



**Twenty-fifth anniversary of the  
Fourth World Conference on Women and adoption of the  
Beijing Declaration and Platform for Action (1995)**

**Guidance note for comprehensive national-level reviews**

September 2018

## INTRODUCTION

2020 will be a pivotal year for the accelerated realization of gender equality and the empowerment of all women and girls. As the global community marks the twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995)<sup>1</sup>, and five years of the 2030 Agenda for Sustainable Development<sup>2</sup> and its Sustainable Development Goals, the moment is right to achieve irreversible and measurable progress towards this universal commitment to all women and girls, everywhere.

Leading up to the anniversary should be a comprehensive national-level review process that involves all stakeholders. Under the leadership of the Head of State/Government, reviews should mobilize all branches and levels of government, civil society organizations, the private sector, the entities of the United Nations system and regional and international organizations, academia, the media and other stakeholders. In particular, reviews should mobilize all women and men, of all ages, around a new and renewed dialogue for change, and actions to prevent and eliminate all forms of discrimination and violence against all women and girls.

This anniversary should be used as the occasion to bring a young generation of gender equality advocates and those who remain on the sidelines into the centre of a whole-of-government, whole-of-society effort. By joining forces, government together with society has the capacity to overcome and eradicate the root causes of gender inequality and chart a path forward for genuine, substantive equality, with equal rights and equal opportunities for women and girls.

This anniversary is also the opportunity to strengthen gender-responsive action and implementation of other global commitments, such as those under Security Council resolution 1325 (2000) and subsequent resolutions on women and peace and security; the Addis Ababa Action Agenda of the Third International Conference on Financing for Development (2015); the Paris agreement on climate change (2015), among others.

On the occasion of the twenty-fifth anniversary of the Beijing Declaration and Platform for Action, the Commission on the Status of Women of the United Nations will undertake a review and appraisal of progress made in implementation, in March 2020<sup>3</sup>.

Accordingly, all States are called upon to undertake comprehensive national-level reviews of the progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action and of the outcomes of the twenty-third special session of the General Assembly held in 2000<sup>4</sup>.

Governments are called upon to collaborate with relevant stakeholders at all levels on the preparations for the 2020 review so as to benefit from their experience and expertise. The United Nations regional commissions are invited to undertake regional reviews so that the outcomes of intergovernmental processes at the regional level can feed into the Commission's 2020 review.

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<sup>1</sup> [Report of the Fourth World Conference on Women](#), Beijing, 4–15 September 1995, chap. I, resolution 1, annexes I and II.

<sup>2</sup> General Assembly resolution [70/1](#).

<sup>3</sup> ECOSOC resolution [2018/8](#).

<sup>4</sup> Resolution [S-23/2](#), annex, and resolution [S-23/3](#), annex.

And finally, in September 2020, the General Assembly is expected to convene a one-day high-level meeting<sup>5</sup> to celebrate the twenty-fifth anniversary and accelerate the realization of gender equality and the empowerment of all women and girls.

The present *Guidance note for comprehensive national-level reviews* was prepared by UN-Women in collaboration with the five Regional Commissions (United Nations Economic Commission for Africa (ECA), United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), United Nations Economic Commission for Europe (UNECE), United Nations Economic Commission for Latin America and the Caribbean (ECLAC), and United Nations Economic and Social Commission for Western Asia (UNESCWA)). It aims to support States and other stakeholders as they embark on comprehensive national-level reviews.

In a first section, the *Guidance note* makes suggestions on the process, (covering institutional setup, multi-stakeholder participation, and preparation of a national report, including a timeline and possible sources of information). In a second section, the *Guidance note* provides detailed suggestions and questions to support the preparation of a national report.

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<sup>5</sup> ECOSOC resolution [2018/9](#).

## **PART I. COMPREHENSIVE NATIONAL-LEVEL REVIEWS**

### **a. Objectives**

Comprehensive national-level reviews should assess progress made in implementation and identify challenges encountered. They should take stock of achievements, identify gaps and setbacks, and outline strategies for addressing those gaps and challenges. They should result in renewed commitment and clear sets of priority actions, with timelines, actors and resources for their implementation. Reviews should align and build synergies with work on the 2030 Agenda for Sustainable Development and galvanize its gender-responsive implementation. They should involve all stakeholders.

### **b. Institutional setup and communications**

*Leadership:* Comprehensive national-level reviews should encompass a whole-of-government approach. To this end, it is recommended that the overall leadership of national-level reviews be placed with the Head of State/Government, with the head of the national mechanism for gender equality and the empowerment of women, preferably at ministerial level, exercising a coordinating role.

*All-of-government approach and coordination:* An inter-ministerial committee or working group, chaired by the head of the national mechanism for gender equality and the empowerment of women and bringing together all ministries and government agencies, could be a conduit for an all-of-government approach to the review, thereby confirming that all ministries and government agencies contribute to and have a stake in achieving gender equality and the empowerment of all women and girls. Local and municipal government authorities can also make an important contribution. Existing inter-ministerial committees could be strengthened for this purpose. It is also recommended that the review be discussed at least once by the Cabinet of the Head of State/Government. Collaboration and alignment with other existing institutional arrangements, in particular those responsible for the implementation of the 2030 Agenda for Sustainable Development or preparation of reports under international human rights treaties to which the State is a party, should also be sought.

*Access to data:* High quality, up-to-date and disaggregated data should inform the comprehensive national-level review. The review may also be leveraged as an impulse to collect additional data disaggregated by sex, age and other factors and gender statistics. The role of and collaboration with national statistical offices will be essential.

*All-of-society approach and collaboration:* In addition to institutional setups that ensure an all-of-government approach, arrangements for collaboration and consultation with other stakeholders should be in place. A national steering committee or similar arrangements should be constituted, convened by the head of the national mechanism for gender equality and the empowerment of women, to enable regular exchange with and inputs from stakeholders. Such stakeholders should include, among other actors, civil society organizations, in particular women's and community-based organizations, feminist groups, women human rights defenders, girls' and youth-led organizations, trade unions, professional organizations, the private sector, academia, and national human rights institutions where they exist.

*Information dissemination:* The comprehensive national-level review should be well publicized, and regular updates on activities provided, through traditional and new media, including social media.

### **c. Multi-stakeholder participation and contributions**

*Stakeholders:* Achieving gender equality and empowering all women and girls, everywhere, is a societal responsibility – this is amply confirmed in all critical areas of concern of the Beijing Declaration and Platform for Action, in the outcomes of its first review of 2000 and subsequent outcomes that invite stakeholders to contribute to implementation. An all-of-society approach should therefore complement the all-of-government approach for comprehensive national-level reviews. Key in such efforts are, in particular: civil society organizations in particular women’s organizations, women human rights defenders, national human rights institutions where they exist, organizations representing women and girls subject to multiple and intersecting forms of discrimination, other representative organizations such as trade unions, women’s self-help organizations, youth groups, faith-based organizations, and professional organizations, as well as the private sector, including employers’ organizations. Collaboration with and outreach to academia will also be important. Media should also be involved.

*Engagement:* Achieving gender equality and the empowerment of all women and girls requires change at all levels, including at an individual level. National-level reviews present an opportunity to engage the general public – women and men, girls and boys – in a national discussion on the issue. Communications campaigns, including through social media, as well as national, sub-national and local discussion forums, town hall-style meetings, and other appropriate platforms can be used to ensure broad-based outreach and inclusive engagement.

*Contributions:* Participation by a wide range of stakeholders in a process promotes ownership. Comprehensive national-level reviews should ensure that all stakeholders participate in the process and contribute to accelerated implementation of existing commitments to gender equality and the empowerment of women and girls. A multi-stakeholder engagement strategy could be put in place for systematic outreach to and involvement of all key stakeholders, as well as their mobilization and concrete contributions to the review process. Different stakeholders, such as the private sector, educational institutions, academia and others, can directly contribute to realizing gender equality through their own actions.

*Activities:* A calendar of activities should be maintained, and the contributions of all stakeholders, including their commitments to specific actions, compiled and publicized.

*Role of the UN system:* Entities of the United Nations system, in particular UN-Women where present, including Resident Coordinators, UN Country Teams and Gender Theme Groups, should be invited to support such processes. This could include technical inputs and support, serving as convener for stakeholder engagement and participation, and support for data collection and analysis.

*Role of the United Nations regional commissions:* The regional commissions are encouraged to undertake regional reviews so that the outcomes of intergovernmental processes at the regional level can feed into the Commission’s 2020 review. Regional commissions, as applicable, will also contribute to supporting their respective Member States in national preparations. The regional review meetings are expected to take place in late fall of 2019 and early 2020.

**d. Timeline for comprehensive national-level reviews, preparation of a national report and its submission to the United Nations Regional Commissions and to UN-Women**

Comprehensive national-level reviews should be launched as soon as possible, in a highly visible manner, and include a time table for consultations with stakeholders and of specific activities to take stock of achievements, identify challenges in implementation, and commit to concrete actions by all stakeholders, at all level.

The inter-ministerial committee or working group could oversee the process of writing a national report.

National reports should synthesize the progress over the last five years (approximately 2014 – 2019, or since the completion of the national report on the occasion of the 20<sup>th</sup> anniversary of the Beijing Platform for Action), the persisting challenges for women and girls, and the way forward, based on the questionnaire provided in Part II. of this *Guidance Note*. They are one tangible outcome of the comprehensive national-level review.

Once completed, national reports should be launched in a highly visible manner, preferably by the Head of State/Government, and widely disseminated. They should be submitted electronically to UN-Women and to the respective Regional Commission. National reports will feed into the respective regional synthesis reports that Regional Commissions will prepare for their respective regional intergovernmental reviews. National reports will also feed into a global synthesis report that UN-Women will submit to the sixty-fourth session of the Commission on the Status of Women to be held in March 2020.

A suggested timeline for comprehensive national-level reviews is as follows:

- **September 2018:** issuance by UN-Women and the United Nations Regional Commissions of the present *Guidance note for comprehensive national-level reviews*
- **September to December 2018:** planning process within government initiated, including establishment of committees and working groups, and initial outreach to stakeholders; planning process initiated by stakeholders
- **January to May 2019:** following an official launch of the comprehensive national review process by the Head of State/Government, consultations and stakeholder activities take place, in parallel with preparation of national report
- **1 May 2019:** submission of national report to the respective UN Regional Commission and to UN-Women
- **April to September 2019:** Regional Commissions organize regional consultations with various stakeholders
- **May to October 2019:** High-visibility presentation of national report at country level, followed by implementation activities. (Also, as applicable: Completion of all initiated national reports and submission to regional commissions and UN-Women)
- **October / November 2019 / February 2020:** regional intergovernmental meetings
- **March 2020:** 64<sup>th</sup> session of the Commission on the Status of Women
- **September 2020:** High-level meeting of the General Assembly on Beijing+25, with participation of Head of State/Government

**By 1 May 2019, Governments are invited to send their national reports, electronically and in hard copy, in one of the six official languages of the United Nations, to their respective Regional Commissions and to UN-Women, at the following addresses:**

**UN-Women**

Intergovernmental Support Division  
220 East 42<sup>nd</sup> Street, Room 18-43  
New York, NY 10017  
Contact: Ms. Christine Brautigam  
Director, Intergovernmental Support Division  
Email: [Beijing25nationalreviews@unwomen.org](mailto:Beijing25nationalreviews@unwomen.org)

**ECA**

Contact: Ms. Ngoné Diop  
Chief, Gender Equality and Women's Empowerment Section  
Email: [diopn@un.org](mailto:diopn@un.org) (Reference: Beijing+25)

**ESCAP**

Contact: Ms. Cai Cai  
Chief, Gender Equality and Social Inclusion Section  
Email: [escap-sdd@un.org](mailto:escap-sdd@un.org) (Reference: Beijing+25)

**ECE**

Contact: Ms. Malinka Koparanova  
Senior Social Affairs Officer and Gender Focal Point  
Email: [ece-beijing25@un.org](mailto:ece-beijing25@un.org)

**ECLAC**

Contact: Ms. Lucia Scuro  
Social Affairs Officer, Division for Gender Affairs  
Email: [Lucia.scuro@un.org](mailto:Lucia.scuro@un.org); [dag@cepal.org](mailto:dag@cepal.org) (Reference: Beijing+25)

**ESCWA**

Contact: Ms. Mehrinaz El Awady  
Director, ESCWA Centre for Women  
Email: [escwa-ecw@un.org](mailto:escwa-ecw@un.org) (Reference: Beijing+25)

UN-Women will not translate reports and will post them on the website in the language(s) received.

**e. Sources of information**

National reports should build on and draw from the inputs of national consultative processes. They should also utilize existing sources of information.

Sources of information could include:

- Reports submitted to international human rights treaty monitoring bodies, in particular the Committee on the Elimination of Discrimination against Women (see <http://tb.ohchr.org/default.aspx> for States parties' reports); and regional monitoring bodies, such as those established under the Istanbul Convention (<https://www.coe.int/en/web/istanbul->

[convention/country-monitoring-work](#)), and the Convention of Belem do Para (<http://www.oas.org/es/mesecvi/nosotros.asp>)

- Reports submitted under international review processes, such as the Universal Period Review (under the Human Rights Council), or Voluntary National Reviews (under the 2030 Agenda for Sustainable Development)
- Reports submitted under regional review processes, such as those held under the auspices of regional intergovernmental bodies.

Information about past review and appraisal processes of the Beijing Declaration and Platform for Action is available at the following links, including reports submitted by Member States to the United Nations Secretariat prior to the Fourth World Conference on Women (1995), and for the five-year (2000), ten-year (2005), fifteen-year (2010) (<http://www.un.org/womenwatch/daw/beijing/index.html>) and twenty-year (2015) review and appraisal processes (<http://beijing20.unwomen.org/en>).

