (pre and post-test), which will allow identifying factors associated with their political engagement and changes in their political interest. One of the core objectives of EWA will also be to conceptualize the strategy of gender mainstreaming in political decision-making and public administration policymaking. The project is based on multi-level and stakeholder-oriented approach, addressing selected target groups of young women through several different channels.

**Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)**

Gender stereotypes as one of the key reasons for many expressions of inequality of women and men in society were highlighted within the Moje delo. Moja pokojnina (My Work. My Pension) project, which was carried out to raise awareness about the pension gender gap and reasons for it. The project promoted the adoption of informed decisions in entire life or working period, which can be used to affect our retirement options and reduce the pension gap between genders. The aim of the project was to draw attention to the pension gap between women and men, improve knowledge and information about the key factors and reasons for the gap, and raise awareness of mainstreaming gender into the pension policy and pension reform.

**Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)**

In November 2022 the National Assembly adopted the Law on Amendments and Additions to the Parental Care and Family Benefits Act, which transposes one of the important parts of the European Directive on work-life balance for parents and carers into Slovenian law. The amendments to the law will give each parent 60 days of non-transferable paid parental leave (until now, only the mother had 30 days of non-transferable leave).

The Parental Protection and Family Benefits Act was amended, so that a parent who works part-time to care for a child should be paid a social security contribution up to full-time from a pro rata share of the parent's average gross monthly salary, and no longer only from a pro rata share of the minimum wage. As part-time workers are mainly women, this measure should contribute to a reduction in the pension gap.

In 2020, a the two-year project called "Očka v akciji" (Dad in Action) started, which is intended to raising the awareness of (future) parents, employers, professional and lay public about the importance for successful harmonisation of work and family, active inclusion of men in fatherhood and equal distribution of parental care for the child from birth. In cooperation with the relevant ministries, activities have been carried out to strengthen the role of the father in the earliest years of family life through the education and training of health and social professionals and the development of guidelines for active fatherhood.

**Changing discriminatory social norms and gender stereotypes**

In order to tackle gender gaps and segregation in education and inequalities in science and research, activities have been carried out to eliminate gender stereotypes in career choices, to encourage and promote women in science and scientific research, and to analyse gender equality. The Government is focusing on the digital gender gap, the empowerment of women and girls in science, technology, engineering and maths (STEM), and online gender-based violence, especially on social media. Empowering women with digital skills is crucial for their participation in the digital society. We are encouraging them to take up technology and STEM careers through several projects, such as Female Engineer of the Year.

Slovenia also launched a reform of the national curriculum to integrate digital competences throughout the education system. We are paving the way towards an inclusive digital society with the Promotion of Digital Inclusion Act, which puts digital skills at its centre. We believe that the digital transformation can only be successful if all members of society are equally involved.

**3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?**

*In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses (2 pages max.).*

*In the online survey, you will be asked to select the marginalized groups of women and girls for which your country has taken measures from the list below, as relevant in your national context:*

- Women and girls living in remote and rural areas
- Indigenous women and girls
- Women and girls marginalized on account of race, ethnicity and/or caste**
- Religious minority women and girls
- Women and girls with disabilities
- Women and girls living with HIV/AIDS
- People with diverse sexual orientations, gender identities or expressions, or sex characteristics
- Younger women
- Older women
- Migrant women and girls**
- Refugee and internally displaced women and girls
- Women and girls in humanitarian settings
- Other, please specify: women prisoners**
- None of the above

The International Protection Act considers gender dimensions by envisaging special treatment of vulnerable groups, including girls and women. Slovenia strives to prevent gender-based discrimination and abuse as well as violations in all phases of international protection, and ensure support in empowering girls and women as well as enforcing their rights. The law stipulates that a vulnerable person with special needs means, in particular, a minor, an unaccompanied minor, a disabled person, an elderly person, a pregnant woman, a single parent with a minor child, a victim of trafficking in human beings, a person with a mental health disorder, a person with mental health problems, or a victim of rape, torture or other severe forms of psychological, physical and sexual abuse.

**Women and girls marginalized on account of race, ethnicity and/or caste**

The National Programme of Measures of the Government of the Republic of Slovenia for Roma for the Period 2017–2021 also included target-oriented measures and recommendations in the field of social protection with an emphasis on child and forced marriages or minors running away to harmful environments, as well as procedures for handling cases of civil partnerships with minors. The target-oriented measures in this field continue also in the National Programme of Measures of the Government of the Republic of Slovenia for Roma for the Period 2021–2030 which is currently being implemented. An ad hoc working group was formed for the implementation and coordination of measures in 2017 and meets regularly to monitor the implementation of activities in this area. Upon its initiative a Manual on the identification of early or forced weddings in the Roma community and acting in such cases was prepared in 2021. The manual was presented to the interested audiences in 2021. Based on it several multi-participant trainings and workshops were organised for professionals from different institutions and several other activities (e.g., video competition) were carried out to raise awareness of the potential victims of trafficking in human beings in Roma communities, especially from the aspect of forced and early marriages. Work to address these challenges comprehensively and with the involvement of all stakeholders will continue throughout the period of the government programme.

**Migrant women and girls**

In November 2023, Slovenia adopted new Integration Strategy for people who are not citizens of European Union. The main goal is to establish conditions, which will enable foreigners to create

an independent life in our society. This is the strategy for all migrants, including women, children, so it creates possibilities for women to educate, work, be independent and integrate into (also local) society. One of the measures is to increase the number of foreign women integrated into the labour market. Social activation programmes should through holistic approach, contribute to improving the social inclusion of women and increasing their employment opportunities. Social activation programmes in a specific context target (adult) women from other cultural backgrounds and with language barriers

Introduction of a mechanism for identifying, assisting and protecting victims of trafficking in human beings and/or sexual violence in international protection procedures in Slovenia (PATS). In 2023, the PATS project was re-launched in the Asylum Centre to provide information to applicants for international and temporary protection on the pitfalls of trafficking, gender-based and gender-related violence and to offer possible forms of support within the existing system of assistance to potential and actual victims of trafficking and victims of various forms of violence in Slovenia.

In the last five years the programmes for support people with international protection, including orientation classes have been financed. All programmes run by NGO's had a special focus on women and girls, to prevent their discrimination and promote their rights. For example, on newly published call it is expected that providers put specific focus on group activities for women and girls and to organise activities for children meanwhile that they could really participate.

**Other, please specify: women prisoners**

It is essential not to overlook any vulnerable group of women. In this regard, further steps have been taken in the past year towards eliminating discrimination in the only women's prison in the country, such as the introduction of certain benefits that have long been available only in men's prisons, for example overnight visits (so-called conjugal visits). Assistance programmes will also be developed with a view to strengthening the mental health of women prisoners, particularly vulnerable women and those who have been victims of domestic violence.

**4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?**

*In the narrative report, please give concrete examples of the effects of different crises on specific critical areas of concern and of measures your country has taken to prevent a reversal of progress and respond in a gender-responsive manner (1 page max.).*

*In the online survey, you will be asked to select the crises that have affected the implementation of the BPfA in your country over the past five years:*

- COVID-19 and other pandemics**
- Food and fuel crisis
- Debt crisis
- Armed conflict
- Climate crisis
- Care crisis
- Backlash on gender equality
- Other crises, please specify
- None of the above

**COVID-19 and other pandemics**

1. Legal acts to mitigate the consequences of the epidemic were passed in the National Assembly, while the measures taken to limit individual activities (closure of schools, closure of economic activities, restrictions of movement) were adopted by the Government. The decisions in the Government and the National Assembly were also made by women, the members of the Government and MPs. The Ministry of Health also founded an expert group for the containment and control of the COVID-19 epidemic, led by a woman, the majority of its members are female.

2. Until the beginning of 2021, Slovenia passed seven so-called anti-corona virus legal packages to respond to the consequences of the epidemic and to reduce its negative effects. The first anti-corona virus package was passed on 2 April 2020, whereas the measures applied retroactively since 13 March 2020 and remained in force until the end of the first wave of the epidemic on 31 May 2020. In the second wave, the epidemic was announced on 19 October 2020 and lasted until 15 June 2021, the majority of measures were extended consistently with anti-corona virus laws.

3. The state reimbursed employers for salary compensation to temporarily laid-off workers, for workers who stayed at home to care for children due to the closure of schools and kindergartens and for those who stayed at home due to their inability to travel to work. All of these workers were eligible for minimum 80% wage allowance. The maximum amount was the gross amount of the average wage in 2019, i.e. EUR 1,753.84, and the minimum amount of was the minimum wage (gross EUR 940.58). For all the above mentioned categories of workers, employers were relieved of paying their social security contributions. On the basis of claims sent by employers until including April 2021 for the period from March 2020 to June 2021, wage reimbursement for temporarily laid-off workers was given to 214,517 workers, of which 87,103 were women (40.6%).

4. Large family allowance increased in 2020 and 2021, where families with three children received EUR 100 higher annual allowance (EUR 504.48), families with four or more children received EUR 200 higher allowance (EUR 691.52). Other measures to help families were also adopted, i.e. solidarity allowances for various categories of beneficiaries. Pensioners, whose pension is lower than EUR 700, received solidarity allowance twice (in the amount of EUR 130, 230 or 300, depending on the pension amount), beneficiaries with financial social assistance and income support (EUR 150) and students (EUR 150). Workers who lost their jobs due to the epidemic and were not entitled to unemployment benefit received a temporary financial assistance in the amount of EUR 513.64 per month (until the end of the epidemic at the latest). The state also subsidies shortened working hours in the scope from five to twenty hours per week and the temporary lay-off in all industries for a month upon the declaration of the end of the epidemic and introduced tourist vouchers for all Slovenian inhabitants (for adults in total amount of EUR 300 and EUR 100 for minors). There were 20,393 people whose working hours were shortened due to the situation or 41.2% women. Some tax-related measures were also adopted for taxable people, for instance, the suspension of taxes or payment of taxes in instalments, and exemption from payment of prepaid income tax and personal income tax.

5. With regard to violence against women, the police posted several texts and videos on its website and social media pages such as Facebook and Instagram, calling for tolerance in mutual relations and pressed neighbours to report any detected domestic violence; the police continued this activity in the second wave. The police also raises awareness about the unacceptability of violence via newspapers and television, replies to journalist questions and issues press releases, where it clearly emphasises that despite the pandemic the police always responds to each call and is available 24 hours a day, every day of the year.

6. The work and access to courts were appropriately adapted to the situation during the epidemic. Measures taken due to the epidemic did not limit the access of women and girls to judicial protection. Court operations were mainly digitalised (use of e-mail, the eSodstvo (e-Judiciary) portal, video conferences, etc.), all work done in physical form (on site) was implemented according to the measures used to prevent the spreading of the infection. During the epidemic courts worked in limited scope and carried out only urgent hearings, including investigations and trials in criminal matters, where the accused were deprived of their liberty and in procedures connected to sentencing, civil matters involving procedures in accordance with the Domestic Violence Prevention Act, enforcement cases in connection to child protection procedures.

7. In the field of social assistance programmes, where personal contact with clients was limited due to the epidemic, service providers adapted their activities and were available to clients via telephone or e-mail. Accommodation programmes continued to be implemented without change, with consideration for the instructions from the National Public Health Institute (NIJZ). The MLFSA motivated all service providers to strengthen their counselling services and upgrade them in various ways to approach clients and pro-actively make contact with clients in time, when their problems and distress were even greater, especially without the provided proper support. They continued their work with ICT services. They were also asked to publish their contact data in various different ways and on as many websites possible.

8. During the epidemic the MLFSA published a tender for the implementation of projects to mitigate or eliminate social distress of the most vulnerable groups of people caused by the COVID-19 epidemic. The tender aims to co-finance projects offering various approaches in fields such as psycho-social counselling, awareness raising, providing information, field work, guaranteeing support to clients, establishing new safe points, digital solutions for resolving problems and ensuring crisis accommodation for target groups. The target groups of the tender also include domestic violence victims. Since 1 January 2021, the telephone number for domestic violence victims, which is available 24 hours a day, is also co-financed.

9. In the area of women's and men's health, a major focus is on screening for the early detection of colorectal, breast and cervical cancer and improving reproductive health. Women's reproductive healthcare was provided throughout the epidemic, with the exception of the brief interruption of some services during the first wave of the epidemic, which included a few weeks when the national cervical and breast cancer screening programmes (ZORA and DORA) were suspended. However, most of the delays in the programmes were resolved in the first year. Preventive health care for pregnant women was practically normal, with the exception of the Preparation for Childbirth and Parenthood courses, which were interrupted in many places due to the redeployment of staff to epidemic-related tasks.

5. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

*In the narrative report, please provide brief reflections on how you plan to address these priorities. In doing so, countries are encouraged to reflect on how their future actions will build on lessons learned from past successes and setbacks (3 – 5 pages).*

*In the online survey, you will be asked to choose up to five priorities from the list below:*

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls**
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights**
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)**
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)**
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Promoting gender equality as part of environmental sustainability, climate change adaptation and mitigation strategies
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing discriminatory social norms and gender stereotypes**
- Other, please specify: Empowerment of women and girls and gender equality in international development cooperation and humanitarian assistance, international operations and missions, other peace efforts and other international activities.**
- None of the above

The Beijing + 25 Review Report prepared by the European Institute for Gender Equality in 2020 noted that new challenges have emerged in the recent period that Slovenia needs to address in

the future, such as gender bias and artificial intelligence, new forms of violence against women and girls (cyber violence) or reversing progress by going back to the past with organised campaigns against gender equality. The new national plan for gender equality largely (adopted in 2023) considers the recommendations made on the challenges to be addressed in the coming period, taking into account the proposals of the ministries as promoters of action.