Relevant information may also be found in the following publications and websites:

- *Turning promises into action: Gender equality in the 2030 Agenda for Sustainable Development*. This report, prepared by UN-Women in 2018, provides a comprehensive and authoritative assessment of progress, gaps and challenges in the implementation of the SDGs from a gender perspective: <http://www.unwomen.org/en/digital-library/publications/2018/2/gender-equality-in-the-2030-agenda-for-sustainable-development-2018#view>
- *Preventing conflict, transforming justice, securing the peace: A global study on the implementation of United Nations Security Council resolution 1325*. This study prepared for the fifteen-year anniversary of Security Council resolution 1325 provides an assessment of progress and recommendations for the way forward: <http://www.unwomen.org/~media/files/un%20women/wps/highlights/unw-global-study-1325-2015.pdf>
- *ECOSOC Forum on Financing for Development*. This is an intergovernmental process with universal participation mandated to review the Addis Ababa Action Agenda (Addis Agenda) and other financing for development outcomes and the means of implementation of the Sustainable Development Goals (SDGs) <http://www.un.org/esa/ffd/ffdforum/>. The Annual Report gives an overview of progress and prospects: <https://developmentfinance.un.org/>
- United Nations Climate Change website: <https://unfccc.int/>
- New Urban Agenda website: <http://habitat3.org/wp-content/uploads/NUA-English.pdf>

The websites of regional commissions also offer publications and sources of information that can support national-level reviews.

Information about the 25-year review and appraisal process, including national reports, will be posted at the following website: <http://www.unwomen.org/en/csw/csw64-2020>



## PART II. QUESTIONNAIRE FOR THE CONTENT OF NATIONAL REPORTS ON BEIJING +25

This guidance note provides questions to orient national reviews and reporting, covering the 12 critical areas of concern of the Beijing Platform for Action (henceforth, 'BPfA'). 2020 will be the first time that the implementation of the Beijing Declaration and Platform for Action is reviewed with the 2030 Agenda for Sustainable Development (henceforth, 'the 2030 Agenda') fully in place. For practical purposes, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the two frameworks.

The 2030 Agenda dedicates a specific goal to gender equality and the empowerment of all women and girls (SDG 5, achieve gender equality and empower all women and girls) with targets that resonate strongly with the BPfA (see the two columns in the table below). It also stresses that the systematic mainstreaming of a gender perspective in the implementation of the Agenda is crucial. As an issue that cuts across the other Sustainable Development Goals (SDGs), the Agenda includes a series of gender-related targets addressing critical areas of concern of the BPfA, from women's poverty to women in the environment (see bottom row in the table below).

<b>Beijing Platform for Action (12 critical areas of concern)</b>	<b>2030 Agenda for Sustainable Development (targets under SDG 5)<sup>6</sup></b>
<b>A. Women and poverty</b>	5.1 End all forms of discrimination against all women and girls everywhere
<b>B. Education and training of women</b>	5.2 Eliminate all forms of violence against all women and girls
<b>C. Women and health</b>	5.3 Eliminate all harmful practices
<b>D. Violence against women</b>	5.4 Recognize and value unpaid care and domestic work
<b>E. Women and armed conflict</b>	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels
<b>F. Women and the economy</b>	5.6 Ensure universal access to sexual and reproductive health and reproductive rights
<b>G. Women in power and decision-making</b>	5a Undertake reforms to give women equal rights to economic resources
<b>H. Institutional mechanisms for the advancement of women</b>	5b Enhance the use of enabling technology, in particular information and communications technology
<b>I. Human rights of women</b>	5c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality
<b>J. Women and the media</b>	
<b>K. Women and the environment</b>	
<b>L. The girl-child</b>	
<b>2030 Agenda for Sustainable Development (gender-specific targets under other SDGs)<sup>7</sup></b>	

<sup>6</sup> Shorthand versions of the official targets are used for ease of communication.

<sup>7</sup> This list is illustrative and not comprehensive. Targets were only included if the related indicator(s) explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For further information, please consult chapter 2 in UN Women (2018) *Turning promises into action: gender equality in the 2030 Agenda for Sustainable Development*. New York.

No Poverty (1.1, 1.2, 1.3, 1.4, 1b) Zero hunger (2.3) Good health and wellbeing (3.7, 3.8) Quality education (4.1, 4.2, 4.3, 4.5, 4.6, 4.7, 4a) Decent work (8.3, 8.5, 8.7, 8.8, 8.9)	Reduced inequalities (10.2) Sustainable cities (11.7) Climate action (13b) Peace, justice and strong institutions (16.1, 16.2, 16.7) Partnerships for the goals (17.18)
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The Political Declaration on the occasion of the twentieth anniversary of the Fourth World Conference on Women<sup>8</sup> highlighted a number of implementation strategies for the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action. Accordingly, national reports should review progress on laws, policies and strategies; institutional mechanisms for gender equality; the transformation of discriminatory norms and gender stereotypes; investments to close resource gaps; accountability for existing commitments and capacity building, data collection, monitoring and evaluation. Countries are encouraged to conduct evidence-based assessments of achievements as well as setbacks and challenges in these areas with a focus on 2014 onwards.

Section one should provide macro analysis of priorities, achievements, challenges and setbacks, with a focus on the past five years (i.e. 2014 to 2019, or five years since the completion of the last report); as well as new and emerging priorities for the future.

Section two should provide a more detailed analysis of measures taken to advance gender equality across the twelve critical areas of concern of the BPfA with a focus on the last five years (i.e. since 2014 or the completion of the previous report). The use of the thematic clusters and guiding questions is encouraged to reflect on how the BPfA and the 2030 Agenda can be implemented in a mutually reinforcing manner to accelerate progress for all women and girls. For each of the areas, special attention should be given to elaborate on concrete examples of the measures that were taken, the challenges encountered and the achievements made, using data to document them where available.

Section 3 should cover national processes and mechanisms, linking those related to the implementation and monitoring of the Beijing Declaration and Platform for Action with those related to the 2030 Agenda for Sustainable Development.

Section 4 should highlight progress on the availability of data disaggregated by sex and gender statistics, linking the monitoring of implementation of the Beijing Declaration and Platform for Action with gender-responsive implementation of the 2030 Agenda for Sustainable Development.

Given the 2030 Agenda’s commitment to ‘leave no one behind’ guiding questions about the situation of women and girls who face multiple and intersecting forms of discrimination have been integrated across sections. Additionally, States are invited to provide, whenever possible and available, information about targeted measures they have implemented for disadvantaged groups of women and girls, particularly those listed in question 3. Similarly, States are encouraged to consider the human rights of women (critical area of concern I.) and women and girls of different ages, including the girl child (critical area of concern L.), across sections and dimensions.

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<sup>8</sup> E/2015/27, resolution 59/1.

## Section One: Priorities, achievements, challenges and setbacks

### **1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?**

#### **PRIORITIES and ACHIEVEMENTS:**

Slovenia has made a significant progress in the development and implementation of gender equality policy since the adoption of the Beijing Declaration and the Beijing Platform for Action. Over the past 5 years' legislation, programmes and measures have been adopted which prohibit discrimination against women and promote the implementation of substantive gender equality in all areas, and various activities have been carried out to raise awareness and eliminate barriers to gender equality.

Slovenia is among those countries with an above-average score according to different measurements of gender equality indices, both at the global level and within the European Union. However, actual gender equality has not yet been achieved and the challenges remain.

In 2015, the Resolution on the National Programme for Equal Opportunities for Women and Men, 2015–2020, the second mid-term strategic document of the Government defining the objectives, measures and key actors in the area of gender equality was adopted. The priorities and policies of the National Programme were informed by the evaluation of the first gender equality strategy (2005-2013) and conclusions of the international conference Gender Equality Pays Off! organised by the Ministry of Labour, Family, Social Affairs and Equal Opportunities in 2014. As the area of gender equality requires a horizontal, interdisciplinary approach, various stakeholders were included in the drafting of the National Programme. The debate contributed significantly towards the formation of objectives and the proposal of measures; the themes and content of individual policy areas were discussed and conclusions adopted. Priorities set up in the National Programme include: eliminating gender imbalances and gender segregation in employment and tackling unemployment; improving the situation of women and men regarding social inclusion; eliminating obstacles to the reconciliation of work, private and family life; eliminating the gender gap and gender segregation in education; eliminating inequalities in science and higher education; eliminating stereotypes in society, particularly in the media, culture and sport; improving the health of women and men; eliminating the obstacles to balanced representation of women and men in various areas of political and social life; zero-tolerance of violence against women; strengthening gender mainstreaming in the Slovenian developmental, peace and other foreign policy initiatives.

The gender equality policy is a horizontal policy covering all areas and/or policies under the competence of individual ministries and government offices. In recent years, progress on gender mainstreaming in sectoral policies was made, in particular regarding training and the development of tools, such as Guidelines for Gender Mainstreaming in the Work of Ministries 2016–2020. The Guidelines provide general orientations for the work of ministries and coordinators, determine the manner of cooperation of ministries with the gender equality national mechanism, and define priority fields for the period 2016–2020. However, the gender perspective is still rarely part of the overall process of formulating, implementing and evaluating policies. Gender equality and non-discrimination are included in some sector-specific Acts and the gender perspective is addressed in certain government strategic documents, such as national programmes, action plans, etc. Given the fact that the documents that include the gender perspective are still few in number, efforts to ensure gender mainstreaming in all policies should be strengthened into all policy formulation, implementation and evaluation processes.

Some key documents 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.

- **Action Plan for the Implementation of UN SC Resolutions No. 1325 and 1820 on Women, Peace and Security**

The Action Plan outlines detailed measures to strengthen the role of women in the prevention and resolution of armed conflicts and in building and maintaining peace. It also identifies measures to prevent sexual violence against women and girls and their protection during and after armed conflicts. It is aimed at linking the current activities in Slovenia and in the international community addressing the wider issue of women, peace and security, which have been reshaped into specific and realistic political commitments with measurable goals.

- **Action Plan of the Interministerial Working Group for Combating Trafficking in Human Beings, 2015-2016, 2017-2018, 2019-2020**

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

- **Resolution on the Research and Innovation Strategy of Slovenia 2011–2020**

The Resolution addresses gender equality in the chapter on strengthening human resources and also in connection with the objective to promote human resources development. It notes the necessity to reduce vertical segregation and points out that the support of decision-making bodies is required to adopt legislative amendments and measures aimed at gender equality and to focus attention on the role of gender in research, education and management.

- **Resolution on the National Programme for Youth 2013–2020**

The Resolution defines the principles, key policies and general guidelines for the implementation and formulation of youth policies and pays particular attention to ensuring equal gender opportunities and preventing discrimination.

- **Resolution on the National Social Assistance Programme 2013–2020**

The National Programme addresses the development of the social assistance system in the mentioned period. To this end, it defines the basic premises for the development of the system and the objectives and strategies of the development of social assistance, determines the network of public social assistance services and programmes, and lays down the manner of their implementation and monitoring and the responsibilities of individual actors at different levels. The guidelines to be followed in the provision of services and programmes also include gender equality, which is defined as consideration of the gender equality aspect and the specific needs of women and men.

- **Action Programme for Persons with Disabilities 2014–2021**

The purpose of this programme is to promote, protect and ensure the full and equal exercise of all human rights of persons with disabilities, and to foster respect for their inherent dignity. With regard to raising awareness and providing information, the Programme places particular emphasis on the activities to combat gender-related stereotypes and in connection to violence and discrimination, the

Programme specifies that particular attention should be paid to children, women and the elderly with disabilities, as they are particularly vulnerable groups. It also includes some measures that consider the gender and intersectional perspectives.

- Resolution on the National Programme of Measures for the Roma for the Period 2017–2021

The National Programme of Measures for the Roma defines measures to improve the situation of the Roma and provides for effective implementation of Roma community rights. One objective focuses on establishing support activities aimed at improving the status of members of the Roma community and recognizing the Roma community as an integral part of Slovenian society and activities aimed at preventing discrimination and eliminating prejudice and stereotypes against Roma at the local level with an emphasis on Roma women, girls and young people.

Violence against women and girls is a major obstacle to the full achievement of gender equality and the empowerment of all women and girls, therefore preventing violence against women and girls and domestic violence is high-priority issue in Slovenia. Further efforts in preventing and combating violence against women and domestic violence have been made in the past 5 years. In 2015 Slovenia ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). In order to comply with the Convention two new criminal offences against human rights and liberties were introduced to the Penal Code in 2015, stalking and forced marriage. In 2016 Slovenia introduced amendments to the Domestic Violence Prevention Act in order to improve existing preventive and protection measures, defining stalking as a form of domestic violence and broadening definition of a family member. Additionally, a new national strategy on preventing domestic violence and violence against women will be prepared by the end of this year.

One of the priority areas of gender equality policy is the reduction of pay and the pension gap. Although Slovenia ranks among the countries with a low pay gap (8.1%), the pension gap is relatively high (18.92%). In 2019 a 2-year project called 'My work.My pension' (Moje delo.Moja pokojnina) started. The aim of the project is to draw attention to the pension gap between women and men, improve the 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.

Reconciliation of work and private life is undeniably another key issue on the political agenda in Slovenia. In order to encourage women to pursue a career and take up decision-making positions in business, the public sector or politics, despite their family obligations, Slovenia adopted new legislative measures to overcome challenges women are facing related to the reconciliation of work, private and family life. Parental Protection and Family Benefits Act adopted in 2014 enables that apart from non-transferrable paternity leave; parents can as well equally share the parental leave. Each parent has the right to 130 days of paid parental leave. In addition to that, mothers are entitled to 105 days of paid maternity leave and fathers to 30 days of paid parental leave. Adopted legislation and other measures that enable both parents to care for a child stimulate fathers to increasingly share related responsibilities. In the last 10 years' significant progress is shown in Slovenia particularly with regard to the role of men in more equal sharing of care work between women and men as the share of fathers on paternity leave and parental leave has increased.

In 2016 an autonomous state body – the Advocate of the Principle of Equality – was established, having its legal basis in the Protection Against Discrimination Act. Its three main tasks are promoting equality and preventing discrimination including that based on sex; providing support to those who

have been subjected to discrimination and participation in legal proceedings, and deciding on the complaints of discrimination received and imposing effective sanctions.

## **CHALLENGES:**

### **Progress on gender equality still too slow**

Although significant progress has been made in achieving gender equality and empowerment of women in many areas, particularly in legislation, barriers to substantive gender equality still exist. The changing of social and cultural patterns is a long-term process, and actual gender equality cannot be achieved through short-term measures.

Persistent gender differences require the continuous elimination of barriers to the full participation of women in the labour market and in political, public and economic/financial decision-making. It is also important to combat deeply-rooted and newly-emerging gender stereotypes that determine women's and men's roles in society and create a gender imbalance in paid and unpaid work. Therefore, we will continue to focus our efforts on creating conditions for a more balanced division of family obligations between women and men.

The existing systemic regulation of equality between women and men still does not ensure actual gender equality in bodies governed by public law. Despite the declared equality between women and men, the figures show that we have not yet achieved a balanced gender representation in specific areas of social life, particularly in decision-making positions in politics, the economy and bodies governed by public law; therefore, in 2019 amendments to the Equal Opportunities for Women and Men Act are being drafted. One of the important challenges that remains is also gender balance in economic decision-making, since there are only few women CEOs in the biggest Slovenian companies. To this end, Slovenia is planning to propose legal measures in this area.

### **Backlash against gender equality**

One of the challenges gender equality policy will have to deal with in the future is to make its achievements more visible and recognized as a democratic norm. It has been noticed that, irrespective of the development of human rights and standards, gender equality advocates and their initiatives to further improve the status of women and men in our society often encounter negative attitudes. Radical movements (that are trying to re-establish society without dated views on gender equality, human rights and equalities in general) are very successful at promoting the so-called gender theory conspiracy and attacking women's rights, advocates and activists.

### **Towards more effective gender mainstreaming**

Although the National Program for Equal Opportunities for Women and Men, 2015–2020, is clear that gender equality and women's empowerment must be achieved through dual-track strategy of gender mainstreaming and specific gender equality policies, 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 from the aspect of the needs of women and men. However, Equal Opportunities Department is providing policy advice to the ministries and departments to mainstream gender equality issues in their policies and programs through regular meetings and trainings on gender stereotypes and other issues.

### **Limited resources and political commitment**

Another challenge that the Equal Opportunities Department is 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+). Challenges which always remains for the area of gender equality is a political commitment to the issue.

Additional tasks related to other inequalities and discrimination (e.g. LGBTIQ+) have been conferred to the main national gender equality mechanism in Slovenia. As a consequence, lack of financial and human resources for gender equality could have a negative impact on the realization of gender equality agenda and the empowerment of women and girls in the future. Challenges which always remains for the area of gender equality is a political commitment to the agenda.

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 To ensure that the principle of gender equality is followed by all ministries and state institutions, the status of coordinators within the ministries should be strengthen and gender budgeting should be applied at different levels.

### **SETBACKS:**

Slovenia was the first transition country to establish an office for promoting gender equality. In 1992, the Women's Policy Office was established, which in 2001 was renamed the Office for Equal Opportunities (and later abolished in 2011). With the reorganization of the government in 2012, tasks of the independent specialized governmental Office for Equal Opportunities were transferred to the Ministry of Labour, Family and Social Affairs; i.e. to its Equal Opportunities and European Coordination Service. In 2013, the ministry was renamed the Ministry of Labour, Family, Social Affairs and Equal Opportunities and the tasks related to gender equality were assumed by the Equal Opportunities Department. The evaluation of the National Programme on gender equality 2005-2013 highlighted the fact the closure of the Office for Equal Opportunities and the transfer of its tasks to the ministry resulted in negative consequences and was a huge setback for gender equality policy in Slovenia; There is a concern that current inclusion of gender equality in the Ministry of Labour, Family, Social Affairs and Equal Opportunities supposedly implies that the area is only associated with this ministry's sphere of work and does not promote gender mainstreaming.

## **2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)**

- 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)
- Women's entrepreneurship and women's enterprises**

- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity 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 negative social norms and gender stereotypes**
- Other**

### **Equality and non-discrimination under the law and access to justice**

In 2016 the Protection Against Discrimination Act was adopted, which prohibits inter alia direct and indirect discrimination on the grounds of any personal characteristics, including sex, in any sphere of social life. On the basis of the act, an autonomous and independent state body – the Equality Advocate – was established in 2016. Tasks and powers of the Advocate are: conducting independent research on the position of people in certain personal circumstances, particularly sex, nationality, racial or ethnic origin, religion or belief, disability, age, sexual orientation and other issues regarding discrimination of people with certain personal circumstances; publishing independent reports and making recommendations to state authorities, local communities, holders of public authorisations, employers, business entities and other bodies regarding the established situation of people in certain personal circumstances; i.e., relating to preventing or eliminating discrimination and adopting special and other measures to eliminate discrimination; conducting tasks of supervisory inspection; providing independent assistance to persons subject to discrimination when enforcing their rights regarding protection against discrimination in the form of counselling and legal assistance for clients in other administrative and judicial proceedings related to discrimination; raising the awareness of the general public regarding discrimination and measures to prevent it; monitoring the general situation in the Republic of Slovenia in the field of protection against discrimination and the situation of people in certain personal circumstances; proposing the adoption of special measures to improve the situation of people who are in a less favourable position due to certain personal circumstances; participating in judicial proceedings involving discrimination as per this Act; ensuring the exchange of available information on discrimination with bodies of the European Union.

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

Slovenia keeps the issues of violence against women and girls high on the political agenda. Significant progress in commitment to preventing and combating violence against women and family violence has been acknowledged, as well as concrete measures have been taken at the legislative and implementation levels. In the past 5 years, efforts in this area have primarily been directed at the ratification of the Council of Europe Convention on preventing and combatting violence against women and domestic violence and improving adopted national legislation.

In 2015 Slovenia ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). In order to ensure compliance of national legislation with the provision of the Istanbul Convention, the amendment to the Criminal Code in 2015 stipulates two new criminal offences - stalking and forced marriage or establishing a similar relationship. The amendment also introduced a new safety measure for criminal offences with elements of violence - a restraining or no-contact order. In the area of preventing and addressing



domestic violence and violence against women, several preventive activities to raise awareness of the professional and general public have been implemented in recent years.

The Domestic Violence Prevention Act was amended in 2016. The amendments were related primarily to a broader definition of family members, while at the same time the definition of domestic violence was extended and a new form of violence - stalking - was added. In addition, the range of possible measures taken by the court (in particular child protection measures) and the police was extended or more precisely defined. A significant contribution of the amendment is an explicit ban on corporal punishment of children. It also prohibits the use of alternative forms of dispute resolution in all proceedings conducted in connection with violence. All these and several other normative measures have contributed to improving the systemic regulation for preventing and combating domestic violence. The guiding principle of these amendments was to increase the protection of victims and improve the systemic regulation of the area of preventing and combating domestic violence.

In 2017 the Police Tasks and Powers Act which affects the execution of tasks by the police in cases of domestic violence was amended. The amendments relate to issuing a restraining order (this measure can be issued for longer periods, the procedure concerning the victim's proposal to extend the measure is simplified, the measure is implemented also in other Member States of the European Union, new records of materials for sexual exploitation of minors is added, new parameters are added to the record of criminal offences – type of personal data that the police is allowed to collect: personal data of victims and the relationship between the perpetrator and the victim), which will facilitate the analytical work in that area.

A number of measures contributing to the improvement of comprehensive treatment of victims of violence against women and domestic violence, and projects aimed at expanding the network of crisis centres, maternity homes and safe houses around Slovenia have been implemented in recent years. The capacities for the accommodation of victims of domestic violence are thus increasing. Furthermore, several preventive activities to raise awareness of the professional and general public have been implemented in the area of preventing and addressing domestic violence and violence against women in recent years. The Act amending the Criminal Procedure Act (ZKP-N) adopted in 2019 is aimed at enhancing the protection of victims of crime in the framework of criminal proceedings. The amendment introduces a change of paradigm in regard to addressing the position of victims of crime, as the concern for their well-being and procedural rights is moving to the fore.

More information on Slovenia's activities to prevent violence against women and girls can be found in the chapter Freedom from Violence, Stigma and Stereotypes.

### **Women's entrepreneurship and women's enterprises**

Achieving equal representation in political, public and economic decision-making at all levels remains an important challenge. The introduction of binding measures and a better use of the women's potential and talents in economic sphere as well is highly on our priority list. Despite numerous women entrepreneurs, there are only few women CEOs in the biggest Slovenian companies. Slovenian government strongly supports special measures, including gender quotas in corporate boards, which have been already introduced in some European countries. In 2014 we have launched the project (Include.all) in support of the EU directive goals. The aim of the project was to improve representation of women at the highest positions of management and leadership in economy and business. There are several fields where positive changes and influence can be noticed. The most

important is that the issue of unbalanced participation of women and men in managerial, especially top, positions have become an important issue on the political agenda. In March 2015, the National Assembly's Commission for Petitions, Human Rights and Equal Opportunities and the Committee for Employment, Family, Social Affairs and Disabled held joint meeting on the issue of gender equality in decision-making, hosting several experts and politicians. Both working bodies proposed to the Government to prepare draft legislation on gender balanced participation in corporate boards. Additionally, added value of the project is also the development of the Competence Centre for Sponsorship as the researches show that women managers benefit the most, if they have sponsors who help them to become more visible. Career sponsorship is proven to be an important tool for women managers to step forward. Finally, a specific tool Module 6 Include.All was developed during the implementation of the project. It is a specific tool and measure described in six concrete steps to be used in the companies in order to increase the number of women on top positions.

In order to increase the employment rate of women, especially young women with tertiary education, a specific program to promote women's entrepreneurship has been introduced in 2016. The program is intended for unemployed women with a minimum of higher professional education (level VI or higher) and consists of two parts. The first part covers 100-hour business training, with the aim to prepare and equip women with the necessary knowledge, information and contacts for the new entrepreneurial pathway and to inform them of all measures and incentives offered by the state and the business environment in the field of entrepreneurship. The second part involves the acquisition of a subsidy of EUR 5,000, so that they can start to realize their business. In first two years nearly 1000 women involved in the program decided to start their own business.

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

High full-time employment for both women and men is one of the characteristics of Slovenia. Women's high employment rate is due to good regulation of employment, parental leaves, child care, primary schooling, etc., which enables parents, particularly women, to reconcile professional and family life. Slovenia is one of the rare countries where the impact of parenthood on the employment rate is limited.

Although the employment rate of women in Slovenia is more or less equal to that of men, and women equally contribute to family budgets, the division of unpaid work between partners is still very unequal. Women do considerably more housework and child care than men. This is also reflected in the exercise of rights arising from parental protection insurance. Although both parents have the right to parental leave and part-time work due to a child, this right is mostly exercised by women. Therefore, activities in recent years have focused on changes aimed to encourage parents to share child-care obligations more equally and fathers to exercise their parental rights.

Slovenia offers generous maternity, parental and paternity leave, amounting to 395 days and the benefit paid is 100% of previous earnings. Mothers and fathers can share parental leave equally and a non-transferrable full paid paternity leave of 30 days is offered to the father. In 2018 the Parental Care and Family Benefits Act was amended with regard to the use of paid paternity leave. Fathers may use the paternity leave in a single block of 30, days, where at least 15 days must be used by no later than one month after the expiry of parental leave in a single block, while the remaining 15 days can be used no later than until the child's completion of the first grade of primary school in a single block.

Several supporting activities for promoting better share of unpaid work were carried out.

In the framework of the 3- year project »Towards equalizing power relations between women and men« started in 2013 the Ministry of Labour, Family, Social Affairs and Equal Opportunities launched a national media campaign and other awareness raising activities for better reconciliation of professional and private life and equal sharing of the housework responsibilities between women and men.

([http://www.mddsz.gov.si/en/areas\\_of\\_work/equal\\_opportunities/norway\\_grants/](http://www.mddsz.gov.si/en/areas_of_work/equal_opportunities/norway_grants/))

In 2015 the Peace Institute in cooperation with partners implemented the project “Fathers and Employers in Action (ODA)” which was co-financed by the Norwegian Financial Mechanism 2009–2014 programme. With performing a quantitative and qualitative research and analysis of the situation, the ODA project identified the needs and obstacles of employed fathers in balancing work and family life. On the basis of the research and pilot test, recommendations for politicians were drawn up to encourage work organizations to evaluate previously adopted measures for balancing work and family life, and to potentially introduce new measures (<http://www.mirovni-institut.si/enakopraven-oce/>).

One of them was also the EU co-financed project Active.All (2016-2017). With the national campaign, the Ministry of Labour, Family, Social Affairs and Equal Opportunities directly contributed to the cultural changes in the field of traditionally desired/acceptable gender roles in an unpaid work and to organizational changes in the field of active fatherhood perception and support. The project also fostered the capacity building of the local organisations (municipal administration, local policy makers, professionals in preschool and compulsory school system, community medical service professionals, social workers, social partners). Through various methods (workshops, seminars, individual consultations, guidelines, exchange of good practices) capacity for the implementation of gender mainstreaming was strengthened and fostered and encouraged where no gender perspective was considered before

([http://www.mddsz.gov.si/si/delovna\\_podrocja/enake\\_moznosti/projekti\\_iz\\_sredstev\\_eu/aktivnivsi/](http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti/projekti_iz_sredstev_eu/aktivnivsi/)).

### **Changing negative social norms and gender stereotypes**

Gender stereotypes are one of the main obstacles to achieving actual gender equality. Therefore, several our activities in the last 5 years were directed towards changing negative social norms and gender stereotypes. Some are listed below.

In 2014 the Ministry of Labour, Family, Social Affairs and Equal Opportunities launched a project “Towards equalizing power relations between women and men”. The overall aim of the project was to increase understanding of equal/unequal power relations between women and men in order to identify adequate responses to imbalances that persist in a gender-based power structure in society and inequalities between women and men in specific areas. The project started with the conference Gender equality pays off! where it was emphasized the need to make full use of the potential of women and their crucial contribution to society. Important challenges that remains are balance gender representation in political and economic decision-making, ensuring equal access to education and training, as well as equal distribution of the work within the family. Furthermore, in order to monitor changes in men’s and women’s behaviour, attitudes and perceptions regarding selected gender equality issues in Slovenia, a standardised monitoring instrument was developed. ([http://www.mddsz.gov.si/en/areas\\_of\\_work/equal\\_opportunities/norway\\_grants/](http://www.mddsz.gov.si/en/areas_of_work/equal_opportunities/norway_grants/))

In 2015 the Ministry of Labour, Family, Social Affairs and Equal Opportunities organised an international conference entitled 'Gender Equality – What Do Men Have to Do with It?' The purpose of the conference was to discuss the role of men in achieving gender equality: why does gender equality concern both women and men; in which areas are men in an unequal or worse positions; how can men get involved in eliminating gender inequalities and how is it possible to increase the role of men's involvement in taking care of children and family members needing help.