In its Development Strategy 2030 Slovenia has set itself a major task: to improve the index by more than 10 percentage points and reach the target index value of 78 points in 2030. This requires setting challenging targets, especially in those areas that have remained a major challenge for a long time (segregation, the care gap, etc.), while at the same time improving the situation in those areas where the situation has worsened again compared to previous results.

Gender equality is also indirectly affected by the socio-economic trends facing most developed European countries, which are dominated by demographics or population ageing and changes in the labour market (increasing flexibility and atypical forms of work, precarious work, etc.). Despite certain measures to mitigate these effects, women, who are predominantly in temporary and part-time employment, are more negatively affected. Systemic measures are therefore also needed to equalise the situation of men and women in the areas of population ageing, promoting the creation of quality jobs and ensuring decent, safe and healthy work.

Gender segregation is one of the main factors behind the gender pay gap in all sectors. There has been a trend towards an increasing gap until 2019, after which it has fallen again. One of the major challenges is to reduce the gap in the activities where the differences are highest. In 2020, the largest wage gaps were in financial and insurance activities, at 24.2%, and in health and social work, at 21.5%. In order to reduce the pay gap, the efforts of the Slovenia will focus on the transposition and implementation of the EU Directive on the reinforcement of the application of the principle of equal pay for equal work or work of equal value for men and women through pay transparency and enforcement mechanisms.

Slovenia will need to do more to tackle segregation in education and thus in the labour market. The gender-biased valuation of work in sex-segregated activities makes the concentration of women and men in different sectors and activities one of the factors that exacerbate gender inequalities. For example, women are significantly under-represented in STEM and research curricula and professions, and in leadership positions at all levels of education. On the other hand, women are clearly predominant in areas such as childcare and elderly care, early childhood education, social care, the health sector and unpaid work. As a consequence, men are significantly more present in higher valued occupations involving new technologies or ICT. Thus, Slovenia is lagging behind in terms of a highly educated workforce, mainly due to the high share of tertiary educated women, while at the same time the problem is to ensure a sufficient number of young people with the appropriate skills to meet the challenges of development.

In Slovenia, reconciliation of private and professional life is an important part of family policy and a key factor in promoting equal opportunities for women and men in society. Work-life balance is thus well regulated at institutional level, but it is made more difficult by the fact that women still perform significantly more unpaid work than men. In Slovenia, although women are present in the labour market in almost the same proportion as men and work mostly full-time, they do most of the care work (caring for the household, children, the elderly, the sick). According to research, the care gap between the sexes has widened in the face of the covid pandemic, although younger generations of men are more involved in the sharing of care and household responsibilities. Increasing men's role in childcare and other necessary care, and employers' support for family-friendly policies remain among the key challenges of the new resolution.

Developing a public long-term care network and providing formal care services that are affordable and locally accessible to all, with informal care only for those who explicitly want it, remains a priority. However, it is important to ensure that the care gap does not widen, as women already do most of the care work for the elderly.

Achieving gender balance in political, economic and other decision-making remains an unfinished task. Although Slovenia has made the most progress in the country rankings since 2005, precisely in terms of power, thanks to the introduction of a mandatory minimum gender quota on candidate

lists, it has become clear that no real structural shifts have taken place in the years following the adoption of the legislation introducing so-called legislative quotas. It was not until 2022 that significant changes in political decision-making positions took place, with the highest ever number of women elected in national and local elections. Nevertheless, progress in political decision-making positions, especially at local level, remains very slow and far from balanced. More attention will also be needed to achieve balanced representation in companies. The adoption of the EU Directive on ensuring gender balance among directors of listed companies and related measures is an important commitment for companies to take steps towards a more gender-balanced composition of decision-making bodies.

Zero tolerance of all forms of violence against women and girls remains one of the main thrusts of the new programme. Violence against women and girls is one of the main obstacles to achieving equality between women and men and one of the most widespread human rights violations in Slovenia. The crisis situation created by the outbreak of the covid pandemic has had an impact on the increase in violence in intimate partner relationships and has highlighted the need to adopt measures that specifically address the most vulnerable groups in society and ensure that victims do not deal with violence and its consequences alone or with the help of friends and family. Amendments and additions to the Criminal Procedure Act have made a significant contribution to putting the victim at the forefront, preventing or mitigating secondary victimisation, feelings of discomfort, fear and other unpleasant emotions, providing adequate information, referring the victim to relevant NGOs where necessary, explaining the possibilities of pursuing a property claim, free legal aid and other information needed. However, more needs to be done to prevent violence against women and to ensure that access to justice is even more victim-centred. The Council of Europe Istanbul Convention is the starting point for standards in the effective fight against violence against women. Newly adopted Resolution on the National Programme for the Prevention of Domestic Violence and Violence against Women (2024 – 2029) recognizes key fields where deficiencies or poor performance in the field of prevention of violence against women and domestic violence have been detected. The new strategic document extends the scope to all forms of violence against women, as it includes measures to implement the provisions of the Council of Europe Istanbul Convention. The new resolution will also focus on ensuring a quality, safe and healthy learning and working environment free from violence and harassment, in accordance with the provisions of ILO Convention No. 190 and taking into account, as appropriate and consistent with domestic law and existing domestic measures, the non-binding guidelines of the accompanying ILO Recommendation No. 206.

There are also a number of challenges in the area of health. Women live fewer healthy years of life on average than men, but live longer on average than men. Achieving a good quality of life for all generations will require raising awareness of the importance of healthy lifestyles and mental health, preventing risky behaviour, especially among certain groups of men, strengthening prevention and reducing health inequalities, with particular attention to vulnerable groups of women and men with different personal circumstances. It is also essential to strengthen the level of care for women's reproductive rights and health, to strengthen prevention, which is weak, particularly because of the shortage of gynaecologists and gynaecologists at primary health care level, and, in this context, to pay particular attention to young people and to the preservation of public health. With regard to reproductive rights and women's health, girls and women from socially deprived families are a particularly vulnerable group, and access to certain basic commodities, such as menstrual hygiene products, should also be given special attention. The introduction of free menstrual hygiene products in public facilities would help to prevent female poverty and break down taboos and stigma in the area of women's reproductive health.

In the area of foreign policy, Slovenia will continue to support efforts to promote gender equality and the empowerment of women and girls, and to uphold high standards of human rights for women. To this end, a new foreign policy strategy will be prepared, which will place feminist foreign policy as a cross-cutting theme. Ensuring successful gender mainstreaming in international development cooperation and humanitarian aid will continue to be an important challenge, as will the implementation of the Agenda on Women, Peace and Security. Particular

attention will be paid to measures to protect women and girls from sexual violence in situations of armed conflict, crisis and contemporary security threats.



## *Progress across the 12 critical areas of concern*

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

### **Inclusive development, shared prosperity and decent work**

#### **Critical areas of concern:**

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

#### **6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. Where appropriate, please also report on your engagement or intention to engage in the Global Accelerator on Jobs and Social Protection. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced / strengthened gender-responsive job creation and active labour market policies (e.g. education and training, skills, subsidies)**
- Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other, please specify:
- None of the above

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

Slovenia is offering a program for enhancing women entrepreneurship, which includes:

- Free online ABC entrepreneurship training (5 different entrepreneurial modules) via SPOT Counseling points – conducted twice a year, open to all entrepreneurs, free of charge.
- Implementation of a competition to obtain financial incentives for the best business model and its presentation by female entrepreneurs, available only to female entrepreneurs who have completed the ABC training.
- Videos and presentations of successful female entrepreneurs participating in the public competition - incentives amounting to EUR 3,000 and free individual mentoring.
- The support for the event 500 Female Entrepreneurs: <https://500podjetnic.si/>
- A catalog of female entrepreneurs, featuring all female entrepreneurs included in the program.

Results: over 100 female entrepreneurs included in the program every year

Details about the supportive environment for female entrepreneurs can be found at: <https://www.podjetniski-portal.si/programi/podjetnice>

**7. In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Specific examples of how the increase in unpaid care and domestic work during COVID-19 pandemic was addressed are encouraged. Where appropriate, please also report on your engagement or intention to engage in the Global Alliance for Care. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)**
- Expanded childcare services or made existing services more affordable
- Expanded support for older persons, persons with disabilities and others needing intense forms of care**
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave**
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work**
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other
- None of the above

**Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)**

In national accounts statistics, we have not worked on the development of the estimate of unpaid domestic work in the last five years. However, we have followed and participated in the revision

of international macroeconomic statistics standards and one of the many topics has been unpaid domestic work. European national accounts statistics will face a number of challenges in the next medium-term period, but the development of an estimate of unpaid domestic work is not considered as one of them.

The revision of the System of National Accounts (SNA), which started in 2020 and will be completed by summer 2024, will be followed by the revision of the European System of Accounts (ESA). European countries will have to implement the new developments in a coordinated way in accordance with the harmonised European revision policy in 2029. The volume and complexity of the innovations introduced by the new standards on the one hand, and the relatively short time available for their implementation on the other hand, require a prioritisation of the tasks.

Agreement on the implementation of the tasks relating to the central framework of national accounts and as such affecting the most important macroeconomic aggregates such as GDP and GNI is crucial. There are additional topics that are not part of the central framework of national accounts. These include unpaid domestic work. European statistical office Eurostat has prioritised these additional topics into three categories; the treatment of unpaid domestic work has been placed in the third, lowest priority group of tasks. Here, topics of relatively lower relevance to Europe or falling thematically into a different statistical domain are grouped together. Thus, Eurostat recommends that consideration be given to the development of an estimate of unpaid domestic work in the social statistics. In line with this recommendation, we initiated a new survey on time use and conducted a pilot study in 2019 to meticulously assess every aspect of the statistical data processing. Despite the successful completion of the pilot study, the execution of the main survey slated for 2020 was regrettably postponed due to the unforeseen circumstances surrounding the COVID-19 pandemic.

#### **Expanded support for older persons, persons with disabilities and others needing intense forms of care**

In April 2022, changes to personnel norms were adopted in nursing homes and special social care institutions, which will gradually increase until 2030. By 2030, the number of employees in nursing homes will increase by 46% compared to the personnel norm before the adopted amendment of legislation, and in special social care institutions by 30%. Overall, by 2030, the number of employees in the existing network of contractors will increase by more than 2,200 jobs.

With the aim of supporting institutional care providers, their employees, protecting vulnerable groups involved in institutional care and improving their living conditions through investments we ensure: expansion of the network of nursing homes and special social care institutions (with an emphasis on smaller units supporting the objectives of deinstitutionalization); improving living and working conditions in existing institutions (abolishing rooms with several beds, adapting the living environment to modern concepts of working with users) and, in particular, improving working conditions in case of infections (establishment of spatial possibilities for the provision of safe care in accordance with the guidelines for infection prevention and control).

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

In 2018, the Act on Amendments and Additions to the Act on Parental Care and Family Benefits introduced a new way of using paternity leave that is simpler, more transparent and more flexible, while the duration of paternity leave and the amount of the allowance remain unchanged. Fathers could take all 30 days of paternity leave together, with a minimum of 15 days to be taken at any time from the birth of the child until at the latest one month after the expiry of the parental leave in a cumulative series or parental allowance, and the remainder until the completion of the first year of primary school. 30 days of parental leave has been introduced for adoptive parents or persons entrusted with the care of a child for the purpose of adoption in accordance with the rules governing family relationships for a child who has already completed the first year of primary school and is under 15 years of age.

In 2019, the Act on Amendments and Additions to the Act on Parental Care and Family Benefits extended paternity leave for fathers who give birth to twins or more children born at the same time by an additional 10 days for each child. Paternity leave was also extended by an additional

10 days for each additional child in the event of the adoption of twins or several children born at the same time or several children of different ages up to the completion of the first year of primary school of the eldest child. The right to parental leave has also been introduced for foster parents when a child over 11 months of age who has not yet completed the first year of primary school is placed in a foster family under the rules governing primary school, and the foster parent is entitled to 30 days of parental leave.

The minimum payment for maternity, paternity and parental benefits has been raised to the basic amount of the minimum income. This amount has also started to be taken into account for the missing months if the claimant has not been insured for the entire period (full 12 months) taken into account in calculating the amount of the allowance. The amount of the allowance has also been increased for claimants who are not insured for parental care on the day before the leave, but who have been insured for parental care for at least 12 months in the last three years. Again, the base amount is the basic amount of the minimum income, increased by EUR 20 gross for each month of insurance during the last three years, up to a maximum of EUR 340 gross. Maternity, paternity, parental and breastfeeding allowances are no longer adjusted.

The Act amending the Parental Care and Family Benefits Act provides that, after 1 January 2021, the Republic of Slovenia shall guarantee to part-time beneficiaries the payment of social security contributions up to the full working obligation, from a pro rata share of the average of the last 12 salaries (the same calculation applies to maternity benefits), but not less than a pro rata share of the minimum wage. Until then, the Republic of Slovenia has guaranteed the payment of social security contributions up to the full working age on a pro rata share of the minimum wage.

The Parental Care and Family Benefits Amendment Act 2022, which entered into force on 1 April 2023, introduces 60 days of non-transferable parental leave for fathers. The amendments to the law will entitle each parent to 160 days of parental leave with 100% pay, of which 60 days will be non-transferable for each parent. The paternity leave, which must be taken by the father within the first three months after the birth of the child with 100% compensation, lasts for 15 days. The period of part-time work for childcare purposes has been extended until the child reaches the age of eight in the case of care for two children (previously it was until the end of the first year of primary school). Part-time work for childcare purposes may now be taken up by both parents at the same time, but may not exceed 20 hours per week. In the case of the right to pay contributions for the care of four or more children, contributions are payable from the minimum contribution base for the calculation of contributions on wages and wage compensation referred to in Article 144(4) of the Pension and Disability Insurance Act and not more than the minimum wage.