As a part of the above mentioned Active.All project, the national awareness-raising campaign was prepared. It concentrated on informing about and reducing gender stereotypes as well as encouraging equal share of family and household responsibilities between men and women. Its main outputs are the documentary Active Daddy (which brings a view on what it meant to be a father in the past and what does it mean to be an active father nowadays), promotional spots on active fatherhood with the clear messages "By actions, the father is known" and "Active fatherhood for a step forward", and a children's theatre play Vijolašola (Violet School) on gender based stereotypes and the narrowness of life choices they produce. Furthermore, Guidelines for the elimination of stereotypes, and strengthening of gender equality were prepared ([http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti\\_pdf/enake\\_moznosti/AktivniVsiSmerniceEN.pdf](http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/enake_moznosti/AktivniVsiSmerniceEN.pdf))

The most recent project Click-Off, is addressing cyber violence and harassment as a form of violence against women and girls and manifestation of historically unequal power relationship. Its objective is to raise awareness, combat gender stereotypes, prevent, reduce and change attitudes towards cyber violence and harassment against girls and women. Therefore, training modul has been developed and workshops are being conducted in primary and secondary schools (<http://odklikni.enakostspolov.si/>)

#### **Other**

Gender equality and empowerment of women and girls is also a foreign policy priority. It is also a cross-cutting priority of international development cooperation and humanitarian assistance. Over the past five years, the Ministry of Foreign Affairs has paid special attention to quality education and training, to eliminating discrimination and violence against women and girls. Slovenia has also been active in the women, peace and security agenda and has promoted active and meaningful participation of women in peace and security processes. We have also promoted an active role of men and boys in gender equality efforts.

### **3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)**

- Women living in remote and rural areas**
- Indigenous women
- Racial, ethnic or religious minority women**
- Women living with disabilities
- Women living with HIV/AIDS
- Women with diverse sexual orientations and gender identities
- Younger women
- Older women
- Migrant women**

- Refugee and internally displaced women**
- Women in humanitarian settings**
- Other

### **Women living in remote and rural areas**

Rural women and women farmers account for a big part of the labour force in the rural area and they have an important role in every aspect of rural life. They are important as food producers and the supporting pillar of the social environment of the farm as well as the countryside. On top of working on the farm and contributing to food production, through childcare and education, transfer of traditional knowledge and sustainable practices and customs to the youth, they ensure the preservation of the special attitude towards food, emphasizing the role of food as an important element of our cultural identity. Besides working on the farm and carrying out the household chores they take care of the elderly. Oftentimes they are also the promoters of change in the countryside. Notwithstanding the progress to date the inequality of women is still a challenge and their important contribution underestimated.

Prevention of discrimination and promotion of the rights of women and girls in the rural area is addressed by supporting rural women through assuring their access to education and training, supporting entrepreneurship and innovation, assuring access to productive and natural resources, as well as financing and markets, employment and decent wages. Empowerment of rural women and women farmers is the key to unlocking the potential of rural development.

Support for rural women is one of the priorities of the Slovenian Ministry of Agriculture, Forestry and Food (MAFF). The MAFF implements numerous activities and measures for a better inclusion of rural women and women farmers in the decision-making processes on the future of agriculture. They participate in the most important consultations on the future of agriculture and rural development in Slovenia.

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

There have been several activities promoting the rights of rural women carried out by the Ministry of Labour, Family, Social Affairs and Equal Opportunities. On International Day of Rural Women in 2015, the Ministry of Labour, Family, Social Affairs and Equal Opportunities organised a consultation which was attended by members of rural women's associations, local communities, the Employment Service,

agricultural and forestry institutes and non-governmental organisations. The purpose of the consultation was to discuss the position of farming and rural women in Slovenia and their challenges for the future. In 2018, the Ministry of Labour, Family, Social Affairs and Equal Opportunities in co-operation with the Association of Country Women of Slovenia carried out a study on gender equality in rural life, specifically aimed at the division of domestic, farm, administrative, and care work, decision-making, free time activities of rural women, self-evaluation of their health and wellbeing, as well as perception and experience of domestic violence, existence of social networks and their acceptance of gender based stereotypes. Based on the research results an international conference on best practices of the empowerment of rural women in the broader region was organised bringing together rural women, decision-makers and civil sector organisations.

In 2019 the Rural Women's Council was established. This is an advisory body of the Minister of Agriculture, Forestry and Food, the main function of which is to formulate opinions on major decisions with regard to the provision of rural women's rights. Within the scope of its duties, the council monitors the position of rural women and provides proposals for improving their position, provides expert opinions on measures of the agricultural and other policies affecting the position of rural women, contributes to awareness-raising on the specific position of rural women and informing the general public about this problem, and promotes organisational operations and the intergenerational cooperation of rural women.

#### **Racial, ethnic or religious minority women**

The National Programme of Measures for Roma of the Government of the Republic of Slovenia for the 2017–2021 Period (NPUR 2017–2021) includes the measure of supporting the activities to improve the position of the members of the Roma community and recognise the Roma community as an integral part of Slovenian society and the activities aimed at preventing discrimination and eliminating prejudices and stereotypes towards the Roma community at the local level, with an emphasis on Roma women, girls and young people. The measure is being implemented by the Council of the Roma Community of the Republic of Slovenia, which selects providers via a public tender to carry out the activities for awareness-raising, eliminating prejudice and combating discrimination.

Ministry of Labour, Family, Social Affairs and Equal Opportunities co-finances projects of the nongovernmental organizations. In the period 2014-2019 the projects also addressed the empowering of minority and migrant women from two aspects: firstly, from the gender stereotypes perspective, and secondly from the integration perspective. In accordance with the Resolution on the National Programme for Equal Opportunities for Women and Men, 2015–2020, invitations to tender for the implementation of social protection programmes covering the content aimed at active inclusion of Roma women and other at-risk groups of women are carried out in 2019. The objective is to enhance their inclusion in the wider local environment and their position on the labour market, thereby reducing their risk of poverty. In the context of trial implementation of social activation, the aim of which is to promote an active role of individuals in tackling social problems in order to obtain social and functional competences and improve work skills, a specific programme aimed for women from other cultural environments has been in force since 2018. The programme is primarily intended for Albanian women who traditionally stay at home and female migrants who also need specific approaches and incentives to be able to enter the labour market. Cultural mediators are taking part in the implementation of the programme, and family members are also becoming involved in the programme.

## **Migrant women**

### **Refugee and internally displaced women**

#### **Women in humanitarian settings**

The Slovenian Armed Forces (SAF) integrated gender perspective into the crisis management and migrant situation in 2015 and after. The SAF recognized the applicability of the UNSCR 1325 provisions in the refugee and migrant crisis of 2015. In this respect, extra measures were taken on the integration of gender perspective in SAF activities on the ground. Refugees and migrants have fled in masses from the Middle East and Africa due to armed conflicts in the regions. During this process, their direction has been from the Mediterranean towards Europe, thus also crossing Slovenia. This situation required the involvement of the SAF in support of the police efforts to provide security measures, to provide logistics support, support in accommodation, and further aid. In order to perform tasks properly, effectively, safely and securely, the personnel were instructed to take gender awareness (e.g., to protect rights of women) into consideration when executing their tasks.

In 2017 Slovenian Government established the Government Office for the support and integration of migrants. Within the scope of its functions it coordinates the work and tasks of other national authorities, non-governmental and other organisations regarding the support as well as integration of migrants, and monitors migration problems. The Office is responsible for providing basic support to persons who have the permission to stay which also includes the right to financial compensation and provides material support and coordinates the exercise of other rights of applicants for international protection, including psycho-social support. For the purposes of accommodating the applicants for international protection the Office manages the Asylum Centre and its branches as well as organises their operation. All the projects in the area of international protection, which are implemented by various non-governmental organisations in the Asylum Centre and outside, and regular psychosocial care provided by female and male social workers work towards empowering women and girls and enforcing their rights under the current system both on the local and national level. The accommodation facilities of the Asylum Centre have 6 units: one for families, for single men, for unaccompanied minors, for single women, for women and persons with special needs and for movement restriction, which is currently not in use. It can accommodate 203 persons. Various activities to facilitate the integration of women into society are carried out, such as workshops on the subject of social activation and empowering women through social activities. This involves various educational activities (cooperation with libraries and cultural institutions), workshops on social entrepreneurship, handicraft workshops (where unique products for resale are created), workshops on public speaking and communications, workshops on therapeutic writing and sports and recreation workshops (where a dance group was established).

In the past five years, the Ministry of Foreign Affairs (MFA) has financed 114 international development projects in the western Balkans, Central Asia, the Middle East and Africa that focus on women. Projects have been focusing on economic empowerment, psychological help, ensuring access to health services, including sexual and reproductive health services, promoting women in decision making, and the role of women in the security sector. Apart from that, in 2017 and 2018 Slovenia allocated voluntary contributions for UNFPA and UN WOMEN. Slovenia has also pledged humanitarian assistance and donations for humanitarian situations across the world. In 2018, our allocation to ICRC for their work in DRC was at first allocated for sexual violence.

#### 4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

YES/NO

The migrant crisis in 2015 resulted in different actions taken by the SAF. In addition to the integration of gender perspective into processes within SAF raising gender awareness in regard to different impacts of crisis situations on women and children and sharing best practices at trainings, international and national courses, workshops, and conferences.

In 2016, Ministry of Labour, Family, Social Affairs and Equal Opportunities started financing various activities in the field of gender equality and migration, with a view to protecting the human rights of migrant women and girls, in particular those suffering from different forms of violence. In order to ensure that the professionals working in the field of immigration are better equipped with the requisite knowledge, and to improve their ability to respond urgently and properly, special training /seminar was organized on the issue of gender-based violence and violence against women and girls, aimed at creating awareness and understanding harmful practises amongst professionals so that they are able to identify and respond effectively in order to ensure the safety of women and girls who have been and/or are at risk of honour killings, forced marriages, etc. In order to inform migrant men and women about the cultural standards, societal values and legislation on gender equality in Slovenia, including on domestic violence and gender-based violence, seminars and special workshops were organized by Slovene Philanthropy, a humanitarian organization operating in a public interest, and informative material, such as a special handbook for migrants, has been designed and distributed.

In order to strengthen institutions in mainstreaming gender perspective into their daily work with migrants, a mutual learning seminar with a focus on care and integration of migrant men from a gender perspective was organized by the Ministry of Labour, Family, Social Affairs and Equal Opportunities in 2017. National and foreign experts shared their experience, urging public authorities working with migrants to pay special attention to the difficult situation of migrants when implementing various integration measures, their precarious conditions, lack of information, language and societal skills, agreeing that cooperation of national and international governmental and non-governmental institutions is the key towards efficient migrant policy-making. Certain measures aimed at addressing gender equality were proposed, among them the following:

- information materials challenging gender stereotypes with a focus on migrant men who face changed gender roles and loss of status in the destination country;
- dialogue meetings with migrant men on self-care, fatherhood, physical and mental health, etc.; acknowledging that men and boys can also be victims of violence; designing preventive and response measures to protect them from further stigmatization, violence and exploitation; and
- seminars for migrant men on un/acceptable behaviour in the destination country and the consequences they might face in case of breaking the rules, regarding cultural codes, sexual violence and rape, while still letting them retain their own cultural identity.

In 2017, on the basis of these findings, Slovene Philanthropy continues with the assistance and integration support to various vulnerable groups of migrants, including women and girls, with the aim of informing, raising awareness and empowering of asylum-seekers and persons under international protection (i.e. refugees and migrants) and presenting them with options, provided within the programmes of integration in Slovenian society.



In 2016 the Ministry of the Interior in collaboration with the Office for Democratic Institutions and Human Rights (ODIHR) of the Organization for Security and Cooperation in Europe (OSCE) organised a two-day training course entitled 'Good Practices in the Integration of Migrants in Accordance with the OSCE Commitments'. The purpose of the training was to provide support to OSCE participating states for improving the efficiency of implementation of OSCE commitments and international legal standards in the integration of migrant men and women. The two-day training course comprised 9 modules covering the following topics: integration of migrant men and women, types of migrant statuses, family reunification, access to the labour market, education, health care, political participation, access to the acquisition of citizenship and formulation of gender-sensitive migration policy. The training course provided information on current legal commitments of OSCE member states and international legal standards in the integration of migrant men and women, presented good practices and organised group work which contributed to enhancing the knowledge and using it in practice.

**5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)**

- 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)**
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity 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.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing negative social norms and gender stereotypes**
- Other

**Eliminating violence against women and girls**

Currently being drawn up: the Resolution on the National Programme on Preventing Domestic Violence and Violence Against Women 2019–2024, the aim of which is to identify key areas in which shortcomings are detected or which are ineffective in preventing violence against women and domestic violence, and to define the objectives and measures for their improvement. The measures defined to achieve the objective of the resolution are part of the policy of preventing and addressing

domestic violence and violence against women, and will largely be implemented in the context of planned policies of the ministry. To a certain extent, these measures will also concern other areas within the competence of individual ministries, offices of the Government of the Republic of Slovenia, local communities and other stakeholders. The ministries will include the measures set out in this resolution in their programmes and activities, while attempting to integrate the fundamental objective in their policies. Funds for all the measures set out in the resolution will be provided from one or more of these sources: the national budget, local community budgets and European Union funds.