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

To encourage the participation of men in unpaid care and domestic work the Ministry of Labour, Family, Social Affairs and Equal Opportunities implemented the project Action Dad. The main goal of the project was to reduce gender stereotypes in the field of work-life balance and to promote gender equality in parental responsibilities, with an emphasis on active fatherhood. The main activities of the project were capacity building, pilot testing of work/life balance measures for employed fathers and awareness raising campaign. The main target groups were men as (future) fathers, employers, social care and health care experts, policy makers and general public. The project lasted 30 months, from 1st March 2020 to 31st August 2022 and was implemented on different levels: between (future) parents, between employers, between workers in the fields of health, midwifery and social work, and the general public.

Overall goal of the project was the reduction of the deep-rooted inequalities that still persist between women and men in relation to paid/unpaid work, the uptake of family related leaves and to enable people with caring responsibilities to better balance their work with family commitments. The project was financially supported by the European Commission under the Rights, Equality and Citizenship Program 2014-2020.

## 8. **In the past five years**, what actions has your country taken to reduce the gender digital divide?

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Mainstreamed gender perspectives in national digital policies**
- Introduced or strengthened programmes to provide universal meaningful connectivity for women and girls, especially for underserved areas
- Taken measures to remove the discriminatory barriers faced by women and girls to access, use and design digital tools (e.g. costs of devices and data, lack of skills, safety, restrictive social norms)
- Taken measures to support the creation and expansion of safe, affordable, accessible, relevant and inclusive public and private digital tools and services
- Introduced or strengthened programmes to increase the digital literacy and skills of women and girls
- Taken measures to promote gender-responsive STEM education
- Taken measures to create conditions for gender-responsive digital learning environments
- Applied gender-responsive and human rights-based standards for data collection, use, sharing, archiving and deletion
- Other, please specify: \_\_\_\_
- None of the above

### **Mainstreamed gender perspectives in national digital policies**

In March 2023, the Slovenian government adopted the Digital Slovenia 2030 Strategy as the umbrella strategy in the field of digital transformation to determine the key strategic development directions for the future of the country. It integrates individual sectoral strategies into a single strategic development framework. Digital Slovenia 2030 considers the ambitions and principles of the EU and at the same time focuses on Slovenia's key challenges in digital transformation, and thus identifies six priority content areas for digital transformation: (i) Gigabit infrastructure; (ii) Digital Competences and Inclusion; (iii) Digital transformation of the economy; (iv) Path to a Smart Society 5.0; (v) Digital public services, and (vi) Cybersecurity. The Digital Slovenia 2030 strategy is human- and environment-centred. It highlights the principles of the European Declaration on Digital Principles and Rights and it also includes additional specific principles, such as: (i) general awareness of the importance of digital transformation; (ii) the internet as a strategic tool for digital transformation; (iii) the protection of a free open internet; (iv) the pursuit of cross-sectoral synergies; (v) the use of the Slovenian language and the preservation of cultural identity, and (vi) the promotion of research and development of digital technologies and their use. The vision of the Digital Slovenia 2030 strategy is to improve the quality of life of the Slovenian population in a sustainable and trustworthy way through the digital transformation of society, the state, local communities, and the economy. The overarching goal of the strategy is to promote the digital transformation of Slovenia in all segments - society, state, local communities, and economy. The Digital Slovenia 2030 strategy sets out targets with indicators for each of the priority content areas.

### **Statistical data:**

Overview of usage of ICT in Slovenia

In 2023, among residents of Slovenia aged 16–74 years there were 51% men and 49% women. 98% of women (99% of men) were using mobile phones in 2023 (97% women, 98% men in 2019). The share of smartphone users was the same for both genders – 87% (81% women, 79% men in 2019).

90% of 16–74-year-olds used the Internet in the last 3 months; 91% men and 90% women.

	2019			2023			2019–2023
	TOTAL (%)	Men (%)	Women (%)	TOTAL (%)	Men (%)	Women (%)	Women Growth rate (percentage points)
<i>In the last 3 months before interviewing</i>							
<b>Internet usage</b>	83	84	<b>82</b>	90	91	<b>90</b>	<b>8</b>
<b>Sending or receiving e-mail</b>	72	72	<b>72</b>	81	82	<b>81</b>	<b>9</b>
<b>E-banking</b>	47	46	<b>48</b>	61	63	<b>59</b>	<b>10</b>
<b>Finding information about goods and services</b>	70	71	<b>69</b>	77	77	<b>76</b>	<b>8</b>
<b>Participation in social networks</b>	52	51	<b>53</b>	63	61	<b>66</b>	<b>13</b>
<b>Conducted learning activities over the Internet</b>	23	22	<b>24</b>	35	33	<b>37</b>	<b>12</b>
<b>Purchasing online</b>	45	45	<b>44</b>	53	53	<b>54</b>	<b>10</b>

#### *Usage of public authorities' websites or apps*

In 2023, 72% of 16–74-year-old women used public authorities' websites or apps in the last 12 months before interviewing (56% in 2019). These services were used by 70% of men in 2023 (50% in 2019).

#### *Digital skills*

In 2023, the residents (16–74-year-olds) had the following levels of overall digital skills:

- 19% above basic (17% women, 21% men),
- 28% basic (29% women, 26% men),
- 21% low (21% women, 20% men),
- 13% narrow (12% women, 14% men) and
- 6% limited (7% women, 6% men).

13% of residents (14% women, 13% men) had no digital skills. There were no major gender differences in mastering the digital skills. Men had slightly higher above basic overall digital skills.

The data indicate no major digital gender divide. When it comes to carrying out individual activities via the Internet, women are slightly greater users than men.

### **9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?**

*In the narrative report, please provide details on the evolution of public and private finance mobilized to advance gender equality, monetary and trade policies, as appropriate, as well as any effects of fiscal consolidation / austerity measures, such as cuts in public expenditure or public sector downsizing, on women and men, boys and girls. (2 pages max.)*

*In the online survey, you will be asked whether your country has introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years (YES/NO). If YES, you will be asked if assessments on their impact on women and men, respectively, been conducted before or after the measures were put in place (YES/NO).*

In the field of taxation, the principle of equality is pursued, which means that all provisions of tax legislation are gender neutral and is linked only to the economic strength of the individual. The implementation of the BPfA did not have an impact on the area of tax policy, as the basic tax principle is followed when preparing changes to the legislation, i.e. equal treatment of all taxpayers.

In the last years the focus of fiscal policy was on the measures to minimise possible negative effects of the pandemic (COVID-19), energy and inflation crisis on economy and households. With adopted measures we among others supported vulnerable groups (for example additional child allowances, special allowance for pensioners, regulation of energy prices for households etc.) as well as economy (subsidies to companies because of high energy prices).

The general approach we also pursue is equal treatment of gender. A social protection system is systematically integrated in the policy. For example, we support women to re-enter into the labour market after the maternity and parental leave with the possibility of part-time working while all social security contributions are being paid. In the past five years we had no austerity measures. The public expenditure has increased from 43.5% of GDP in 2018 to 47.2% of GDP in 2022, because of crisis measures.

## **Poverty eradication, social protection and social services**

### **Critical areas of concern:**

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

### **10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship, access to markets, and business development activities**

- Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty**
- Other, please specify**
- None of the above

### **Supported women's entrepreneurship, access to markets, and business development activities**

Supporting Women's Entrepreneurship: the role and importance of women's entrepreneurship in the society is extremely important, as it represents a major potential for economic growth and job creation. Supporting women's entrepreneurship through training, mentorship, and access to finance can help them start and grow businesses and improve their economic prospects. In Slovenia we have been implementing programmes to promote women's entrepreneurship for many years and will continue to do so. The promotion of women's entrepreneurship will be therefore funded from the state budget under Development of a supportive environment for small businesses, as well as under the new Financial Framework for the period 2021–2027.

### **Introduced/strengthened low-cost legal services for women living in poverty**

With the aim of providing access to justice to the most vulnerable in society, many of them being women and girls, Slovenia has introduced a system of free legal aid (hereinafter referred to as FLA). Free legal aid is regulated by the Act on Free Legal Aid (Official Gazette of the Republic of Slovenia, No. 96/04 - official consolidated text, 23/08, 15/14 - decree of the European Court of Justice, and 19/15). The right applies to the court proceedings as well as to out-of-court settlement of disputes. Beneficiaries of the free legal aid may also be exempted from the payment of all court fees, which must be requested from the court no later than when the first court fee payment order is received. The application must be accompanied by a decision granting the free legal aid. A person is entitled to the free legal aid if, in the light of his or her financial situation and that of his or her family, he or she would be unable to meet the costs of the court proceedings or the costs of legal aid without detriment to his or her own or his or her family's social situation<sup>1</sup>. A person entitled to such assistance may use it to cover all or part of the costs of legal aid and exemption from the costs of legal proceedings.

Women who are victims of domestic violence, regardless of their financial situation, have the right to free legal aid under the Law on Free Legal Aid and the Law on Prevention of Domestic Violence. The granting of free legal aid is conditional on a risk assessment issued by the Social Work Centre at the time of the first interview with the victim. The victim can choose her own lawyer or can be assigned one by the court.

### **Other**

In 2021 Slovenian government adopted The Recovery and Resilience Plan which is a national programme of reforms and investments to mitigate the economic and social impact of the covid-19 pandemic in Slovenia. The actions we plan to take by 2026 will support long-term sustainable growth and address the challenges of the green and digital transition. The plan integrates gender equality and equal opportunities for all at all stages of its preparation, which will be ensured also in the implementation of the envisaged reforms and investments. Under the "NextGenerationEU" Recovery Facility, Slovenia will be able to benefit from an indicative amount of 5.7 billion EUR.

For individuals and families who cannot provide themselves with material security because of circumstances beyond their control, social security is provided through social security benefits, i.e. the Financial social assistance and Income support. If individuals or families are unable to cover the costs of food and basic groceries, they can already apply for Financial social assistance and the Income support. Individuals and families are also assisted through various forms of subsidies and reduced payments, which they can apply for at their local Social Work Centre. If a person receiving Financial social assistance or the Income support urgently needs help from another person to carry out the basic needs of life and does not receive an allowance for care and assistance under other rules, he or she may also be entitled to an allowance for care and

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<sup>1</sup> This is met if the monthly income of the applicant or the average monthly income per family member does not exceed twice the basic amount of the minimum income set by the Social Security Benefits Act.



assistance. Individuals and families are also assisted through various forms of subsidies and reduced payments - rent subsidy, reduced kindergarten fees, school meals subsidy, exemption from social welfare services (the beneficiary or the person responsible for maintenance is entitled to exemption from institutional (home) care)- which they can apply for at their local Social Work Centre. In 2019, 2022, 2023 and 2024, Financial social assistance and Income support were indexed with respect to the price index for basic necessities. In 2019, 2020, 2022, 2023 and 2024, the income limits for child benefit, reduced kindergarten fees, the state grant and the school meals subsidy were indexed with respect to the price index for basic necessities.

## **11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. In answering this question, countries are encouraged to reflect on any lasting, gender-responsive social protection innovations adopted in response to the COVID-19 pandemic. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Introduced or strengthened cash transfers for families with children that prioritize women as recipients (e.g. child benefits, family allowances, conditional or unconditional cash transfers)
- Introduced or strengthened social protection for women of working age (e.g. unemployment benefits, public works programmes, social assistance)**
- Introduced or strengthened social protection for older women (e.g. expansion of social pensions, moratoriums, inflation adjustment, introduction of pension credits for caregivers)
- Extended social protection to women in informal employment (e.g. subsidies for participation in contributory schemes; inclusion in non-contributory schemes)
- Improved access to social protection for other groups of marginalized women (please refer to groups listed under Q3)**
- Other, please specify Psychosocial Programmes: Support for families in risky and/or high-conflict situations**
- None of the above

### **Introduced or strengthened social protection for women of working age (e.g. unemployment benefits, public works programmes, social assistance)**

In 2018, the Act on Amendments and Additions to the Act on Parental Care and Family Benefits abolished the temporary austerity measure in the area of parental care and family benefits, which was introduced by the Act on Balancing Public Finances and extended in Article 112a of the Act on Parental Care and Family Benefits, namely the material census for eligibility for childbirth assistance (recipients mostly women).

The amendment introduced a new right, the right to assistance with the purchase of a vignette for large families. In 2013, a new toll class was introduced in the area of passenger car tolls (vehicles up to 3,500 kg maximum permissible weight), which covers vehicles with a height above the first axle of more than 1.30 metres. Many vehicles used by large families to meet their basic personal needs are also included in this category, which requires a 2B vignette, which is more expensive than the vignette for "classic" passenger cars, in order to use the toll network. In order to avoid an additional financial burden on large families and disabled persons, the proposed amendment has introduced a systemic right to assistance for the purchase of vignettes for large families.

In 2019, the Parental Care and Family Benefits Act was amended to raise the parental allowance due to parents who are not entitled to maternity, paternity or parental allowance because they are not insured for parental care or have not been insured for parental care for at least 12 months in the last three years to the basic amount of the minimum income (recipients mostly women).

Due to the alignment of Slovenian legislation with Directive 2011/98/EU, entitlement to family benefits is linked to the registered (permanent or temporary) residence of one of the parents and/or the child, and no longer only to the permanent residence.

The amendment also entitles both parents to a partial payment for loss of income when they start working part-time for the care and protection of the child as referred to in Article 79(3) of the Act, where the part-time work must be at least half-time per week.

The Act amending the Act on Parental Care and Family Benefits increased the amount of the partial payment for lost income to the gross minimum wage per month from 1 July 2021 (recipients mostly women).

If one parent or another person is caring for and looking after two or more children referred to in paragraph 1 of this Article, the amount of the partial payment for lost income shall be increased by 30%.

In 2019, 2022, 2023 and 2024, family benefits (parental allowance, childbirth grant, child allowance, large family allowance, child care allowance) were indexed with respect to the price index for basic necessities.

**Improved access to social protection for other groups of marginalized women (please refer to groups listed under Q3)**

As for improved access to social protection for marginalized groups in 2017, a network of 15 multi-generational centres was created under a public call for proposals, with the support of the Ministry of Social Affairs and Social Development and the EU Operational Programme, to implement projects aimed at preventing people from slipping into social exclusion and poverty. The total value of the proposals was EUR 8.625.000,00. The projects were completed in 2022.

The centres implemented a variety of prevention activities for target groups at high risk of social exclusion - families with a lower socio-economic status, single-parent families, the elderly, migrants, Roma, etc. According to reports, on average 70% of the users were women.

Multi-generational centres in local communities have provided a space for citizens or users to meet and receive information, and through their activities they have provided a variety of content aimed at empowering and strengthening diverse competences - social, health, cultural, financial, etc. The important role of the centres lies in the accessibility and availability of services and programmes, which is ensured through appropriate dispersion and the involvement of partners operating in different local areas. Particularly in smaller municipalities, they were closely linked to the local community, which made an important contribution to the quality of life of the people in these places, and they represented an important centre of social action and social inclusion of the different target groups.

In some groups, e.g., elderly woman, migrant women, there was an extraordinary need for the centre's services. Users started to join themselves in groups for self-help, socializing or acquiring competences based on recognized common needs, interests and acquired knowledge.

Among the groups at high risk of social exclusion, Roma was also targeted in five multi-generational centres, where they participated in various competence-building activities with the aim of increasing their integration, and where some of the activities were specifically aimed at strengthening the social inclusion of Roma families. Those activities were mostly attended by Roma woman and children. They attended discussion groups for Roma parents, holiday workshops and learning support for children and young people, job search training, literacy workshops for Roma children and parents, financial literacy workshops, workshops to promote the development of everyday life skills and courses in the use of ICT technology. Information, informal socialising, and individual counselling were also provided for members of the Roma community. In the period 2017-2022, around 10,000 hours of activities involving Roma were carried out.

The projects also played an important role in the integration of foreigners in the regional environment, as the demand for language courses and other integration activities is growing rapidly. Immigrant women were highly involved in these activities. Educational workshops, intercultural gatherings, discussion meetings, etc. were held. Volunteers and professionals provided individual educational assistance to immigrant children daily, and at the same time,

numerous activities were held within the centres for migrant women, children and young people with fewer opportunities, special needs and those who come from families in which weak parenting skills were detected. In the period 2017-2022, around 13,000 hours of activities aiming at integrating migrant and refugee families were carried out.

The centres also carried out activities on domestic violence, but these mostly consisted of preventive lectures, as there was little response to more in-depth activities on such a sensitive topic. In the period 2017-2022, around 600 hours of activities on domestic violence were carried out.

In the years 2017-2022, all-together over 250,000 hours of activities and over 160,000 hours of informal socializing and information for vulnerable groups were carried out within the multigenerational centres. More than 150,000 users and over 4,000 volunteers were involved in the activities.

Due to the significant contribution that the activities of the multi-generational centres had for vulnerable target groups, the projects will be co-financed again in the years 2024-2029.

At the end of 2022 a pilot project of social activation was finished, therefore social activation was integrated into the social assistance system (within the framework of services provided by the social work centers).

The purpose of social activation programs is to strengthen the social inclusion of participants, to increase their employment opportunities, raise their motivation, to strengthen existing and acquire new social and functional competences to effectively deal with obstacles that prevent people from vulnerable target groups from entering the labor market.

People from the following target groups can be included in social activation programs: beneficiaries/recipients of financial social assistance, people registered as unemployed, temporarily unemployable people and inactive people with complex social problems (inactive people are those who can not be classified among the employed, nor even among the unemployed – e.g. housewives, who are not employed and are not actively looking for work).

Social activation programs are carried out by contractors, selected in a public tender. In the last public tender for co-financing of social activation projects, 20 projects were selected, within the framework of which a total of 195 social activation programs were implemented in 39 locations in Slovenia. The projects were implemented in the period from September 2019 to September 2022 and during this period a total of 2.852 people from vulnerable target groups were included in social activation programs.

Within the framework of social activation programs, a special set of programs was intended for women from other cultural backgrounds with language barriers. In the period from September 2019 to September 2022, 5 social activation projects were implemented for this target group, within the framework of which a total of 40 social activation programs were implemented in 8 locations in Slovenia.

A special set of programs was also intended for Roma women. In the period from September 2019 to September 2022, 3 social activation projects were implemented for this target group, within the framework of which a total of 25 social activation programs were implemented in 5 locations in Slovenia.

In 2023, social activation programs were not implemented, as the legal basis (amendment to the Social Assistance Act) for the implementation of the latter for a new financial perspective was being regulated and also a new public tender was being prepared. Public tender was published in March 2024. It is expected that the social activation projects, that will be selected in a public tender, will start to be implemented in September 2024.

**Other, please specify Psychosocial Programmes: Support for families in risky and/or high-conflict situations**

In 2021 Ministry of Labour, Family, Social Affairs and Equal Opportunities carried out a Public Call for Proposals for the financing of Psychosocial Programmes entitled: Support for families in risky and/or high-conflict situations from September 2021 to September 2022. The purpose of the programme was to provide families faced with various life situations that they could not cope with network of psychosocial assistance programmes in the form of workshops. The programmes of

psychosocial workshops addressed parents and other persons who carry out direct care for children with the following contents: recognition skills and the possibility of peaceful conflict resolution, establishing a safe and compassionate parental relationship, the consequences of divorce and the strengthening of competences, skills in facing the new reality (single-parent families), competences of insight into the causes of conflict relationships, skills solving conflict situations. 27 programmes of workshops were carried out annually, most of which included 8 workshops per programme. A total of 220 workshops were held.

You will also be asked about gender-responsive social protection innovations during the COVID-19 pandemic, with the following options to choose from:

- There was no significant social protection response to the COVID-19 pandemic.
- The social protection response to the pandemic was significant but did not spur any gender-responsive innovations.**
- The social protection response to the pandemic spurred gender-responsive innovations, but measures were mainly short-term.
- The pandemic spurred gender-responsive innovations as well as longer-term transformations of social protection to strengthen women's income security.

**The social protection response to the pandemic was significant but did not spur any gender-responsive innovations.**

The consequences of the Covid-19 epidemic and accompanying measures have left consequences on children and adolescents and their families. The lives of children and adolescents have changed, as they have been faced with numerous losses, interrupted routines and reduced social contacts, which are essential for their healthy personal development. In addition, distress in families with conflicting interpersonal relationships and with family members with mental disorders and addiction diseases has intensified. An increased risk of all types of domestic violence has been detected. Based on Act Determining Additional Measures to Prevent the Spread of COVID-19 and to Mitigate, Control, Ensure Recovery from and Eliminate Its Impact, the Ministry of Labour, Family, Social Affairs and Equal Opportunities provided an additional 10 % financing for the implementation of the content of counselling and assistance to vulnerable groups of existing and new users in Family centres facing problems and resulting from the COVID-19 epidemic. In 2022, 1958 additional hours of direct work with users or consulting hours were provided with the purpose of improving the ability to manage emotions, build a positive self-image and learn how to solve various problems.

Even though the implemented projects do not explicitly address girls and women with their activities they mainly influences on their social protection.

**12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Promoted women's access to health services through expansion of universal health coverage or public health services**
- Expanded specific health services for women and girls, including sexual and reproductive health services, maternal health and HIV services
- Promoted male involvement in sexual and reproductive health, including contraceptive uptake and responsible sexual behaviour
- Taken measures to support women's mental health, including access to specialized services and counselling

- Developed gender-sensitive approaches to the prevention and treatment of chronic and non-communicable diseases (e.g. cardiovascular disease, cancer, chronic respiratory disease, and diabetes)
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Taken action to expand access to health services for marginalized groups of women and girls (see list in Part Two: Priorities, achievements, challenges, and setbacks)
- Other, please specify
- None of the above

**Promoted women’s access to health services through expansion of universal health coverage or public health services**

To quality health care is essential for women and girls to lead healthy and productive lives. A key component of health is sexual and reproductive health, the cornerstone of which is the protection of sexual and reproductive rights. Therefore, all women and adolescent girls in Slovenia, including those from the most deprived areas, have access to primary reproductive health care, including to safe, effective, affordable and acceptable family planning methods (free contraception and the right to choose freely how to have children under the compulsory health insurance). Funding is provided from the government budget, namely from the public call for proposals for the co-financing of programmes for the protection and promotion of health.

**13. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Taken measures to increase girls’ access to, retention in and completion of primary and secondary education
- Taken measures to increase girls’ access to, retention in and completion of technical and vocational education and training (TVET) and skills development programmes
- Addressed barriers to successful school-to-work transitions for women and girls
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls**
- Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy**
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other, please specify

- None of the above

**Promoted safe, harassment-free and inclusive educational environments for women and girls**

The Ministry of Education approached to the preparation of the regulation of issue of sexual and other harassment and violence in the higher education area and is preparing a research with public universities about sexual and other forms of harassment and violence within the Slovenian higher education sphere. The results will be a starting point for necessary measures, identified in the research.

**Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy**

DigitALL

In 2023 we started with the pilot training in the field of ICT for women, which was intended for co-financing the implementation of pilot informal training sessions. These sessions aimed to contribute to the following objectives: raising digital literacy, increasing women's interest in ICT professions, reducing the gender gap in this field, and changing gender stereotypes and societal beliefs about the correlation between the female gender and technology. The target group was women over 18 years old.

Training program for children and youth

In 2023, the Ministry of Digital Transformation issued a call for proposals to co-finance training for children and youth to enhance digital competencies and promote and encourage STEM (science, technology, engineering, and mathematics) professions. The training programs for children and youth, as well as co-financing activities in the following three categories, were divided: ICT Content for girls and women, Advanced Digital Technologies, Enhancement of Digital Competences for Children and Youth.

**14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?**

*In the narrative report, please provide details of up to three concrete innovations, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information, with a focus on measures that have outlasted the emergency response. In doing so, countries are encouraged to reflect on lessons learned from the pandemic for ongoing and future crises. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

Until the beginning of 2021, Slovenia passed seven so-called anti-corona virus legal packages to respond to the consequences of the epidemic and to reduce its negative effects. The first anti-corona virus package was passed on 2 April 2020, whereas the measures applied retroactively since 13 March 2020 and remained in force until the end of the first wave of the epidemic on 31 May 2020. In the second wave, the epidemic was announced on 19 October 2020 and lasted until 15 June 2021, the majority of measures were extended consistently with anti-corona virus laws.

- The state reimbursed employers for salary compensation to temporarily laid-off workers, for workers who stayed at home to care for children due to the closure of schools and kindergartens and for those who stayed at home due to their inability to travel to work. All of these workers were eligible for minimum 80% wage allowance. The maximum amount was the gross amount of the average wage in 2019, i.e. EUR 1,753.84, and the minimum amount of was the minimum wage (gross EUR 940.58). For all the above mentioned categories of workers, employers were relieved of paying their social security contributions. On the basis of claims sent by employers until including April 2021 for the period from March 2020 to June 2021, wage reimbursement for temporarily laid-off workers was given to 214,517 workers, of which 87,103 were women (40.6%).
- Large family allowance increased in 2020 and 2021, where families with three children received EUR 100 higher annual allowance (EUR 504.48), families with four or more children received EUR 200 higher allowance (EUR 691.52). Other measures to help families were also adopted, i.e. solidarity allowances for various categories of beneficiaries. Pensioners, whose pension is

lower than EUR 700, received solidarity allowance twice (in the amount of EUR 130, 230 or 300, depending on the pension amount), beneficiaries with financial social assistance and income support (EUR 150) and students (EUR 150). Workers who lost their jobs due to the epidemic and were not entitled to unemployment benefit received a temporary financial assistance in the amount of EUR 513.64 per month (until the end of the epidemic at the latest). The state also subsidised shortened working hours in the scope from five to twenty hours per week and the temporary lay-off in all industries for a month upon the declaration of the end of the epidemic and introduced tourist vouchers for all Slovenian inhabitants (for adults in total amount of EUR 300 and EUR 100 for minors). There were 20,393 people whose working hours were shortened due to the situation or 41.2% women. Some tax-related measures were also adopted for taxable people, for instance, the suspension of taxes or payment of taxes in instalments, and exemption from payment of prepaid income tax and personal income tax.

- During the epidemic the MLFSA published a tender for the implementation of projects to mitigate or eliminate social distress of the most vulnerable groups of people caused by the COVID-19 epidemic. The tender aims to co-finance projects offering various approaches in fields such as psycho-social counselling, awareness raising, providing information, field work, guaranteeing support to clients, establishing new safe points, digital solutions for resolving problems and ensuring crisis accommodation for target groups. The target groups of the tender also include domestic violence victims. Since 1 January 2021, the telephone number for domestic violence victims, which is available 24 hours a day, is also co-financed.