The key changes to be achieved by realising the objectives and associated measures with implementing the resolution are: (1) high-quality, diverse and widely available programmes of assistance and protection for victims of domestic violence and female victims of violence; (2) improved protection, treatment and position of victims of this type of violence; (3) highly competent professionals and experts who deal with the problems of domestic violence and violence against women in their work; (4) greater awareness among the society of these problems and closer proximity to the level of zero tolerance for this type of violence; (5) improved regulations in the area of preventing domestic violence and violence against women; (6) high-quality data on domestic violence and violence against women; and (7) improved organisation of the area of preventing domestic violence and violence against women. All these objectives comply with the basic European guidelines in the area of preventing and addressing domestic violence and violence against women.

The new Programme for Children 2019–2024 is also being drafted by the Ministry of Labour, Family, Social Affairs and Equal Opportunities together with local communities, non-governmental organisations and other relevant stakeholders. The programme will address the problem of the position of children in a comprehensive and extensive manner. This is a separate programme document that will specifically set out the objectives and measures to improve the position of children, also in the area of preventing domestic violence and providing assistance to victims of crime, sexual abuse, etc. The purpose of the Programme for Children is to set out the basic objectives and measures in the area of children's rights and children's well-being and quality of life in the 2019–2024 period, which will ensure equal opportunities and rights to all children, increase their protection and improve the options for integration and the involvement of children.

Priority areas:

- life without violence for all children, including the prevention of peer-to-peer violence;
- children's rights in the digital environment, with an emphasis on online security and prevention of sexual abuse in the digital environment;
- child-friendly justice, where the Children's House project modelled on the Icelandic Barnahus should be highlighted;
- children's participation in the procedures affecting them.

In order to harmonise the national legislation with the Istanbul Convention, more attention should be paid to the changes of the relevant laws in the future, and also to strengthening the role of the interdepartmental working group responsible for coordinating, implementing, monitoring and evaluating the policies and measures to prevent and combat all forms of violence covered by the scope of the Istanbul Convention.

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

Providing enabling environment for equal economic independence is and will stay among priorities for Slovenia's gender equality policy. This includes also maternity protection and parental policies that allow women to stay protected during the whole time of maternity and parental leave until they return to work. Slovenia has a high rate of employment of women, especially those with children. This is enabled and supported by a well-developed system of public childcare and support services. Public, affordable and available childcare as well as after school day care and subsidised school meals are provided which is an important factor in enabling women to participate full time in the labour market.

Women carry out much of the care work for their dependent partners and other family members in need; they care for dependent grand children to support participation of their parents in the labour market; or they financially support their children due to unemployment. Later in their lives, they also become recipients of care. Therefore, it is important to ensure economic independence and decent life of women throughout their lifetime. For demographic and social reasons such as an ageing society, poverty and social exclusion among the elderly, especially elderly women, further efforts in strengthening public care services regarding long-term care have been made recently. Slovenia is preparing national legislation, policies and services establishing the uniform system of long-term care for elderly, chronically ill, disabled and other persons who need help in compliance with the principle of non-discrimination and equal treatment. With the new legal measures Slovenia is aiming to ensure universal accessibility to quality long-term care services and sustainable financing of the long-term care system as well as support for informal care. Special attention is given to gender equality issues in order to establishing an integrated system long-term care which is not based on patriarchal solidarity. The reform of long-term care has been on the top of the relevant policy agenda since 2015.

In Slovenia, area of long-term care is not systematically regulated (e.g., by a special act). Different forms of services and benefits which could be classified as long-term care services are provided within the health care system, social and parental protection system, pension and disability system and the system of care for the disabled, and are regulated by different acts from these areas. Some key characteristics of the current system in Slovenia are:

- The existing services and benefits are not connected within a uniform system, making access to services harder and their quality and transparency poorer;
- Institutional care is still predominant and is also based on the so-called medical approach;
- One of the problems is also regional access and a difference between cities and the rural area in sense of access to services;
- There is a distinction between health care and social care services in the context of community long-term care and care in the home environment (need for coordination and unification);
- There is not enough emphasis on rehabilitation and prevention;

In order to ensure equal opportunities for women and men in the labour market and parental care, legislative changes will be implemented in the coming years in the areas of paternity and parental leave and carer's leave for care in the case of illness of direct relative.

### **Right to work and rights at work (e.g. occupational segregation)**

Reducing vertical and horizontal segregation is one of the objective listed in The Resolution on the National Programme for Equal Opportunities for Women and Men. To increase the share of women and men in occupation and sectors in which they are under-represented the activities to eliminate gender stereotypes in career choices and the implementation of projects and programmes to

encourage women and men to choose non-traditional occupations and careers, in particular in sectors with high potential will continue to play an important role. The focus will also be on gender mainstreaming in the planning, implementation and evaluation of programmes and projects to reduce segregation, based on the differences that exist in the status of women and men in individual industries and occupational groups, and the establishment of programmes and projects to promote gender equality and reduce inequalities between women and men.

In addition to education for gender equality, which reduces the strict division between "female" and "male" occupations, the emphasis will be put on special incentives to direct students towards atypical "female" or "male" studies and occupations, thus reducing gender segregation in the labor market. Ministry of Labor, Family, Social Affairs and Equal Opportunities will continue and foster capacity building of public servants to recognize and eliminate gender stereotypical decisions from their work and policy-making. Therefore, a basic training module has been developed and trainings offered to ministries and local governments.

### **Changing negative social norms and gender stereotypes**

Persistent gender differences require the continuous elimination of barriers to the full participation of women in the labour market and in political, public and economic/financial decision-making. It is also important to combat deeply-rooted and newly-emerging gender stereotypes that determine women's and men's roles in society and create a gender imbalance in paid and unpaid work. Therefore, we will continue to focus our efforts on creating conditions for a more balanced division of family obligations between women and men. From early childhood, and throughout the institutional education system, education for gender equality ensures the implementation of de facto equal opportunities for women and men, which are reflected in different areas of social life.

Therefore, activities aimed at eliminating gender segregation will continue to play an important role. In addition to education for gender equality, which reduces the strict division between "female" and "male" occupations, the emphasis will be put on special incentives to direct students towards atypical "female" or "male" studies and occupations, thus reducing gender segregation in the labour market. Ministry of Labour, Family, Social Affairs and Equal Opportunities will continue and foster capacity building of public servants to recognize and eliminate gender stereotypical decisions from their work and policy-making. Therefore, a basic training module has been developed and trainings offered to ministries and local governments.

Basic education system being an important part of the gender stereotypes elimination chain, is also being given special attention. Basic trainings for elementary school teachers, as well as many educational tools were developed. Ministry of Labour, Family, Social Affairs and Equal Opportunities will continue to promote the early approach to the question of gender stereotypes, also with providing trainings for teachers.

Digitalisation bringing not only faster ways of information exchange, but also new forms of violence against women and girls, will also be on the priority list. Awareness-raising on the gender perspective of the digital violence, creating more women friendly jobs in the IT, AI and STEM professions, as well as creating public digital space where women's voices will be equally heard, are the core goals in that area.

## Section Two: 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. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?**

- 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 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

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

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

**Table: Women Participants in ALMP programmes 2014-2018:**

	Women (No)	Total (No)	Women (%)
I-IX 2018	13,915	24,509	56.8
2017	15,040	25,038	60.1
2016	11,988	20,304	59.0
2015	13,446	22,960	58.6
2014	20,867	36,904	56.5

No specific ALMP programme is therefore designed for women. However, the unemployment of tertiary educated women was higher than tertiary educated men. This particular target group has a higher incidence of unemployment: 9,656 in April 2016 and 11,561 in February 2017 compared to 4,927 men in February 2017 and 5,813 in April 2016.

A self-entrepreneurship programme was then started; its implementation has been underway in cooperation with the Ministry of Labour, Family, Social Affairs and Equal Opportunities and the Ministry of Economy since 2016. This joint action was building on positive experiences of both ministries as well as merging funds for this collaboration. The Ministry of Economy already had an established training programme for women entrepreneurs as they are underrepresented among Slovene entrepreneurs and the Ministry of Labour, Family, Social Affairs and Equal Opportunities had experiences in providing subsidies for job creation through self-employment the ALMP programme.

The Ministry of Economy (via its Agency SPIRIT) is hence ensuring funds and training of 100 hours for development and assessment of business idea and business plans. The Ministry of Labour, Family, Social Affairs and Equal Opportunities allocates funds for subsidies of 5,000 € to newly registered self-entrepreneurs under the obligation for the enterprise to stay active for at least 2 years. The intent of the subsidy is to cover social contribution expenses and in this way facilitate focusing on establishment of the business in the start-up phase.

The programme is well received, as all available places for training were filled in all three years its operation. The rate of those participants opening enterprises after successfully completing the training, is also encouraging- over 85 %, especially since about 64 % of them had been long-term unemployed.

Whether they will survive past the contractual obligation of two years remains to be established as not even the 2016-registered self-entrepreneurs are past this milestone. Nevertheless, the figures are optimistic and there is a high probability that the survival rate of women self-entrepreneurs will at least match past experience with supporting self-entrepreneurship programmes where the survival rate in 2016 ranged from 60 to 72 %. Especially as the early editions of the 2007-2013 programmes regarding trainings were not as complex as the trainings now available to women participants in 2016-2018 programme.

**7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?**

- 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 frail elderly persons 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

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

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

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

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

The target groups to be addressed were the general public, professional public, policy-makers, decision-makers at the national and local level, parents, employers and unions. More than 150,000,00 EUR was allocated for the implementation of the media campaign.

In 2016-2017 the Ministry of Labour, Family, Social Affairs and Equal Opportunities implemented the EU co-funded project Active.All. The stereotypes about the role of women and men in unpaid work significantly determine their time consumption – women spend more time on unpaid, men on paid work - and the possibilities to be equally involved in both spheres of life. Therefore, the recognition of the benefits of equal share of care responsibilities on one hand and greater career opportunities for women on the other has to be encouraged on several levels: within the families, organizations, institutions, and in the general public. The project's activities lead to awareness raising about the existence and types of gender based stereotypes in that area and were endeavouring to foster their elimination. To achieve that goal, several target groups were addressed: the professional public (child-care, social care, community health care, elementary education) and local decision-makers; employees, employers and trade-unions; parents of pre-school and elementary school children and their children; as well as the general public. The media campaign included: a documentary on active fatherhood, promotional spots, leaflet on active fatherhood, social media and a printed media campaign. Within the project a children's book on gender based stereotypes, a puppet show, an interactive memory game, and guidelines for the elimination of gender based stereotypes were produced. Materials in EN can be found at:

[http://www.mddsz.gov.si/si/delovna\\_podrocja/enake\\_moznosti/projekti\\_iz\\_sredstev\\_eu/aktivnivsi/](http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti/projekti_iz_sredstev_eu/aktivnivsi/)

**8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?**

YES/NO

**If YES, have assessments on their impact on women and men, respectively, been conducted?**

- Yes, their impact on women/men was estimated before measures were put in place.
- Yes, the impact was assessed after measures were put in place.**
- No, the impact on women/men has not been assessed.

**If YES, please describe the findings (1-2 pages).**

Slovenia was one of the countries that was hit the hardest by the economic crisis. Austerity measures were put in place in the field of pensions. The trend of restricting pension indexation due to austerity measures stopped in 2016. In 2016 and 2017 the real pension indexation was higher than envisaged by the acts (in 2016 it amounted to 1.1%, and 1.15% in 2017). In 2018, a pension indexation was implemented twice. In addition to regular indexation as per the systemic act by 2.2% in January an extraordinary indexation by 1.1% took place in April.

The percentage applicable to the pension indexation also applies to the indexation of all allowances under disability insurance, notwithstanding whether they were granted or assessed according to the Pension and Disability Insurance Act adopted in 2012 or previous regulations.



Last year's amendment to the Pension and Disability Insurance Act also introduced a new instrument of a guaranteed amount of the lowest old-age or disability pension in the amount of EUR 500. i.e., if the old-age or disability pension for legally prescribed full pensionable service as per current regulations fails to reach the relevant amount. According to the Pension and Disability Insurance Institute of the Republic of Slovenia, 45,151 old-age pensioners (16,039 men and 29,071 women) were entitled to a higher pension in the above amount, whereby the average increase in old-age pension amounts to EUR 24,38. Old-age pension for men was on average EUR 24.68 higher, whereas for women it was on average higher by EUR 24.21.

Both actions (indexation and the introduction of a guaranteed pension) will have a positive effect on reducing the risk of poverty among the elderly, particularly single elderly women, who are among the most exposed to the risk of poverty.

In 2012 the Fiscal Balance Act (ZUJF) was adopted, which radically altered the areas concerning primarily (young) families; i.e., the area of parental protection and family benefits. The act introduced certain temporary austerity measures in the area of parental protection and family benefits, where the amount of several entitlements was reduced or limited: the amount of paternity and parental allowance was reduced to 90% of the base (previously 100%); the maximum amount of paternity and parental allowance was limited to 2 times the average wage (previously 2.5 times), the entitlement to assistance for a newborn child was limited to families whose income is less than 64% of the average net wage per family member (previously a universal right for every newborn, regardless of the family's financial situation); entitlement to large family supplement was limited to families whose income is less than 64% of the average net wage per family member (previously a universal right for every large family with at least three children, regardless of the family's financial situation); the amount of child benefit in the fifth and sixth income brackets was reduced by 10% (97,000 children) and the seventh and eighth income brackets (45,000 children) for the entitlement to child benefits were abolished. Moreover, the Act Governing Intervention Measures with Respect to the Labour Market and Parental Care limited the maximum amount of maternity allowance to 2 times the average wage. It is also worth mentioning that the ZUJF affected the Pre-School Institutions Act and annulled the provision on free pre-school care for a second child. The act therefore radically altered the areas concerning primarily (young) families (the area of parental protection and family benefits), thus weakening the position women and of existing and future families. Above all, the act caused a general uncertainty in the society and fear of the future. On 1 January 2019 all austerity measures in the area of family policy were repealed.