As part of the active labour market policy (ALMP) measures, several training, education programs and employment promotion programs are implemented for all unemployed persons. In this case, the programs are not intended exclusively for women, but for all unemployed persons. Women can participate in all ALMP measures. Long-term data show that women's participation in most ALMP measures is half (or even more than half) that of men. The highest proportion of women participation is in training and education programmes (formal and non-formal education, on-the-job training). We observe a very good representation/participation of women in ALMP programmes, which in fact means that our actions have an indirect impact on their better integration into the labour market. We are committed to providing appropriate assistance to all disadvantaged groups in the labour market, according to their individual needs and with a view to increasing their employability, through additional practical training, education or job placement assistance, in cooperation with the social partners and youth representatives.

After the COVID-19 pandemic, in August 2022, within the Recovery and Resilience Plan, new program called "Faster Entry of Young People into the Labour Market" began to be implemented. The purpose of the program is to encourage faster and more stable entry of young people, including women, into the labour market and to encourage employers to hire unemployed persons up to and including 29 years of age who are registered in the unemployment register with the help of an employment subsidy. An employer who hires a young person for an indefinite period receives a monthly subsidy, which amounts between EUR 300 and EUR 420, and they can receive it for a maximum 18 months. Young people acquire new knowledge and competences within the framework of employment (acquiring digital competences is desirable), a mentor is available to them during employment, and the employer can also include young people in collective voluntary additional pension insurance. In this case, a young person receives a higher monthly subsidy of EUR 70 for employment. The aim of the program is to include 4.000 young unemployed persons by the end of 2024. EUR 27,360,000 from the funds of the Recovery and Resilience Mechanism are allocated for the implementation of the program.

## **Freedom from violence, stigma and stereotypes**

### **Critical areas of concern:**

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

**15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?**

*In the narrative report, please explain why your country considers these priority areas or contexts and how it has addressed them. Where relevant and possible, please provide data to support your responses (3-5 pages).*

*In the online survey, you will be asked to choose specific forms of gender-based violence that your country has prioritized from the list below:*

- Intimate partner violence, including sexual violence and marital rape
- Domestic violence committed by other family or household members**
- Sexual harassment and violence in public places, educational settings and workplaces
- Violence against women and girls facilitated by technology (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)**
- Femicide/Feminicide/gender-related killings of women and girls
- Gender-based violence against women in politics, including women's human rights defenders
- Gender-based violence in the media
- Gender-based violence in conflict-affected settings
- Child, early and forced marriages
- Female genital mutilation
- Trafficking in women and girls
- Other forms of violence or harmful practices (sexual violence and rape)**
- None of the above

**Domestic violence committed by other family or household members**

The Ministry of Labour, Family, Social Affairs and Equal Opportunities, together with the Ministry of Internal Affairs, the Ministry of Justice and non-governmental organizations, has been organizing a national conference on the International Day for the Elimination of Violence Against Women for two years in a row.

2022 - National conference on prevention and response to violence against women in Slovenia. We have presented the key issues and challenges we face in prevention and response on violence against women, the role of institutions and experts. The key questions we sought to answer were: how we can prevent violence, how we can provide adequate support to victims during procedure and what are the roles and responsibilities of judges, prosecutors, police officers, social workers, non-governmental organizations within the system?

2023 - Parenting and contact in cases of domestic violence. The focus of the conference was on: Introduction of the report on Custody, violence against women and violence against children, Introduction to the European parliament resolution of 6 October 2021 on the impact of intimate partner violence and custody rights on women and children, Presentation of NGOs' experiences on custody and visitation procedures in cases of violence against women and children, parental alienation etc.

The Ministry of Labour, Family, Social Affairs and Equal Opportunities has prepared several awareness leaflets and posters on the topic of domestic violence (4 leaflet with information for victims and perpetrators: Information for persons with experiences of violence; Information for persons who cause violence; Information on court measures under the Act on the Prevention of Domestic Violence; Restraining Orders; 1 leaflet and poster for elderly victims of domestic violence).



In 2023 (October to December), the Ministry of Labour, Family, Social Affairs and Equal Opportunities launched a campaign to raise awareness about violence against women and domestic violence.

**Violence against women and girls facilitated by technology (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)**

See answer under question 18.

**Other forms of violence or harmful practices (sexual violence and rape)**

During the reporting period, Slovenia paid particular attention in the area of legislative regulation to the offence of rape, which is addressed in Article 170 of the Criminal Code (hereinafter referred to as the CC-1). Pursuant to the Act on Amendments and Additions to the Penal Code (PC-1H), adopted on 4 June 2021, the first paragraph of Article 170 of the PC-1 was amended to provide that "Whoever, without the consent of the other person, causes the other person to have sexual intercourse or to engage in sexually equivalent sexual conduct, shall be punished.../.../." This has established a model of consent in the law on the subject, and no longer a model of coercion, i.e. it has established a model that 'only yes means yes (i.e., I do)'.

In addition, the addressing of statutes of limitation for such offences received special attention and consideration during the reporting period. The time limits for the prosecution of offenders are laid down in Article 90(1) of the CC-1, in such a way that the length of the limitation period starting from the date of the commission of the offence depends on the level of the prison sentence prescribed for the particular offence. However, Article 90(3) of the CC-1 provides that, in the case of offences against sexual integrity and offences against marriage, family and youth committed against a minor, the limitation period for the prosecution of the offence begins to run from the age of majority of the victim. Accordingly, the limitation period for the prosecution of offenders against the sexual integrity of minors is extended by the period from the commission of the offence until the age of majority of the victim.

Furthermore, on 5 March 2020, the Penal Code Amendment Act Amending Criminal Code (hereinafter referred to as CC-1F) was adopted, which added a new third paragraph to Article 95 of the Criminal Code, according to which the prosecution for the offences referred to in Articles 170 to 173 and the second paragraph of Article 174, second paragraph of the Article 175 and second paragraph of the Article 176, shall no longer be allowed if a period of time equal to three times the time limit set by Article 90, paragraph 1, of the CC-1 for the limitation of prosecution has elapsed since the commission of the offence.

**16. In the past five years, what actions has your country prioritized to address gender-based violence?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Introduced or strengthened violence against women laws, and their enforcement and implementation
- Introduced, updated or expanded national action plans on ending violence against women and girls**

- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)**
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing, socioeconomic rehabilitation)
- Introduced or strengthened strategies and interventions to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- Monitoring and evaluation of impact, including evidence generation and data collection**
- Introduced or strengthened measures for improving the understanding of the extent, causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls, including through the collection and use of data from different sources
- Other, please specify**
- None of the above

#### **Introduced, updated or expanded national action plans on ending violence against women and girls**

The Government of the Republic of Slovenia approved the proposal of Resolution on the National Programme for Prevention of Violence against Women and Domestic Violence (Resolution). The Resolution has also been adopted by the National Assembly of the Republic of Slovenia. The resolution sets out the goals, measures and key bodies responsible for the implementation of policies for the prevention and reduction of domestic violence. Its purpose will be to recognise key fields where deficiencies or poor performance in the field of prevention of violence against women and domestic violence have been detected, and to define objectives and measures for their improvement. Measures for the implementation of provisions of the Istanbul Convention will also be included. The key changes that we want to achieve by realising the objectives and accompanying measures after the Resolution expires are: (1) high quality, diverse and widely available programmes of assistance and protection of victims of domestic violence and women victims of violence, (2) improved protection, treatment, and situation of victims of such violence, (3) highly trained professional staff and experts who face the issue of domestic violence and violence against women in their work, (4) greater awareness in society about the issue and achieving a higher level of zero tolerance to such violence, (5) improved regulations in the field of prevention of domestic violence and violence against women, (6) provision of quality data about domestic violence and violence against women and (7) improved organisation in the fields of prevention of domestic violence and violence against women. All these goals are compliant with the fundamental European guidelines in the field of prevention and treatment of domestic violence and violence against women.

#### **Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)**

To raise awareness of the importance of strengthening women's access to justice, 32 professional trainings, discussions, consultations, and workshops related to this topic have been held for judges, state attorneys and prosecutors since 2018. Those addressed the following topics: runaway minors in living in harmful environments, domestic violence, mobbing, familiarization with European standards and legislation on violence against women and domestic violence, addressing the psychological aspect of persisting in violent relationships, online violence against women and girls through the prism of stereotypes and sexism, forced marriages of Roma girls, the fight against gender-based violence in the EU, the specificity of situations where victims of domestic violence are women from vulnerable groups, torn between tradition and crime, the topics of sexual criminality, coping with violence and (non)violent communication, et. al.

#### **Monitoring and evaluation of impact, including evidence generation and data collection**

Statistical Office has conducted a population survey on gender based violence in 2020. First release of data was available in 2022: <https://www.stat.si/StatWeb/en/News/Index/10159>;

More data are available in SiStat data base <https://pxweb.stat.si/SiStat/en/Podrocja/Index/53/quality-of-life> (Quality of life-Crime-Gender based violence)

#### Other

In 2023, the Government of the Republic of Slovenia adopted a Decision on the establishment of a Government Working Group to examine the state of effectiveness of the treatment of cases of all types of violence (domestic violence, femicide, sexual abuse of women and children, peer violence). The aim of the Working Group is to examine the state of effectiveness of the handling of violence in Slovenia and, on the basis of the findings, to make recommendations or proposals for measures to improve the effectiveness of the handling of such cases in the context of the tasks of the police and, indirectly, of the other entities involved in the prevention and handling of cases of all types of violence, to take appropriate action against perpetrators and to effectively protect victims.

The tasks of the Working Group is to identify measures to ensure effective and coordinated action by the police and other competent institutions in dealing with specific cases of violence, to prepare the basis for possible amendments and additions to the normative bases in the field of offence and criminal substantive and procedural law, and to identify new forms of violence related to immigration and the related challenges in dealing with violence. The tasks also include strengthening trust in state institutions and encouraging reporting of violence, as well as preparing the groundwork for updating education and training for police officer candidates, active police officers and other stakeholders involved in the process of dealing with cases of violence.

The working group is composed of representatives of the Ministry of Interior (the head of the working group is the State Secretary at the Ministry), the Police, the Ministry of Education, the Ministry of Labour, Family, Social Affairs and Equal Opportunities, the Ministry of Health, the Ministry of Justice and the Ministry of Digital Transformation. Representatives of the Supreme State Prosecutor's Office of the Republic of Slovenia and the Centre for Information, Cooperation and Development of Non-Governmental Organisations also participate in the work of the Working Group. The deadline for the fulfilment of the tasks of the Working Group is the end of 2024 at the latest. After this deadline, a more comprehensive report on the agreed activities related to the Working Group's work may be submitted.

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#### **17. In the past five years, what strategies has your country used to prevent gender-based violence?**

*In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Working with women, men, and couples to improve their skills in interpersonal communication, conflict management, and shared decision-making**
- Empowering women and girls to promote their economic independence and access to resources, and promote equitable relations within households, communities and society
- Alleviating poverty through interventions targeted at women or the household
- Create safe environments including schools, workplaces, and public spaces
- Promoting non-violent family relationships and positive parenting practices**
- Promoting positive gender-equitable attitudes, beliefs, values and norms, especially among men and boys
- Mobilizing community/faith/traditional leaders, politicians, opinion influencers, journalists, or media influencers (such as sport athletes or celebrities) to influence positive norms
- Raising public awareness to change attitudes and behaviours**

- Promoting gender-egalitarian values in primary and secondary education, including through comprehensive sexuality education
- Other, please specify
- None of the above

**Working with women, men, and couples to improve their skills in interpersonal communication, conflict management, and shared decision-making**

**Promoting non-violent family relationships and positive parenting practices**

Within the framework of integrated funds, the Ministry of Labour, Families, Social Affairs and Equal Opportunities finances the network of 12 programmes in support of the family in the years 2021–2025. Centres for families represent a space for socializing of different generations, a space for quality strengthening of the social roles of the individual, support in facilitating the reconciliation of family and professional life, improving mutual relations and parental competences, and a space for the exchange of good practices and positive experiences. Family support programmes are intended for children, adolescents and their families, as care for the healthy development of our young generation is a concern for the whole society. Family support programmes are recognized as very positive in the local environment, as they are free and accessible to everyone and are based on modern support concepts and Self-help. They provide space for informal socializing, educational and practical workshops on developing positive parenting; implementation of holiday activities for children and organised workshops for children and adolescents; counselling with the purpose of improving the ability to manage emotions, build a positive self-image, learn how to solve various problems, etc.

Although the implemented projects do not explicitly address girls and women, their activities have a major impact on improving their well-being outcomes.

Multigenerational centres, mentioned under Q11 carried out several activities on domestic violence, but these mostly consisted of preventive lectures, as there was little response to more in-depth activities on such a sensitive topic. In the period 2017-2022, around 600 hours of different activities on domestic violence were carried out.

**Raising public awareness to change attitudes and behaviours**

In October 2023 Ministry of Labour, Family, Social Affairs and Equal Opportunities (MLFSA) launched awareness raising campaign on prevention of violence against women and domestic violence Love doesn't hurt - stop violence against women and domestic violence! Promotional gadgets (badges and bracelets) were prepared in accordance with integrated graphic design and distributed to the general public. Campaign was supported by NGOs, experts, academia and also by different public figures, for example Tadej Pogacar (world's best Slovenian cyclist), members of music group Joker Out (Slovenian presenters at Eurovision 2023 contest), several well-known Slovenian actresses and actors, influencers etc. They promoted campaign on their social media profiles (Instagram and Facebook). Campaign took place online (digital advertising on social media and relevant websites – news media) and offline (20 billboards in high traffic areas across Slovenia). TikTok channel Love dos (not) hurt! has been established. Several events were organized to raise awareness on the issue of violence against women and domestic violence.

Ministry also prepared a poster and leaflet for the elderly - The elderly also experience domestic violence. The leaflet contains all relevant information (what is violence, who to contact and seek help, procedure, etc.). Ministry also reprinted 4 leaflets on domestic violence (Information for persons with experiences of violence; Information for persons who cause violence; Information on court measures under the Act on the Prevention of Domestic Violence; Restraining Orders).

As part of raising awareness about violence against women, Ministry of Labour, Family, Social Affairs and Equal Opportunities co-finances a project called "Fear House". In the Fear House, visitors were able to experience through real stories the fear of violence that women and girls experience every day at home, at work, in training, in a nightclub, on the street and online. The House of Fears is an innovative project developed to effectively raise public awareness, especially among young people, about different forms of violence against women and to encourage victims and witnesses of violence to seek help. Through imaginatively furnished spaces, real-life stories and light and sound effects, visitors are accompanied along the path of experiencing violence. The 15-minute experience leaves a heavy imprint and encourages

them to either report violence, stop it or become more active in the fight against all forms of violence against women. The Fear House was opened in October 2023 (in the run-up to Halloween) and was promoted through posters, social media activities and media outreach. The project contributed to raising public awareness and highlighting the issue of violence against women. The publicity attracted many young people to visit the project, effectively informing them about the increasingly "scary" phenomenon of online violence against women and girls.

**Project: 'In Her Skin' - The system through the eyes of a victim of domestic violence:** Slovenia has already taken important steps in the field of prevention of violence against women, together with NGOs and government institutions. In recent years, legislation has been significantly improved and measures to protect victims have been more detailed, but there is still a lack of a comprehensive social approach, where partnership between actors and a consistent and rapid response by institutions and authorities when domestic violence is detected play a key role. With increased media, professional and political attention, violence against women has become a recognised social problem, but awareness of this form of violence among professionals and the general public is still low compared to some other European countries.

That's why The SOS Telephone Association for Women and Children - Victims of Violence has created a project; a book entitled *In Her Skin' - The system through the eyes of a victim of domestic violence*. The aim of the project was to identify key gaps in the system of protection, support, identification and prevention of violence against women and girls (with a particular focus on the most vulnerable groups of women and girls victims of violence) and to increase the knowledge and sensitivity of decision-makers and individual authorities and their experts to act in a coordinated manner in an effort to reduce the incidence of violence against women, which is one of the most widespread human rights violations and a form of gender-based discrimination.

The book – which is a project in itself, brings together 23 stories of women of different ages, different social classes, different educational structures, different beliefs. Unfortunately, they have in common the fact that they are survivors of intimate partner violence or domestic violence. The SOS Telephone Association for Women and Children - Victims of Violence has decided to offer the Slovenian professional and general public a book that will give an insight into the painful experience of violence behind four walls, in a way that will allow those who have experienced it to speak out about it. Through these records, the reader will be confronted with what it means to be a victim of violence, how differently we can cope with this experience and how difficult it is to break out of the cycle of violence. The aim of the book is to show how victims of violence feel in the system, in the grip of institutions and during procedures that are usually difficult and exhausting for them. The stories also reveal that the end of a violent relationship does not necessarily mean the end of the abuse, but that violence often continues as the perpetrator tries to destroy the victim through the institutions. If the institutions fail to recognise this, which is not so rare, the victim is caught up in a whirlwind of abuse that is caused not only by the perpetrator but also by the system, the association notes. In the process of identifying systemic failures, they say, the voices of women who have lived through violence are crucial.

**18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?**

*In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those*

listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked to select specific actions from the list below:

- Introduced or strengthened legislation and regulatory provisions
- Collected data to better understand the magnitude of technology-facilitated violence, drivers and consequences
- Implemented awareness raising initiatives targeting the general public and education settings to sensitize young people, caregivers and educators to ethical and responsible online behaviour**
- Worked with technology providers to introduce or strengthen human rights-based design, development and deployment approaches to address technology-facilitated gender-based violence
- Strengthen the capacity of government actors for the development of policy and legislation, and their enforcement and implementation
- Other, please specify
- None of the above

**Implemented awareness raising initiatives targeting the general public and education settings to sensitize young people, caregivers and educators to ethical and responsible online behaviour**

In 2019 a media campaign has been running within the 'Click-off' (Odklikni) project, focusing on raising awareness about various forms of cyber violence, in particular violence that more frequently affects women and girls – cyber stalking and harassment; i.e., revenge pornography, (sexual) abuse by using false identities. This topic is presented in TV ads and promotional spots, leaflets, on posters, e-posters on city buses, a website (<http://odklikni.enakostspolov.si/>) and a mobile application Odklikni. This free application was developed primarily for young people to raise awareness about cyber violence and harassment, internet ethics and netiquette, measures for improved online security and safety, and steps for dealing with cyber violence and abuse.

In 2021 the project "Key online" focused on raising awareness of girls in primary and secondary schools through workshops to recognize cyber violence and harassment as well as informing them about help possibilities in the case of experiencing it. The project "The letters hurt" was an awareness-raising campaign addressing general public about gender cyber violence through posters in places, where young people spend their free time (night clubs, schools, bars) as well as with online interventions.

On 25 November 2021, International Day for the Elimination of Violence Against Women, Slovenian Presidency of the Council of the European Union organized a High-level Webinar: Building safe digital spaces for women and girls - Click off cyber violence!. The webinar was a great opportunity to address many issues related to cyber violence and harassment which is becoming ever more present in our society and to share mutual experience and best practices on how to build safe digital spaces for all, including women and girls.

Main conclusions were:

- There is a political will to address and combat cyber violence and there is an understanding that a gender perspective in combating cyber violence must be addressed.
- Europe is currently lacking a holistic framework to define and combat violence against women and girls in all its forms.
- The world's most democratic countries are already in decline when it comes to online abuse, however we must not forget that online abuse is gendered, since it affects women and girls disproportionately, but the legal response is oftentimes gender neutral, which makes legal persecution of offenders much more difficult.
- The society has a hard time accepting that cyber violence is as real as physical violence; the research shows that there is no separation between online and offline world when it comes to violence against women. Moreover, often cyber violence leads to physical violence, when not properly addressed.
- Gender-based violence places large costs on the economy and on the society. The estimate cost of gender-based violence in the EU is 366 billion EUR each year, the cost of cyber violence is estimated at around 89 billion EUR each year.

In March 2024 a national communication campaign titled "Month Against Peer Bullying and Hate Speech Online" has been conducted. The campaign included roundtable discussions, promotion of materials on social media, the signing of a memorandum at the political level, and a media campaign involving the purchase of advertising on TV, radio, and large billboards. According to the latest available research on gender differences in internet usage, women tend to express more fears than men.

**19. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?**

*In the narrative report, please provide amounts of funding and concrete examples of activities or organizations funded, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. (1 page max.)*

From 2019 to 2023, the **Ministry of Public Administration** has funded the Fund for Non-Governmental Organisations that has provided financial support to NGOs working in the field of prevention and responding to gender-based violence. Total amount allocated is 148.635,63 EUR.

The **Ministry of Labour, Family, Social Affairs and Equal Opportunities** each year publishes a call for proposals for NGOs working in the field of equality between women and men. From 2019 to 2023, five projects in the field of violence against women were co-financed, which included projects addressing awareness-raising and prevention of violence against women, including cyber violence. The amount allocated for projects addressing violence against women was 49.997,44 EUR.

Ministry of Labor, Family, Social Affairs and Equal Opportunities co-finances social assistance programs (maternity homes, safe houses and psychological assistance for victims of domestic violence as well as for the perpetrators), which are predominately provided by women's non-governmental organizations. Annually more than 20 women's NGOs are co-financed with the funding amounting to more than 3,6 mio EUR in 2023. Funds are provided for labor costs and material expenditure needed for the implementation of the programs. Among others: Društvo SOS telefon (Association SOS telephone), Društvo za nenasilno komunikacijo (Association for nonviolent communication), Društvo za pomoč ženskam in otrokom žrtvam nasilja Varna hiša Gorenjske (Association Gorenjska Safe House), Zavod Pelikan Karitas (Pelikan Karitas Institute) are co-funded.

**20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?**

*In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Enacted, strengthened, and enforced legal reforms to combat discrimination and/or gender bias in the media, including social media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media, including social media
- Promoted the participation and leadership of women in the media

- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other, please specify
- None of the above**

**21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?**

*In the narrative report, please refer to the list of marginalized groups under question 3 and provide up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select the marginalized groups of women and girls for which your country has taken measures from the list below, as relevant in your national context:*

- Women living in remote and rural areas
- Indigenous women
- Women marginalized on account of race, ethnicity and/or caste
- Religious minority women
- Women with disabilities
- Women living with HIV/AIDS
- People with diverse sexual orientations, gender identities or expressions, or sex characteristics
- Girls, adolescents, and younger women
- Older women
- Migrant women**
- Refugee and internally displaced women**
- Women in humanitarian settings
- Other, please specify
- None of the above

**Migrant and refugee women**

Government Office for the Support and Integration of Migrants (GOSIM) is responsible for the support and integration of migrants. In that context, all migrant women and girls are informed when first accommodated in our facilities about the problem of sexual and gender-based violence and about the available support and help. Furthermore, all women and girls are informed about their rights and about the available support systems, when accommodated in the facilities through different activities carried out by social workers and other organizations. Main activities are information sharing, awareness raising, finding help and support if needed. If recognized as victims of Sexual Gender-Based Violence or a trafficked person, they have access to psychosocial care (psychologists and psychotherapists on demand). Once a week there is a psychiatrist in the Asylum centre. Victims of that kind of violence are also directed to NGOs which can help with their programs.

In 2020 GOSIM, Ministry of Interior, UNHCR, Police, Ministry of Justice, Ministry of Labour, Family, Social Affairs and Equal Opportunities, and NGOs signed an agreement “Standard Operational Procedures on Prevention and Actions in cases of sexual and gender-based violence for persons who are under the International Protection Law and under Temporary Protection of Displaced Persons Act. This agreement is a step forward in the field of systematic approach towards support, prevention and protection of vulnerable migrant women and girls.

Furthermore, the mechanism for identifying, assisting, and protecting victims of trafficking human beings and/or sexual violence in international protection procedures in Slovenia (PATS) is in place for many years now. In 2023, the PATS project was re-launched in the Asylum Centre to provide information to applicants for international and temporary protection on the pitfalls of trafficking, gender-based and gender-related violence and to offer possible forms of support within the



existing system of assistance to potential and actual victims of trafficking and victims of various forms of violence in Slovenia.

## **Participation, accountability and gender-responsive institutions**

### **Critical areas of concern:**

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

### **22. In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Introduced temporary special measures, such as quotas, reserved seats, benchmarks and targets that promote women's participation in politics, especially at decision-making level
- Introduced or increased targets and benchmarks of legislative temporary special measures, such as quotas or reserved seats, to promote gender balance or gender parity in legislatures (aiming for 40 per cent or more of seats being occupied by women)
- Introduced whole-of-government or ministerial cabinet gender parity laws or policies dictating that around half of decision-making positions are occupied by women
- Reinforced the adequate implementation of existing temporary special measures by boosting compliance mechanisms, including through the imposition of sanctions on political parties for non-compliance.
- Provided opportunities for capacity building and skills development, such as mentorship, training in leadership, decision-making, public speaking, self-assertion, and/or political campaigning for women candidates, elected or appointed politicians, parliamentary caucuses, and/or gender equality advocates
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics and public life
- Encouraged the equal political participation of all women, including young women and underrepresented groups like indigenous women, through capacity building, skills development, sensitization and mentorship programmes
- Strengthened civic space and protections for women's movements and women human rights defenders
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other, please specify
- None of the above**

**23. In the past five years, what actions has your country taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free Wi-Fi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organizations
- Other, please specify**
- None of the above

**Other, please specify**

Empowering women for ICT careers through various events (e.g., DigitALL event) and across different social media platforms.

**24. Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.**

*In the narrative report, please provide a summary of the evolution of your country's national machinery for gender equality, its mandate, location within government, current budget (in local currency and as a proportion of total government spending). Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked four additional questions.*

*First, you will be asked to choose among the following options with regards to the current location of the national women's machinery within government:*

- Ministerial level or equivalent whose head has full cabinet participation**
- Entity ascribed directly to the Head of the Executive or entity whose head directly reports to the head of the Executive (e.g. offices ascribed to the presidential office, secretaries, national institutes, among others)
- Entity within a sectoral Ministry (e.g. sub-ministerial, under-secretary positions, institutes, councils and others)
- Entity below sub-Ministerial level (e.g. advisory or consultative commissions/committees/working groups in the Executive; ombudsman's and advocates offices; interdepartmental bodies/taskforces; decentralized mechanisms within the Executive at provincial/local level)
- Not applicable
- Other, please specify

Second, you will be asked whether the national women's machinery has adequate financial resources and staff capacity to fulfil its mandate (YES/NO) and to choose one of the following statements to describe the evolution of the budget of the national women's machinery over the past five years:

- The budget of the national women's machinery has increased (as a proportion of overall government spending)
- The budget of the national women's machinery has remained stable (as a proportion of overall government spending)**
- The budget of the national women's machinery has declined (as a proportion of overall government spending)
- Not applicable
- Other, please specify

Third, you will be asked to choose among the following options with regards to the guiding vision that best describes the current mandate of your country's national women's machinery's:

- Protecting families, women and children
- Promoting the wellbeing and rights of women and girls**
- Ensuring gender equality is realized for all
- Not applicable
- Other, please specify

Finally, you will be asked about the number and names of programmes that the national women's machinery is directly responsible for implementing.