## 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

## 9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- 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 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

Slovenia has a relatively low poverty rate, which has been further declining in recent years. In 2017 the poverty rate was 13.3%. The risk of poverty in Slovenia is higher for women than men. The risk of poverty is also higher in single-parent families, the majority of which are female single-parent families. Women are also prevalent among the long-term poor. The largest gender imbalances in the at-risk-of-poverty rate are present with in the elderly, and are growing with age. A specific group of women who are more frequently in a position of social exclusion are farm women with limited opportunities to exercise certain social rights and poorer access to various services. The Roma people, in particular Roma women, disabled men and women, and migrant men and women are among the most vulnerable social groups. The Resolution on the National Programme for Equal Opportunities for Women and Men 2015–2020 envisages measures to increase social inclusion and reduce the risk of poverty of women. The gender perspective is also cross-sectionally included in the national social protection programme.

Older women are one of the most vulnerable categories, as the poverty rate among them in 2017 was 19.5%. Therefore, measures were adopted in the area primarily in the area of pension legislation, addressing the aspect of poverty among older people, in particular among older women. According to the statistics and also directly observed conditions, this is one of the most at-risk populations. In order to ensure a minimum pension if the conditions for a retirement pension are met, in April 2017 the Slovenian National Assembly adopted statutory amendments which envisage that all insured persons who have acquired a right to a retirement or disability pension in accordance with the provisions of the applicable law or previously applicable regulations and have fully met the conditions will receive a pension in the amount of EUR 500 (currently EUR 516.62). In December 2018, 54,151 retirement or disability pension beneficiaries were entitled to guaranteed pensions, of which 46,594 were retirement pension beneficiaries (28,523 women and 18,071 men) and 7,557 were disability pension beneficiaries (4,817 women and 2,740 men).

#### 10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened unconditional cash transfers
- Introduced or strengthened non-contributory social pensions
- Reformed contributory social protection schemes to strengthen women's access and benefit levels
- Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)**

□ Other

In the area of international protection Slovenia is continuously implementing various activities which facilitate social activation, exercise of rights and integration into society for female applicants. After submitting the application for international protection, women can enrol in Slovenian language courses or integrate into the education system, whereas girls are enrolled in primary school or a literacy programme. When the programme is completed, they are enrolled in primary school for adults. Adult applicants do not have the right to work in the first nine months after submitting the application for international protection; however, they have the possibility to carry out various maintenance works in the Asylum Centre. This work is paid, and the price list is published on noticeboards in the Asylum Centre.

The Asylum Centre also provides a self-help group led by female and male experts from various fields. The activities establish wide social networks which allow for the development of social skills and competences. As part of the PATS project 'Introduction of Mechanism for Recognising, Providing Assistance to and Protecting Victims of Trafficking in Human Beings and/or Sexual Violence in International Protection-Granting Procedures in Slovenia', individual discussions and other activities, such as lectures, round tables, etc., are carried out. The overall objective of these activities is to facilitate the identification of vulnerable groups in need of special treatment, while the specific objective is to recognise and provide information about the potential victims of trafficking in human beings, sexual violence or gender-based violence, and deal with them.

Activities in accordance with the agreement entitled 'Standard Operating Procedures for Prevention of and Response to Sexual and Gender Based Violence' are also implemented. An expert group appointed on the basis of the agreement handles the cases where there is a reason to suspect sexual violence or gender-based violence. A professional plan to assist and handle the person concerned is then drawn up, and the implementation of the assistance plan is monitored.

In accordance with the decision of the Government of the Republic of Slovenia, unaccompanied female minors are accommodated in a dormitory, where they are provided with 24-hour professional care. The purpose of the project is to provide unaccompanied minors, who are the most vulnerable group of migrants, with adequate housing, which includes 24-hour care, which they require in view of their vulnerability. They are also offered professional treatment and separate secure accommodation, which means that the best interest of the child is ensured and applied. A further purpose of the project is to increase the adolescents' competence in choosing life opportunities, lifestyles and systems of values and norms that will facilitate their integration into society, and guide adolescents towards accepting responsibility for their own lives.

Slovenia pays particular attention to the gender equality perspective and awareness of women's rights when dealing with female refugees and asylum seekers. In 2016 the Ministry of Labour, Family and Social Affairs in cooperation with the non-governmental humanitarian organisation Slovenian Philanthropy, Association for the Promotion of Voluntary Work organised a workshop to raise awareness of female refugees and asylum seekers about gender equality. The workshop was attended by around 15 female refugees and asylum seekers who discussed the role of women and men, the upbringing of children, family norms and practices, etc., in the societies they come from, and learned about the norms and roles of women and men, the position of women, legislation, etc., in Slovenia. A training seminar on gender equality in the context of migration and refugees was also held, intended for female/male professionals who develop and implement various measures and

activities for female/male refugees and asylum seekers. In order to inform the female refugees and asylum seekers of women's rights and gender equality in the Republic of Slovenia, a planner was designed and printed. It presents the rights of girls and boys to education, the rights of women and men related to employment, partnership, sexuality and reproductive care, and cultural patterns in a simple and illustrated way.

#### 11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- 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, mental, maternal health and HIV services
- 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**
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services**
- Other

##### **Strengthened comprehensive sexuality education in schools or through community programmes**

Sexuality education in primary school is among the subject contents and is part of biology or ethics or natural science day. Students learn about the contents of sexuality education in biology and health education, class meetings, ethics, Slovenian and physical education, workshops, natural science days and optional activities. The content area of healthy and safe sex is written in the work programme for primary and secondary schools. Sexual education topics were included in compulsory subjects even before the curriculum reform. The pupils from the 6th to the 9th grade learn about the topics such as body and sexuality, family and forms of living together, sexual orientation and identity, sexual abuse and sexual violence, protection against pregnancy, pregnancy problems and miscarriage, and sexually transmitted diseases. Great attention is paid to the topics of family and forms of living together, sexual abuse and sexual violence, and sexually transmitted diseases. As an example, the operation objectives and content in biology for the 8th grade are: sexual reproduction; understanding of differences between the genders, different aspects on sexuality, connection between the anatomy and functioning of sexual organs, differences in the formation of gametes; learning about the methods of family planning, sexually transmitted diseases, changes in puberty, discussion on responsible parenthood, the importance of sexuality for humans – inter-subject connection with civic and patriotic education and ethics. For instance, civic and patriotic education and ethics addresses the difference between biological and social gender.

The National Education Institute provides training for teachers, for example: the National Education Institute Slovenia organises a seminar entitled 'Love and Sexuality: EMB (Emotions, Mind and Body)' (Ljubezben in spolnost: ČUT) which is conducted in accordance with the WHO standards and the principles of the Pestalozzi programme. The providers of the seminar obtained the relevant international Pestalozzi license (a gynaecologist takes part in conducting the seminar). Approximately 30 project teams from primary schools and individual teachers from different parts of Slovenia have been included to date.

**Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services**

Article 86 of the International Protection Act extends the rights of women. In addition to urgent medical treatment, they are also provided with gynaecological care, contraceptives, the possibility of pregnancy termination, care during pregnancy and childbirth. Furthermore, at the very first examination (before submitting the application for international protection) a physician carries out a medical examination and health assessment, which includes his/her opinion on vulnerability and defines the overall conditions for care and accommodation. Women and girls are referred to various institutions operating within the existing healthcare system. The Asylum Centre employs a nurse who refers applicants for international protection to various medical examinations and provides them with necessary medical care. Every week between 2 pm and 6 pm, a psychiatrist comes to the Asylum Centre to offer psychiatric care to applicants. During the entire period of stay at the Asylum Centre, various activities take place with the aim of providing information and raising awareness about healthcare, for example monthly workshops on preventive health protection intended for women and girls.

**12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?**

- Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- 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

**Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education**

From the very beginning of their education, girls and boys face prejudices and stereotypes that restrict their options when choosing study courses and professions. These include stereotypical notions about female and male roles and occupations appropriate for women or men that influence choices and decisions that men and women make, even though they are not in line with the needs and development trends of modern society. With regard to these and other issues, aiming at eliminating bias at all levels of education, several activities were carried out with a view to laying the foundations to introduce gender equality in curricula, programmes and teaching materials at all levels of education. The indicators to monitor gender equality in education were drawn up, expert bases to assess teaching materials were set and model lessons and recommendations to include education on gender equality in the curriculum, programmes and teaching materials were prepared

by the National Education Institute, and study and professional training programmes for teaching and counselling staff were drafted. Through the education and training of teaching personnel and the recommendations, guidelines and instructions for pre-school and school teachers regarding the inclusion of gender equality issues in school subjects and other activities, the foundations were laid to ensure systematic education and further training of teaching and counselling staff for gender equality. Education and training in various methods for encouraging boys and girls to equally participate in curricular and extra-curricular activities traditionally characterised by predominant participation of one sex were carried out, as were projects that provided opportunities for girls at primary schools to learn about typical male occupations and promoted the enrolment of girls in secondary schools typically attended by boys.

**Provided gender equality and human rights training for teachers and other education professionals**

In 2018, the Ministry of Labour, Family, Social Affairs and Equal Opportunities organized a two-day international seminar with workshops for teachers in early education on gender based stereotypes. The aim was to bring together educators and provide them with concrete tools for raising awareness on the existence of gender based stereotypes, their consequences and good teaching practices for addressing these issues. The thematic packages offered in-depth knowledge on gender based stereotypes in general, their social consequences, gender based stereotypes through the eyes of developmental psychology, some international, as well as national good practices, psychological aspects of gender stereotyping, insight into one's own stereotypes and concrete educational tools for eliminating/addressing gender based stereotypes.

Contest Europe in School is being organised by the Slovenian Association of Friends of Youth (voluntary, national association of societies of friends of youth). The aim of Europe at School is the development of interest activities and inclusion of children and young people in processes and development of European integration. They can participate and prepare works of literature, art, video, photography, project assignments, research projects, websites and a unifying (multidisciplinary) competition. Students from basic and high education are encouraged to think outside of the box about different but important topics. In the school year 2018/2019 the contest addresses gender equality under the title Let's Take Off Pink-Blue Glasses. The Ministry of Labour, Family, Social Affairs and Equal Opportunities organized a training session for mentors.

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

In an effort to promote women in technology, engineering and mathematics in 2018 the Ministry of Labour, Family, Social Affairs and Equal Opportunities co-financed Woman Engineer of the Year Award as a part of the project Let's Be Engineers! The competition was organised by a magazine focusing on innovation, development and technology, and a company providing assistance with product development. The aim of the competition is to present Slovenian female engineers and how they contribute with their knowledge and work to the development and changes in our society.

The initiative Let's Be Engineers! gathers renowned engineers, top managers, pervasive faculty researchers, ambitious technical and natural science students, remarkable start-up representatives and various other insightful and creative individuals to share their genuine life experiences with youngsters, present career opportunities in the field of science and technical occupations and promote the upgrading of engineering knowledge with business. The centre of activities represent events Let's Be Engineers! which are carried out on the Slovenian high schools to inspire and promote

engineering, technology, science and innovation, as well as other 21st century competences and skills (<http://talentsrule.org/>).

## 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

### **13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?**

- Intimate partner violence/domestic violence, including sexual violence and marital rape**
- Sexual harassment and violence in public places, educational settings and in employment**
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)**
- Femicide/Feminicide
- Violence against women in politics
- Child, early and forced marriages**
- Female genital mutilation
- Other harmful practices
- Trafficking in women and girls**
- Other

#### **Intimate partner violence/domestic violence, including sexual violence and marital rape**

The Ministry of Labour, Family, Social Affairs and Equal Opportunities each year co-finances projects of nongovernmental organizations. In the period 2014-2019 co-financed projects tackled gender based violence. Among others, the issues of consent, pornography and media reporting were debated. Projects also concentrated on the role of boys and men in preventing and executing violence against women and girls.

In 2017 a round table entitled 'Men and Women in a Vicious Circle of Violence' was organised. With this event, the Ministry of Labour, Family, Social Affairs and Equal Opportunities continued the series of discussions on men and gender equality, which began two years ago with an international conference entitled 'Gender Equality – What Do Men Have to Do with It?' The round table was intended for policymakers, employees in education and science, students, non-governmental organisations, social workers, media and everyone who deals with the problem of violence in their work. It addressed complex issues which are usually not at the forefront of the debates on violence against women and domestic violence: the perceptions of manhood and violence in society, understanding consent for sexual intercourse, domestic violence and abuse against men, implementation of programmes for perpetrators of violence and preventive programmes for boys, media images of violence and roles and participation of men in campaigns aimed at preventing violence against women. The discussion also raised a series of questions, such as: what are the

reasons of violent behaviour in general and particularly violence against women, what perpetuates violence and leads to the worst forms (femicide), what can be done to efficiently prevent and eliminate violence and what is the respective role of the state, media and non-governmental and other organisations, as well as individuals.

### **Sexual harassment and violence in public places, educational settings and in employment**

The Decree on measures to protect the dignity of employees of state administration bodies defines measures to ensure that a working environment is provided within the state administration bodies where the dignity of all employees is respected. Heads of administration bodies are obliged to introduce measures defined in the Decree, and ensure their implementation. Among others, a Head shall ensure that all employees are informed of the provisions of the Decree and to appoint one or more employed persons, who are trusted by employees and have concluded training on protection against sexual and other harassment or bullying, to provide support and information about measures for the protection against sexual and other harassment or bullying. The tasks of the advisers are to inform a person who has experienced sexual or other harassment or bullying about the procedures available and provide assistance in addressing the problem if asked by the person concerned. Ministry of Labour, Family, Social Affairs and Equal Opportunities trains advisers who offer support and information about measures for the protection against sexual and other harassment or bullying.

The prevention of sexual harassment at the workplace is the responsibility of individual ministries. In 2017 the police held a consultation entitled 'Exercising Zero Tolerance in the Protection of Dignity at the Workplace'. The questions related to violence at the workplace are included in an anonymous survey on employee satisfaction at the workplace which is carried out by the Ministry of the Interior every two years.

In 2019, the Ministry of Labour, Family, Social Affairs and Equal Opportunities prepared a questionnaire on sexual harassment in the workplace. The survey will be conducted in May 2019, and the results will be presented at the international conference on gender perspective in health and safety at work in October 2019.

### **Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)**

Due to increasing availability and widespread use of electronic devices and internet connectivity, great emphasis has been placed on raising awareness and protection of victims in this area as well.