In Slovenia, the Office for Equal Opportunities was responsible for gender equality until 2012. Since 2012, gender equality has been overseen by the Ministry of Labour, Family, Social Affairs and Equal Opportunities.

The responsibility for promoting gender equality is set at the ministerial level. The Minister of Labour, Family, Social Affairs and Equal Opportunities (MDDSZEM) is responsible for the promotion of gender equality, and the Minister is vested with the same power and authority as other ministries in autonomous policymaking initiatives. Ministerial responsibility encompasses gender equality, along with labour relations, labour rights, social and family policy or disability issues. Within the ministry, The tasks in the area of gender equality are coordinated by the Equal Opportunities Division of the ministry.

The basic competences and tasks of the National Gender Equality Mechanism in Slovenia are laid down in the Equal Opportunities for Women and Men Act (hereinafter: the ZEMŽM, 2002). The Ministry responsible for gender equality or equal opportunities for women and men monitors specific areas of life in society from the perspective of gender equality and proposes to the Government and ministries the adoption or amendment of laws and other regulations and the adoption of other measures; it coordinates activities aimed at gender mainstreaming, including providing expert support in establishing appropriate methods and techniques; coordinates the preparation of the National Programme and monitors its implementation; coordinates the production of reports on the fulfilment of Slovenia's international obligations in the field of equal opportunities; cooperates with non-governmental organisations working in the field of equal opportunities for women and men and co-finances their projects or activities.

Funding for the objectives and measures set out in the main national strategy will be provided from two sources:

- from the national budget as part of their regular work tasks, or from funds earmarked for the implementation of specific programmes;
- from EU funds: the funds will be provided within the new 2021–2027 Financial Framework.

Funding for the implementation of measures aimed at strengthening institutional mechanisms and gender mainstreaming in government action are provided from regular funding. Gender equality Division has annual budget for gender equality. Found is expected to increase. In 2023, EUR 50,000 has been earmarked for the public call for co-financing projects by non-governmental organisations in the field of eliminating gender stereotypes in various areas of public life (BH 130089 - Non-governmental women's organisations). A gradual increase is foreseen for the co-financing of NGO projects in this field, so that the funds would increase by EUR 10,000 each year thereafter, to reach EUR 120,000 in 2030. Other activities aimed at institutional strengthening and overcoming gender stereotypes will also be financed under BH 160123 – Promotion of Equal Opportunities for Women and Men, for which EUR 30,000 is earmarked for 2023.

**25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organizations)**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

In accordance with Article 11 of the ZEMŽM, gender equality in Slovenia is a horizontal issue: the promotion and establishment of equal opportunities is primarily a task of the Government and the ministries, which, within the framework of their competences in their various fields of work, are to pursue the objectives laid down in the Act (ZEMŽM, 2002) by means of general and special measures. In drawing up regulations and other measures that apply in the fields which are relevant for the establishment of equal opportunities, ministries must take into consideration the gender equality perspective, work together with the ministry responsible for equal opportunities for this purpose and take into account its suggestions and opinions. The ministry responsible for equal opportunities and other ministries, within the framework of their competences, must monitor and examine other forms of discrimination on the grounds of gender that are an obstacle to the establishment of equal opportunities in accordance with the ZEMŽM, such as violence arising from unequal gender relations, and take them into consideration in their measures intended to achieve the aim of the Act.

According to Article 13 of the ZEMŽM, these tasks are the responsibility of the equal opportunities coordinators appointed by the ministers, each for their respective field of work (ZEMŽM, 2002). Most ministries designate a person to coordinate equal opportunities for women and men who, in addition to their regular duties, carries out coordination, advisory and facilitation tasks. Some ministries have established special consulting or expert bodies that oversee the implementation of tasks in the field of equal opportunities for women and men within the ministry. Active within the MDDSZ since 2014 is the Expert Council for Gender Equality, which is an advisory body of the Minister for monitoring and evaluation of the situation and progress in the implementation of the principle of equality of women and men in various fields of life in society and for making initiatives, proposals and recommendations for developing gender equality policy. The Ministry of the Interior (MNZ) has a gender mainstreaming consulting body responsible for ensuring equal opportunities for women and men in the MNZ and its constituent bodies. The Ministry of Higher Education, Science and Innovation (MVZI) has a commission for equal opportunities in science, an expert body of the Ministry advising the Ministry in support of its promotional and other activities in the field of equal opportunities in science and taking into account the principle of gender-balanced representation when appointing the working bodies within its competence and drafting legal acts and other strategic documents in the field of science.

Self-governing local communities can also have an equal opportunities coordinator, who proposes measures and activities to create equal opportunities and advises on solutions within each local authority. By 2020, around 20% of local authorities had taken these recommendations into account and around 5% had action plans in place.

Coordinators have played a very important role in the preparation of the new National Programme and the implementation plan. At the end of 2020, a working group of coordinators from the ministries reconvened for a strategic webinar to review the planned objectives and measures and to discuss other challenges by thematic area to be addressed in the draft document. A first draft of the document was discussed in February 2021 by the Expert Council on Gender Equality, which brought together representatives of various professional associations and organisations, NGOs and humanitarian organisations. Their comments and suggestions were also sent to the relevant ministries. The public consultation on the draft document (19 February - 19 March 2021) brought a wide range of comments, observations and concrete suggestions for improving the text from around 20 different organisations, institutions and individuals, in different thematic areas and relevant ministries. In 2022, the draft Resolution was updated and re-examined at a new meeting of the Expert Council on Gender Equality (January 2023), in the context of enhanced dialogue with civil society. Its proposals were taken up again by the ministries and meaningfully incorporated into the draft Resolution that was adopted in 2023. In 2024, the coordinators played an important role in the preparation of the first implementation plan for 2024 and 2025.

**26. If there is a national human rights institution in your country, what measures has it taken to address violations of women’s rights and promote gender equality?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. In doing so, countries are encouraged to report on the institution’s role in promoting women’s rights in national legislation and policies. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked whether there is a national human rights institution in your country (YES/NO) and if so, whether it has a specific mandate to focus on gender equality or discrimination based on sex/gender (YES/ NO)*

## **Peaceful and inclusive societies**

**Critical areas of concern:**

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

**27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information, including specific actions related to National Action Planning on 1325 and the WPS Humanitarian Action Compact. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Adopted and/or implemented a National Action Plan on women, peace and security**
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks**
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda**
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other, please specify
- None of the above

**Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks**

Within Slovene Ministry of Defence, the Slovenian Armed Forces (SAF) have been at the forefront of gender mainstreaming, as it has allowed women to join without gender restrictions since the very beginning of Slovenia's existence. Women are represented in the SAF at all levels, from tactical to strategic. In 2009, the Chief of the General Staff of the SAF issued the Directive for the Implementation of

Agenda 1325 on Women, Peace and Security and Gender Mainstreaming in the Slovenian Armed Forces (SAF), which was updated in 2020. For the first time, the Directive recognized the importance of mainstreaming women's issues in SAF work processes and operations.

Currently, the gender mainstreaming system is in place and gender advisors have been appointed from tactical to strategic level, but not all positions are filled. Slovene Ministry of Defence has an Equal Opportunities Coordinator, appointed by Ministerial Decision, who has an SAF member as her deputy, which is in accordance with the Law on Equal Opportunities for Women and Men (adopted in 2002). Gender mainstreaming training is a necessary part of the preparation for SAF members and civilian functional experts who will be deployed on international operations and missions and on peacetime duty abroad.

In January 2024, the administrative part of the Ministry of Defence (including the Protection and Rescue Administration) employed 1316 people, of whom 636 were women, representing 48.33% of the total workforce. Out of 9 mandated posts, not a single post is filled by a woman. The percentage of women in the SAF has fluctuated between 16% and 17% over the last decade, placing Slovenia at the top of the NATO countries in terms of female representation. In January 2024, 16.82% of SAF personnel were women (1049 female members). The average representation of female SAF members in international operations and missions over the last decade has ranged between 6% and 11%. At the beginning of 2024, the SAF had 245 members deployed on international operations and missions on a daily basis, of which 16 were women, representing 6.13% of the total number of deployed members.

**Adopted and/or implemented a National Action Plan on women, peace and security**

In November 2018 the Government of the Republic of Slovenia adopted the (second) **National Action Plan on the Implementation of the UN Security Council Resolutions on Women, Peace and Security**, for the period 2018-2020. It set out 5 priority areas: (1) realisation of women, peace and security agenda and integration of gender perspective in peace and security; (2) women's meaningful participation; (3) protection of women and girls and ending conflict-related sexual and gender-based violence in conflict; (4) education and training and (5) accountability.

**Increased budgetary allocations for the implementation of the women, peace and security agenda**

In the 2019-2024 period, Slovenia has contributed **410.000 EUR to the global implementation of the WPS agenda** via relevant international organizations and funds. **Additional 470.000 EUR** was specifically allocated to address sexual violence and protection during armed conflict and crisis. During this period, Slovenia also supported NGO projects aimed at implementation of WPS Agenda in Southeast Europe, Middle East, Africa and Latin America.

**28. In the past five years, what actions has your country taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements at all levels
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Adopted gender-responsive approaches to the prevention and resolution of armed or other conflict
- Adopted gender-responsive approaches to humanitarian action and crisis response**
- Protected civil society spaces and women's human rights defenders
- Developed, adopted and / or implemented a high impact National Action Plan on 1325
- Other, please specify**
- None of the above

**Adopted gender-responsive approaches to the prevention and resolution of armed or other conflict**

The topic of WPS is also highlighted in the Strategy for the Participation of the Republic of Slovenia in International Operations and Missions adopted in 2010), which focuses on the fundamental principles of Resolution 1325 (prevention, cooperation, protection) and ensures equal opportunities regardless of gender.

Ministry of Defence is advancing gender mainstreaming through conferences and trainings in the framework of POTC (Peace Operations Training Centre). In 2020, a regional conference on WPS was organised under the auspices of the Slovenian Presidency of the CEDC (Central European Defence Cooperation) in cooperation with POTC.<sup>7</sup> In 2021 and 2022, representatives of Ministry of Defence participated and lectured in the training on gender mainstreaming in peacekeeping operations, conducted by POTC. In addition to the gender mainstreaming training, a Training of Trainers on the intersecting themes in the context of international operations and missions will be organized in 2024 at the proposal of MORS on the following topics: women, peace, security, gender equality, trafficking in human beings, conflict-related sexual violence and prevention of sexual exploitation and abuse, and child soldiers. These topics are crucial for Slovenian Armed Forces members deployed on missions in countries where trafficking in human beings and sexual violence and exploitation are highly prevalent.

In addition to the above, Ministry of Defence implemented pilot projects in Bosnia and Herzegovina in 2022-2023 related to the empowerment of the local population. The first pilot project, which ended in 2022, trained municipal civil servants in the field of preparing European and other international projects.

The second pilot project, which ended in 2023, aimed to improve the skills of the local population in providing first aid. Both projects required the contractor to include at least 40% of women in the project, which was exceeded in both cases.

### **Other**

One panel at the ninth edition of Slovenian Development Days (annual Ministry of Foreign Affairs event, dedicated to presenting Slovenia's contribution to sustainable development, global solidarity and peace in the world to the Slovenian public) in March 2019 was dedicated to the situation of women in humanitarian settings. Discussion focused on the prevention of sexual and gender-based violence in humanitarian settings from different perspectives (i.e. military, humanitarian, legal etc.). Practitioners pointed out the challenges they encounter in their work and the barriers to efficient addressing of needs of victims/survivors and their families.

In March 2023, Slovenia organized the second regional women, peace and security expert event in cooperation with Norway. The event in Ljubljana brought together representatives of governments, independent agencies, civil society and academia and other experts from Slovenia, Norway, Southeast European countries and Ukraine as well as representatives of international and regional organisations for a continued exchange of views and experience on the implementation of National Action Plans on women, peace and security. The participants agreed on the need to acknowledge women as agents of change and to promote their full, equal and meaningful role in peace-related activities, including peace and reconciliation processes and post-conflict reconstruction in conflict-affected areas.

In 2023, Slovenia became a partner of the Women's Peace and Humanitarian Fund and contributed to the support of local and grassroots women's civil society leaders and their organizations in conflict and crisis settings.

## **29. In the last five years, what actions has your country taken to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other, please specify**
- None of the above

### **Other, please specify**

Over the past five years, Slovenia has taken significant steps to enhance accountability for violations of international humanitarian law and human rights, particularly concerning women and girls in conflict situations. A pivotal action was supporting the adoption of the Ljubljana-The Hague



Convention on International Cooperation in the Investigation and Prosecution of Genocide, Crimes against Humanity, War Crimes, and Other International Crimes. This convention, adopted in Ljubljana, Slovenia on 26 May 2023, is a result of over a decade of dedication under the “MLA initiative” and marks the first major international treaty in the field of international criminal law since the Rome Statute.

The Ljubljana-The Hague Convention fills legal gaps in international legal assistance and extradition, thereby strengthening the effectiveness of national judicial systems. It underscores the primary responsibility of states to prosecute perpetrators of international crimes and supports the complementary role of the International Criminal Court. This convention is a historic stride in the global fight against impunity and is expected to significantly reduce it, ensuring justice for victims of genocide, crimes against humanity, and war crimes. Through these actions, Slovenia reaffirms its commitment to upholding international law and addressing the human rights violations of women and girls in conflict and crisis situations.