The police participates in various working bodies, such as EMPACT (European Multidisciplinary Platform Against Criminal Threats), and projects aimed at efficiently identifying, treating and protecting victims of sexual abuse and sexual exploitation of children on the internet.

There have been for several years some activities going on to prevent cyber violence and harassment mainly against children and young people in Slovenia; however, none of them where gender based or addressed cyberviolence from a gender perspective as a form of violence affecting girls and women. Therefore, since 2017 (until 2019), the first overall national project Click-Off, addressing cyber violence and harassment as a form of violence against women and girls and a manifestation of historically unequal power relations has been implemented. The main objectives of the projects are:

- To raise awareness, combat gender stereotypes, prevent, reduce and change attitudes towards cyber violence and harassment against girls and women (hereafter: cybervaw).



- To increase sensitivity and knowledge of young people, (potential) victims, groups at risk, parents, (potential) perpetrators and witnesses about the issue.
- To build the capacity of relevant professionals to ensure adequate prevention, prosecution and protection against cyberstalking.
- Exchange of experiences and good practices and promoting cooperation at the national and European levels.

The purpose of the project is to enhance the existing national activities for preventing cyber violence by including the gender perspective into learning and other materials, education, education modules, recommendations and measures. A survey on the prevalence and identification of cyber harassment among young people in Slovenia showed that boys are the most common cyber harassers of both girls and boys, that boys are most likely subjected to cyber harassment by persons from their school, while girls are harassed by persons outside the school facilities, that boys are more likely to perceive cyber harassment as funny or entertaining, and do not respond to it, that girls are more likely to perceive serious consequences as a result of cyber harassment, such as helplessness, depression, stress and fear. Several educational events are carried out within the project:

- workshops for pupils and students;
- Train the Trainer training;
- training courses for police and judicial employees;
- education for youth workers;
- a seminar for the media and a seminar for policy makers.

The media campaign includes brochures, posters and a website (<http://odklikni.enakostspolov.si/>) for children and young people, while awareness raising and education also takes place via social media. A mobile application, Click-off, was also developed primarily for young people, but also for parents and youth workers 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 by showing current articles, videos and quizzes. Approximately half a million euros was allocated for the implementation of the project.

### **Child, early and forced marriages**

In 2014 a study entitled 'Forced Marriages of Roma Girls' was carried out to explore the issue of forced marriages among Roma children. It was established that the scope of child and forced marriages in Slovenia is all but negligible, whereby the motives for forced marriages primarily arise from the patriarchal social order and are institutionalised through social and cultural norms. Forced marriages are thereby understood as the traditional and patriarchal interpretation of a certain culture. The interest in forced marriages can also lie in profit and exploitation, due to which forced marriages can also be understood from the perspective of social-economic inequalities. The consequences of child marriages on Roma girls are visible in the form of early school leaving, early pregnancies and women remaining in the private sphere. Roma girls are often subjected to sexual violence and exploitation by family members, whereas the competent authorities are inadequately addressing the problem raised and adequate programs to help children who are victims of sexual violence are not available.

On the basis of identified needs the targeted measures and recommendations in the area of social protection were also included in the National Programme of Measures for the Roma 2017–2021, with an emphasis on early and forced marriages or minors fleeing to harmful environments, and the procedures for handling the cases of consensual unions with minors. Based on the findings of the

study, it was highlighted that criminalisation of forced marriages is the first step in sending a clear message that these are a form of violence and unacceptable practices which violate the fundamental rights of the individual. Thus, since 2015 “forced marriage” has been a criminal offence defined in Article 132.a of the Criminal Code.

In 2017 a working group for drawing up the protocol of action in the procedures for handling cases of consensual unions with minors – handling of cases of minors fleeing to harmful environments (early marriages) and forced marriages in the Roma community was established. To date the group has been briefed on the situation in the areas of handling of cases of consensual unions with minors or minors fleeing to harmful environments, and on the requirements and starting points for drawing up the protocol/handbook on measures in these procedures. Activities to raise awareness of judicial workers were also agreed at the working group meetings in 2018. The Judicial Training Centre extended its educational events – judicial training sessions with lectures for judges and judicial employees on challenges associated with working with the Roma community and their particularities.

The Association of Social Work Centres issued the Guidelines and Recommendations for Expert Personnel at Social Work Centres in Cases of Minors Fleeing to Harmful Environments, which are recognised as a useful tool in carrying out the tasks of professional services to protect minors against living in harmful environments. The guidelines and recommendations are used in all cases when the social work centre or intervention services are informed that a minor is located in an environment where parents are prevented from exercising the parental right. The social work centre or intervention services can receive this information from the minor’s parents, the police or other persons. If the threat is assessed as high, the social work centre cooperates with the police.

### **Trafficking in women and girls**

Based on the Action Plan to Combat Human Trafficking for the 2017–2018 Period, which is the basis for carrying out basic activities of preventing and combating human trafficking in Slovenia, several activities for preventive awareness-raising of potential victims of human trafficking in the Roma communities were implemented, particularly from the perspective of forced and early marriages. Furthermore, in 2018 the Public call for applications of the Government Communication Office for the co-financing of information and communication and educational projects of non-governmental and humanitarian organisations was amended by adding awareness-raising about the dangers of forced and arranged marriages; therefore, one third of the activities of the project of preventive awareness-raising of primary and secondary school students took place in environments in which members of the Roma community reside. A new action plan for the 2019–2020 period was also adopted, envisaging the continuation of activities for preventive awareness-raising of potential victims of human trafficking in the Roma communities about the forced and early marriages. The action plan also includes other measures to prevent, identify, detect and prosecute the criminal offence of human trafficking, as well as identify, protect and help victims. The plan further incorporates a review of international cooperation and support activities. In Slovenia, assistance to the victims of human trafficking is provided by the Ključ Society, Slovenian Philanthropy and Slovenian Caritas. Care for victims of human trafficking is provided by the programmes of crisis and safe accommodation and the programme of reintegration of victims of human trafficking.

#### 14. What actions has your country prioritized in the last five years to address violence against women and girls?

- 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)**
- Introduced or strengthened strategies 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, including regarding particular groups of women and girls**
- Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- Other

##### **Introduced or strengthened violence against women laws, and their enforcement and implementation**

In 2016 the Act Amending the Prevention of Domestic Violence Act was adopted. The amendments concerned in particular the following areas: supplementing of the definition of domestic violence (both in terms of broadening the existing definitions and adding new forms of domestic violence, for example stalking), broadening of the definition of family members (for example, persons in partnership are added, regardless of whether they live in a common household or not, new partners of family members, even in cases of termination of the relationship or community), a more precise provision of possible actions to be taken by the competent authorities (the police and the courts), clearer arrangements for police procedures and proceedings before the court, expansion of the range of possible measures by the courts, in particular measures to protect children (for example, ban on issuing identity documents, ban on crossing the state border with a child), prolongation of certain measures, amendments in the area of transferring accommodation in common use, explicit prohibition of corporal punishment of children, duty to report suspected violence relating to persons who are not capable of taking care of themselves due to personal circumstances, amendments in the area of victim's assistant, exemption from the payment of court fees (for a victim) for all proceedings conducted in accordance with the act, increased protection of the victim's data, explicit prohibition of alternative forms of dispute resolution in cases of domestic violence, as well as numerous other amendments.

##### **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)**

The police created a system for training police officers and criminal investigators based on the principle of multipliers. This includes selected police officers and criminal investigators who wish to work in this area and are also capable of training their colleagues. Police officers and criminal

investigators multipliers received comprehensive training on the following topics: legislation and practical forms of work, understanding of psychosocial aspects of violence in relation to victims and perpetrators of violence, knowledge of police powers, as well as learning about the competences of social work centres, non-governmental organisations and the public prosecutor's office, and specific topics related to public speaking and adult education. After returning to their home units, they provided a large number of training sessions for police officers in their regions. Police officers and criminal investigators multipliers work in their units and are often a contact point for their co-workers in handling cases. Moreover, they are trained on a daily basis in the areas related to violence against women, domestic violence and violence against children, and were sent for several training courses abroad, organised by the Europol agency, CEPOL (European Union Agency for Law Enforcement Training) and Interpol. In 2017 a leaflet entitled 'Achieving Gender Equality' was produced to raise awareness of all employees at the Ministry of the Interior with the two bodies within the ministry about the commitment to zero tolerance for all forms of violence, gender equality and ensuring equal treatment of all employees.

The Judicial Training Centre, which operates within the Ministry of Justice, provides continuous training for judges, state prosecutors and state lawyers, as well as expert personnel at the courts, prosecution offices and state attorneys. In 2017 the Judicial Training Centre organised a training session on the prevention of domestic violence, which was intended to present the changes for judges, expert personnel at the social work centres and police officers under the Act Amending the Prevention of Domestic Violence Act and the Istanbul Convention. The training was attended by 165 participants. From March to June 2018 the Judicial Training Centre organised a seminar and online course within the Council of Europe HELP Programme on violence against women and domestic violence intended for judges, state prosecutors and expert personnel. The seminar was attended by 30 participants and the online course was attended by 33 participants.

In cooperation with the Association of state prosecutors of Slovenia and the General Police Directorate the Judicial Training Centre organises traditional global consultations on violence against women and domestic violence. To date, seventeen consultations have been organised, attended by approximately 250 experts from the police, justice system and other institutions.

In 2015 the Ministry of Health adopted the 'Professional Guidelines on Addressing Domestic Violence in the Provision of Healthcare Services' which included recommendations for treating children who are victims of sexual abuse.

In 2019 the Ministry of Labour, Family, Social Affairs and Equal Opportunities in cooperation with the Faculty of Social Sciences, the Judicial Training Centre and the police organised training courses within the 'Click-off' (Odklikni) project, intended for police and judicial experts who deal with or will be dealing with the phenomenon of cyber violence against girls and women. The purpose of the training was to improve the capacity to detect, investigate and prosecute cyber violence and harassment against girls and women, and provide assistance and support to victims of this type of violence.

**Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)**

A number of measures contributing to the improvement of comprehensive treatment of victims of violence against women and domestic violence, and projects aimed at expanding the network of crisis centres, maternity homes and safe houses around Slovenia have been implemented in recent years.

The capacities for the accommodation of victims of domestic violence are increasing. In accordance with the Resolution on the National Social Assistance Programme 2013–2020, the number of crisis centres for victims of violence is expected to increase from the existing 12, ten of which are intended for children and minors, and two for adult victims of violence, to a total of 14, while the number of crisis centres for adult victims of violence could be increased to four. In the area of social protection programmes it is provided that the network of programmes to prevent violence, programmes to assist victims of violence and programmes to work with the perpetrators of violence include preventive programmes, information and advisory programmes, as well as telephone consultancy programmes, coordination, support and assistance and self-help programmes, accommodation programmes and therapeutic programmes. The target number of publicly verified programmes in the resolution is 14 consultancies, 1 telephone consultancy, 15 self-help groups, 10 maternity homes with a total capacity of 200 beds, 18 safe houses with a total capacity of 280 beds and 2 crisis centres for adult victims of violence with a total capacity of 40 beds.

The police allows the victims (and others) to submit anonymous reports of domestic or other types of violence. Reports can be submitted via an application or by calling the free phone number of the police. The police announced on its website the information on police procedures in the event of domestic violence. This is a guide for victims who are deciding or have already decided to report violence. The information is currently available in Slovenian and English, but translations into other languages are envisaged.

In 2017 the Government of the Republic of Slovenia supported The Children’s House project, aimed at mitigating, as far as possible, the stressfulness of criminal proceedings when they involve children in any role. The Children’s House project represents a new concept of treating children, victims and witnesses of crimes, in particular children who are victims of sexual exploitation and sexual abuse, which is based on cooperation between relevant institutions in a single place and in a child-friendly manner which prevents their secondary victimisation. This project is based on the Icelandic Barnahus model which is promoted by the European Commission and the Council of Europe as the most appropriate. The purpose of the project currently underway is to improve the execution of existing procedures for treating children who are victims of crime, improve mutual cooperation and enhance the competences of the bodies and institutions involved. An interdepartmental project group was set up to implement the Children’s House project.

**Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)**

In 2016, a project “With the Media Towards Non-Stereotypical Reporting about Violence against Women and Domestic Violence” was implemented under the NGOs support programme, co-financed by the Ministry of Labour, Family, Social Affairs and Equal Opportunities. The aim of the project was to raise awareness of the media on appropriate reporting about VAW and domestic violence and to highlight their important role in influencing the public opinion and the general public’s tolerance towards VAW and gender stereotypes. Specific guidelines for the media and the expert public have been developed in order to achieve more appropriate reporting on VAW and domestic violence.

In May 2019 the Ministry of Labour, Family, Social Affairs and Equal Opportunities organized a seminar “Online While Female: The Disproportionate Risks Females Face Online - And What the

Media Can Do To Change It”, in the framework of the project Click-Off, addressing cyber violence and harassment as a form of violence against women and girls and manifestation of historically unequal power relations has been implemented. The aim of the seminar was to improve the knowledge and awareness about the importance of gender-sensitive approach while reporting of the it. At the seminar different categories of online violence have been explained through practical examples; image-based sexual abuse was presented: and solutions to make the internet a safer place and what is media doing to contribute to it was discussed. By the end of the year 2019 a set of recommendations for journalists and media professionals will be prepared to address the issue of safety on the internet from a gender-perspective.

**Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls**

The police has set up a central record of criminal offences which includes restraining orders, meaning that basic information on cases in question is available to all stakeholders and individuals, institutions, non-governmental organisations and drafters of policies, resolutions, statistics as well as researchers. Basic information is also published in annual reports on the work of the police.

In the period up to 2020 the Ministry of Health is co-financing the implementation of a research project on the prevalence and long-term impact of burdensome experiences in childhood on health and functioning in adulthood. This is a project aimed at identifying the prevalence of burdensome experience in childhood, which includes exposure to sexual violence or abuse.