**30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Taken measures to combat discriminatory social norms and practices and increased awareness of the needs and potential of girl children
- Strengthened girls' access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices such as child, early and forced marriage and female genital mutilation
- Implemented policies and programmes to eradicate child labour and to recognize, reduce and redistribute unpaid care and domestic work undertaken by girl children
- Promoted girls' awareness of and participation in social, economic and political life
- Incorporated STEM education / closure of gender digital divide in access to digital tools and competencies for girls**
- Other, please specify
- None of the above

**Incorporated STEM education / closure of gender digital divide in access to digital tools and competencies for girls**

The Ministry of Digital Transformation is conducting numerous activities and events to support girls and women in choosing careers in ICT. The event "DigitALL: For More Women in ICT," held on International Women's Day, March 8, 2023, was dedicated to digital inclusion and increasing the representation of women in careers related to ICT technologies.

**Environmental conservation, protection and rehabilitation**

**Critical areas of concern:**

- I. Human rights of women
- K. Women and the environment
- L. The girl child

**31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Supported women's participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women's access to and control over land, water, energy, and other natural resources
- Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-resilient agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
- Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other, please specify
- None of the above**

**32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate and environmental resilience policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of climate change, environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction and building climate and environmental resilience (e.g. disaster laws addressing vulnerability of women in disaster)
- Other (please specify)
- None of the above**



## Section Four: National institutions and processes

### 33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

*In the narrative report, please provide a summary of goals, targets, and priority actions, including target population, budget, status of implementation, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked if your country has a valid national strategy or action plan for gender equality (YES/NO). If YES, you will be asked if the gender equality strategy or action plan been costed and have sufficient resources been allocated to its achievement in the current budget (YES/NO).*

In 2023 the parliament adopted the new Resolution on the National Programme for Equal Opportunities for Women and Men, 2023–2030 (ReNPEMŽM23-30), the third mid-term strategic document of the Government defining the objectives, measures and key actors in the six thematic area of gender equality. To make progress and eliminate inequalities, the ReNPEMŽM23-30 sets general objectives based about women and men in Slovenia. These objectives are:

- reducing the gender gap in all areas of social life, in particular employment, education, health and social status;
- a more equal sharing of care work between parents or partners;
- overcoming stereotypes and sexist and discriminatory practices that reinforce gender inequality;
- gender balance in decision-making positions at least;
- zero tolerance of violence against women and girls or gender-based violence, effective legal aid and sanctions for perpetrators;
- empowerment of women and girls and gender equality in international development cooperation and humanitarian assistance, international operations and missions, other peace efforts and other international activities.

The planning of measures considered the current situation at the time of the ReNPEMŽM23-30, as this was also the period of the response to the pandemic covid-19, in particular in terms of the economic and social consequences for different vulnerable groups.

### 34. Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

*In the narrative report, where possible, please provide disaggregated information and data on resources allocated to specific critical areas of the BPfA as well as reflections on achievements and challenges encountered in making budgets gender responsive. (2 pages max.)*

*In the online survey, you will be asked if your country tracks the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (YES/NO) and/or, in the case of donor countries, the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (YES/NO/not applicable).*

It is rather difficult to specify the funds that Slovenia invests in promoting gender equality and enhancing the role of women since the pursuit of this goal is necessary in all measures and projects.

Funds earmarked for implementing measures aimed at strengthening institutional mechanisms and integrating a gender perspective are mostly provided from the national budget. For example, projects by non-governmental organizations addressing the gender stereotypes in various areas

of social life are co-financed from the budget of the Ministry of Labor, Family, Social Affairs and Equal Opportunities. Other activities aimed at institutional strengthening and overcoming gender stereotypes are also financed by the same ministry in the framework of measure Promotion of equal opportunities for women and men.

**35. What formal mechanisms are in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?**

*In the narrative report, please describe participatory processes and mechanisms, including their impact on the implementation of the BPfA and the 2030 Agenda. Please also describe any mechanisms that are in place to ensure that women and girls from marginalized groups (listed under question 3 above) can participate and that their concerns are reflected in these processes. (1 page max.)*

*In the online survey, you will be asked if participatory mechanisms are in place (YES/NO) and select the stakeholders that have participated through formal channels from the below list:*

- Civil society organizations
- Women’s rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees
- Private sector
- United Nations system
- Not applicable
- Other actors, please specify.....
- None of the above**

*You will also be asked if gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation (YES/NO).*

**36. Please describe how stakeholders have contributed to the preparation of the present national report.**

*In answering this question as part of the narrative report, countries are encouraged to describe participatory process and to reflect on the contributions that different stakeholders have made to the national report. (1 page max.)*

The preparation of the present national report has involved the contribution of various ministries and governmental offices representing different sectors of society. Government bodies responsible for gender equality policies, sustainable development, statistics, and other relevant areas have played a key role in providing data, information, and insights into national policies, programs, and initiatives related to the Beijing Platform for Action (BPfA). They have also contributed to the analysis of progress, challenges, and gaps in implementation.

**37. Please describe your country’s action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women.**

*In answering this question as part of the narrative report, please indicate the year of your last review under CEDAW or the UPR and outline any follow-up actions your country has taken to implement the resulting recommendations. (1 page max.)*

The last, seventh periodic report of the Republic of Slovenia on the implementation of the provisions of the Convention on the Elimination of All Forms of Discrimination against Women was presented by the delegation of the Government of the Republic of Slovenia at the 84th meeting of the Committee for the Elimination of Discrimination against Women on February 16, 2023. The Government of the Republic of Slovenia was informed of the Committee's conclusions at its 68th regular session on September 7, 2023. It tasked the relevant ministries and government departments with studying the Committee's recommendations and taking measures for their timely and effective implementation.

The committee also adopted four priority recommendations that it deemed to need special attention and immediate action. Within two years, in February 2025, the Republic of Slovenia will provide the Committee with written information on their implementation.

## Section Five: Data and statistics

### **38. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?**

*In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

*In the online survey, you will be asked to select specific actions from the list below:*

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics**
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)**
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)**
- Other, please specify
- None of the above

#### **Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics**

Statistical Office is already publishing a lot of statistics broken down by sex, among other things we have carried out censuses of the population, households and dwellings in 2018 and 2021.

#### **Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)**

In 2020, Statistical Office conducted a population survey, known as EU-GBV, to measure gender-based violence. Additionally, SURS regularly publishes extensive statistics on poverty, disaggregated by gender, with data publicly accessible in the SiStat database.

A new focus area for SURS is disability, particularly measured through the Global Activity Limitation Indicator (GALI). This domain has become mandatory under the new EU regulation 1700/2019, which establishes a common framework for European statistics pertaining to individuals and households. This

regulation requires data collection at the individual level from samples and identifies disability as one of the core variables for monitoring purposes. Data on disability are already available in the Level of Living Survey conducted by SURS.

**Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)**

Statistical Office is actively engaged as a participating country in the recently established Eurostat task force group on equality. One of the key objectives of this task force is to develop guidelines aimed at enhancing the dissemination of pertinent indicators and improving communication regarding equality and non-discrimination data.

**39. Over the next five years, what are your country's priorities for strengthening national gender statistics?**

*In the narrative report, please provide a brief explanation and examples of your plans (2 pages max.).*

*In the online survey, you will be asked to select three specific actions from the list below:*

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics**
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)**
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)**
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other, please specify
- None of the above

**Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics**

SURS will also in the future regularly include gender in all surveys of persons and households within the framework of Annual programmes of statistical surveys.

**Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)**

In medium-term SURS plans to implement new indicator for monitoring poverty, disability.

**Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)**

SURS will also in the future regularly prepare special releases on our web site on International Women's Day and Men's day and other occasions and will strengthen the topic regarding gender statistics also on social media.

SURS expects that guidelines and recommendations for improved comparability of the statistical terminology and taxonomies in the EU context with a focus on sex/gender will be developed within the Eurostat task force group on equality.

#### **40. What gender-specific indicators<sup>2</sup> has your country prioritized for monitoring progress on the SDGs?**

*In the narrative report, please also explain any challenges for collecting and compiling data on these indicators.*

*In the online survey, you will be asked if your country has defined a national set of indicators for monitoring progress on the SDGs (YES/NO); if YES, you will be asked how many indicators are included in the national set, how many of those indicators are gender-specific, and whether data collection and compilation on gender-specific indicators has begun (YES/NO).*

In September 2015, the Agenda 2030 for Sustainable Development was adopted at the United Nations Summit on Sustainable Development. In a balanced way it combines three dimensions of sustainable development – economic, social and environmental – intertwined by 17 Sustainable Development Goals (SDGs). The Agenda 2030 is universal; its objectives to be achieved by 2030 will be implemented by all countries of the world. Eurostat has prepared a set of indicators for monitoring progress in achieving the goals of sustainable development at the level of the European Union. Selected indicators that are relevant for Slovenia are presented on SURS website (<https://www.stat.si/Pages/en/goals>). Wherever it is possible, also disaggregation on sex is available. The indicators are updated once a year, until the end of December.

#### **41. Which data disaggregations<sup>3</sup> are routinely provided by major surveys in your country?**

*In the narrative report, please describe progress in data disaggregation over the past years, explain why certain disaggregations may have been prioritized and what barriers, if any, stand in the way of more comprehensive, routine disaggregations of data from major surveys in your country.*

*In the online survey, you will be asked to select the disaggregations that are routinely provided from the list below, as relevant in your national context:*

- Geographic location**
- Income**
- Sex/gender**
- Age**
- Education**
- Marital status**
- Race/ethnicity
- Migratory status**
- Disability
- Sexual orientation
- Religion

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<sup>2</sup> The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

<sup>3</sup> As specified in A/RES/70/1, with the addition of education, marital status, religion and sexual orientation.



- Other characteristics relevant in national contexts
- None of the above

Statistical Office disaggregates data for the purpose of censuses according to domains that are available in the administrative sources, as from 2011 the censuses are carried out only from administrative data.

## **Section Six: Conclusion and next steps**

In the narrative report, please provide 1-2 pages of key takeaways from the review, including reflections on:

- *lessons your country has learned from the review process and how it will apply them in the continuing implementation ongoing and future challenges for the achievement of gender equality and the empowerment of all women and girls in your country*
- *priority actions to accelerate the implementation of the BPfA and the 2030 Agenda, notably as part of the Decade of Action for sustainable development*

Slovenia, like many other countries, has likely learned several valuable lessons from the review process. Here are some potential lessons Slovenia may have gleaned and how it could apply them as a priority actions in ongoing and future efforts to achieve gender equality and empower women and girls:

**Policy Alignment and Integration:** Ensure that national policies and strategies align with the goals and targets of the BPfA and the 2030 Agenda. This involves mainstreaming gender equality and sustainable development principles across all sectors and levels of government, including economic, social, environmental, and political domains.

**Importance of Intersectionality:** gender equality efforts need to take into account the intersectionality of various identities and experiences, such as race, ethnicity, socioeconomic status, disability, sexual orientation. By recognizing and addressing the unique challenges faced by women with intersecting identities, Slovenia can ensure more inclusive and effective policies and programs.

**Need for Comprehensive Legislation and Policies:** it is important to have comprehensive legal frameworks and policies to address gender-based discrimination and promote women's rights, involving strengthening existing legislation and developing new policies in areas such as gender-based violence, equal pay, sexual and reproductive health and rights, and women's participation in decision-making.

**Investment in Women's Economic Empowerment:** it is important to identify the critical role of women's economic empowerment in achieving gender equality. This could include initiatives to promote women's entrepreneurship, improve access to education and training in non-traditional fields, and address gender disparities in employment, wages, and leadership positions.

**Promotion of Women's Leadership and Participation:** it is important to increase women's representation and leadership in decision-making processes across all sectors of society. This could involve implementing measures to promote gender balance in political institutions, company boards and other leadership positions, as well as supporting women's participation in peacebuilding, conflict resolution, and community development efforts.

**Combatting Violence against Women and Girls:** Slovenia may have prioritized efforts to prevent and respond to all forms of violence against women and girls on and off-line, including domestic violence, sexual harassment, and trafficking. This could involve strengthening legal protections for survivors, enhancing support services such as shelters and hotlines, and implementing prevention strategies focused on education, awareness-raising, and changing social norms.

**Investment in Gender-Responsive Data Collection and Research:** it is important to collect sex-disaggregated data and conducting gender-sensitive research to inform evidence-based policymaking and monitor progress towards gender equality goals. This could involve investing in data collection systems, research initiatives, and capacity-building efforts to improve the availability and quality of gender-related data and analysis.

**Promotion of Gender-Responsive Education and Media:** it is important to promote gender equality and challenging gender stereotypes through education and media. This could involve integrating gender equality into school curricula, promoting positive portrayals of women and girls in the media, and engaging with media outlets to promote responsible and gender-sensitive reporting.

**Partnership and Collaboration:** Foster partnerships and collaboration between government agencies, civil society organizations, academia, the private sector, and other stakeholders to leverage resources, expertise, and networks for collective action. Encourage dialogue and engagement with marginalized groups, including women from diverse backgrounds, to ensure their voices are heard and their needs addressed.

**Climate Action and Environmental Sustainability:** Integrate a gender perspective into climate action and environmental policies to ensure that responses to climate change and environmental degradation are inclusive and equitable. Promote women's participation in environmental decision-making and empower them as agents of change in sustainable development initiatives.

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