\*Data collection by National Statistical Office is described in Section 4

**15. What strategies has your country used in the last five years to prevent violence against women and girls?**

- Public awareness raising and changing of attitudes and behaviours**
- Work in primary and secondary education, including comprehensive sexuality education**
- Grassroots and community-level mobilization**
- Shifting the representation of women and girls in the media
- Working with men and boys**
- Perpetrator programmes**
- Other

**Public awareness raising and changing of attitudes and behaviours**

Between 2013 and 2015 a two-year national campaign entitled ‘Vesna – to Live a Life Free of Violence’ (Vesna – živeti življenje brez nasilja) was run. The most important objectives of the campaign were drawing attention to the problem of violence against women and girls, and awareness raising of women who have experienced violence (and potential victims) as well as experts and the general public

([http://www.mddsz.gov.si/si/delovna\\_podrocja/druzina/preprecevanje\\_nasilja\\_v\\_druzini/vesna\\_ziveti\\_zivljenje\\_brez\\_nasilja/](http://www.mddsz.gov.si/si/delovna_podrocja/druzina/preprecevanje_nasilja_v_druzini/vesna_ziveti_zivljenje_brez_nasilja/)).

In 2018 and 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 2018 four successful and visible awareness raising campaigns with many side activities have been implemented.

- The PLAKTIVAT poster design competition “NO EXCUSE”

The international competition for a city poster design interpreting the theme “NO EXCUSE” was organised (<http://tam-tam.si/plaktivat11eng/>). Communicative action addressed the issue of violence against women, one of the most widespread and hidden forms of human rights’ violations. The object and aim of the competition was to (1) reduce the number of victims of partner violence who often do not see a way out and (2) to raise the general public’s awareness of the unacceptability of any form of violence against women. The poster had to include the Association SOS Help-line helpline number: 080 11 55, which had to form part of the main message. The winning design was announced in mid-November 2018, printed and distributed through 500 TAM-TAM poster sites across Slovenia: <http://tam-tam.si/znan-je-zmagovalec-11-mednarodnega-natecaja-plaktivat-2/>.

- The exhibition “When he hit the door the second time, I covered the hole with a poster”

The exhibition took place from 22 November 2018 to 7 January 2019 in Ljubljana. The aim of the exhibition was to send a message to victims of violence that leaving an abusive relationship is possible. That said, this is a process that can prove very challenging and traumatic for the victim. Any judgements or unnecessary questions only make the already difficult decision harder, while perpetuating prejudices and stereotypes. This is what makes it so vital to be aware of the rootedness of violence and the complexity of the situations the victims find themselves in.

- The prevention campaign Everything except YES means NO, and song and video of famous Slovenian hip-hop singer Nipke on the importance of consent, Ina (also with English subtitles) (<https://www.youtube.com/watch?v=PX80Nx797OA>). The target group were young boys and girls and the main goal was to raise awareness among them on the importance of consent to different sexual practices (<http://www.drustvo-sos.si/dobro-je-vedeti/projekt-vse-rozen-ja-pomeni-ne>).

Raising public awareness is also one of the tasks of the police which is actively involved in projects and campaigns to raise awareness about various forms of violence against women and domestic violence and its consequences.

### **Work in primary and secondary education, including comprehensive sexuality education**

In 2016 the National Institute of Public Health organised a training session on preventing sexual violence against children intended for teachers, school counsellors, pre-school teachers, pre-school teacher assistants and other expert personnel in educational institutions. The participants in the training also received materials – the Council of Europe’s educational children’s picture books entitled ‘Kiko and the Hand’ aimed at raising awareness of children aged between 4 and 7 and enhancing self-protective behaviour.

The Ministry of Education, Science and Sport provides education and training of expert personnel in education in the area of violence. As part the ‘Click-off’ (Odklikni) project, educational workshops for primary and secondary schools are held in order to raise awareness of the incidence and pitfalls of cyber violence and harassment against women and girls from the gender perspective. The police take

part in raising awareness of young people in primary and secondary schools and giving lectures, either independently or within the existing forms of education. The aim is to raise awareness among young people about zero tolerance for violence and setting boundaries.

### **Working with men and boys**

#### **Grassroots and community-level mobilization**

Ministry of Labour, Family, Social Affairs and Equal Opportunities co-finances projects of the nongovernmental organizations. In the period 2014-2019 co-financed projects also tackled gender based violence. Among others, the issues of consent, pornography and media reporting were debated. Projects also concentrated on the role of boys and men at preventing and executing violence against women and girls.

#### **Perpetrator programmes**

In October 2004 the Association for Nonviolent Communication began implementing the programme entitled 'Social Skills Training for Male Perpetrators of Violence Against Women'. In 2015 the programme was expanded and enhanced in terms of content, duration and location, and renamed 'Social Skills Training for Perpetrators of Violence'. The operation of the association is co-financed by the Ministry of Labour, Family, Social Affairs and Equal Opportunities. The programme includes group and individual work, and comprises 24 group meetings and intermediate individual discussions. Although the programme is primarily carried out in groups, users for which a counsellor believes that individual work would be more appropriate have the possibility of attending individual counselling sessions. Individual counselling is also intended for female perpetrators of violence. The programme supplements the existing system of sanctioning the perpetrators of violence. It is based on the belief that the perpetration of violence is the result of individual's conscious and deliberate decision to weaken and subjugate another person through control and abuse of power (physical, psychological, sexual and economic violence or neglect). Enrolment in the programme is open to adults and exceptionally minors from the age of 15 who have perpetrated or perpetrate violence. They are referred to the programme by various institutions and organisations within the scope of their powers and competences (social work centre, court, prosecution office, etc.) or they decide to enrol themselves in order to acquire new social skills and change violent behaviour.

## **16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?**

- Introduced or strengthened legislation and regulatory provisions**
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings**
- Worked with technology providers to set and adhere to good business practices
- Other

#### **Introduced or strengthened legislation and regulatory provisions**

The amendment of the Criminal Code in 2015 adopted a new instruction in the scope of suspended sentence with custodial supervision, which includes a prohibition of direct or indirect contact with one or more specific persons, including the use of electronic means of communication. Due to the development of communication technologies, even non-personal contacts can cause severe consequences for individuals; therefore, the new provision pursues the objective of protecting the victims of crime by imposing a new instruction on the perpetrator in the scope of suspended



sentencing with custodial supervision, which includes a prohibition of direct or indirect contact with one or more specific persons, including the use of electronic means of communication. Because it was determined that the internet and its tools and applications is increasingly being misused for harassment and blackmail of (also) adults by publishing their videos or messages with sexual content, the Criminal Code was amended in 2017 in order to criminalise these acts. A new paragraph was introduced into Article 143 of the Criminal Code (KZ-1) which criminalised such acts as a new qualified form of criminal offence of abuse of personal data with a proportionally higher sanction imposed, with an additional circumstance of inflicting severe harm.

The amendment of the Police Tasks and Powers Act in 2017 enacted the records of materials on sexual exploitation of children. The Slovenian police cooperates with Europol and Interpol. In October 2015 the Slovenian police joined the ICSE (International Child Sexual Exploitation) Images Database system which is managed by GS Interpol in Lyon. This is a working instrument for detecting or identifying children who are victims of sexual crime and their protection against further sexual abuse on the basis of analyses of images and videos, and at the same a time an instrument for detecting or identifying the perpetrators of these acts.

#### **Implemented awareness raising initiatives targeting the general public and young women and men in educational settings**

The project entitled 'Click-off! – Cyber Violence and Harassment Against Women and Girls', which has been implemented in the 2017–2019 period, is aimed at enhancing the existing national activities for preventing cyber violence by incorporating the gender perspective into learning and other materials, education, education modules, recommendations and measures. A media campaign is running within the 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, Click-off. 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. The financial allocations for the implementation of the project were half a million euros.

The police is a co-organiser of traditional expert consultations on sexual abuse of children on the internet, and regularly collaborates with the hotline for reporting child sexual abuse images on the internet called the Online Eye (Spletno oko). Consultations are intended for police employees, employees in the education system, social work centres, industry and others who deal with children and depend on telecommunication means in their work.

As part of the project entitled 'Click-off! Stop cyber violence against women and girls', training for teachers, head teachers, school counsellors, social workers, and representatives of non-governmental organisations dealing with young people was organised in 2019. The aim of the training was to increase the sensitivity and strengthen the knowledge for the successful prevention and protection against cyber violence and harassment against women and girls, and present practical activities for work with young people. The participants were familiarised with the most common forms of cyber violence against women and girls through the prism of stereotypes and sexism persisting in our society. A very important part of the training was the presentation of the content of

workshops entitled 'Click-off!' (Odklikni!), which were organised for pupils and students of primary and secondary schools in the 2018/2019 school year.

**17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?**

In 2016, a project "With the Media Towards Non-Stereotypical Reporting about Violence against Women and Domestic Violence" was implemented under the NGOs support programme, co-financed by the Ministry of Labour, Family, Social Affairs and Equal Opportunities. The aim of the project was to raise awareness of the media on appropriate reporting about VAW and domestic violence and to highlight their important role in influencing the public opinion and the general public's tolerance towards VAW and gender stereotypes. Specific guidelines for the media and the expert public have been developed in order to achieve more appropriate reporting on VAW and domestic violence.

In the same year the Ministry of Labour, Family, Social Affairs and Equal Opportunities organised a thematic meeting called Let's Put Gender Equality in the Media. The aim of the event was to present and share knowledge on different approaches in promoting women and gender equality in the media, in particular by combating gender stereotypes and misrepresentation of women and men in the media.

With the aim to promote the roles and responsibilities of men and boys as allies and agents of change, leading officials in Slovenia have joined the HeForShe campaign in 2015. In 2016 Slovenia joined the UN Orange the World campaign for the first time. As part of the campaign, some public buildings in the capital were illuminated with orange light. Men at the highest political level were actively involved in supporting the campaign and conveying the message that any form of violence against women and girls is highly unacceptable and will not be tolerated by the society. The Slovenian president of the National Assembly became the White Ribbon ambassador, joining the White Ribbon campaign, one of the world's largest male-led campaigns to end men's violence against women.

**18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?**

**YES/NO**

In 2016 the Social Protection Institute of the Republic of Slovenia (IRSSV) carried out a study on violence against people with disabilities. The study attempted to estimate the number of disabled persons who were encountering violence, establish how widespread that violence was and how accessible various assistance programmes were to disabled victims of violence, and identify the biggest problems in uncovering violence against disabled persons and providing assistance. It was established, on the basis of the data obtained, that men as well as women had had experience of violence. However, there are slightly more women among disabled victims of violence.

The state does recognise that disabled persons are exposed to the risk of violence, as well as the fact that statistical data needs to be collected on violence and discrimination against persons with disabilities. Action Programme for Persons with Disabilities 2014–2020 refers to the fact that persons with disabilities are exposed to all forms of violence and discrimination to a greater extent than other vulnerable groups. Therefore, measures of the action programme in this area include the provision of programmes and services for assistance to disabled persons, self-help in uncovering, resolving and

preventing violence against them, and the collection of statistical data on violence and discrimination against persons with disabilities. The Society of Physically Impaired Persons VISION (Društvo VIZIJA), can be highlighted as a practical example. It has designed specialised assistance programmes, ranging from safe accommodation for victims of violence to information-provision, awareness-raising and psychological and physical assistance to disabled women who have experienced violence.

## 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

### **19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?**

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets**
- Implemented capacity building, skills development and other measures**
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes**
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning**
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- Collected and analyzed data on women's political participation, including in appointed and elected positions**
- Other**

**Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets**

Within the framework of the Mutual Learning Programme in gender equality which aims to reinforce mutual learning among EU countries, a seminar was held in Slovenia in 2016, discussing under-representation of women in political decision-making with a focus on mechanisms to promote gender balance in politics such as legislated quotas. It was supported by the European Commission in the framework of the implementation of its Strategic Engagement for Gender Equality (2016-2019). The seminar reviewed good practices in the field from Slovenia (host country) and France (associated country). Furthermore, representatives and experts attended from Austria, Bulgaria, Croatia, Cyprus, Finland, Germany, Ireland, Lithuania, Luxembourg, Malta, Poland, Portugal, Slovak Republic, and Spain. The European Commission and the European Institute for Gender Equality also participated. The seminar identified key challenges Slovenia will have to overcome in order to achieve substantial political representation.

### **Implemented capacity building, skills development and other measures**

As part of the Include.All (Vključi.Vse) project, the tool Model 6 Vključi.Vse was developed, which includes six concrete measures that could help Slovenian companies in finding and developing talents with the greatest potential for taking up leading and management positions. The model promotes the implementation of activities in six key areas that have a significant impact on establishing a greater balance in management positions of companies. These areas include staffing, education programme and career plan, career mentoring, job performance management, career sponsorship and determining the target percentage of women in management positions ([http://www.mddsz.gov.si/si/delovna\\_podrocja/enake\\_moznosti/projekti\\_iz\\_sredstev\\_eu/vkljucivse/](http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti/projekti_iz_sredstev_eu/vkljucivse/)).

In 2017 the project entitled 'Visibility of Female Managers Under the Spotlight' (Vidnost managerk pod žarometom) was carried out, the purpose of which was to increase the percentage of female managers who could comment on specialist topics in printed media, on radio, on television and in digital media as economic experts. Greater exposure of women as experts in all segments of the economy, science and politics will help to raise the visibility of women and their equality in all aspects of the society. Female experts are thus, in the first place, role models for other women, thereby overcoming the stereotype of the decorative role of women in the media. By empowering female individuals in the media and preparing them for greater public visibility, their visibility in internal business circles is also automatically enhanced, which increases their chances of being recognised as competent management staff.

### **Encouraged the participation of minority and young women, including through sensitization and mentorship programmes**

As part of the Club of Female Parliamentarians of the National Assembly founded in 2017, several activities to encourage young women to be politically engaged in the form of mentoring were carried out. For example, the project 'A Day with the Female deputy' was organised in 2018. Female deputies as mentors were accompanied by young women in their business day to learn about their everyday obligations.

### **Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning**

Women elected as mayors enhanced the cooperation and networking within the network of female mayors which was founded in 2011 and constitutes a basic non-formal network at the local level, providing women with mentoring and a change to develop various skills such as leadership, decision-making, networking, public speaking, higher financial literacy, etc.

Career sponsorship is a measure which helps women to increase their visibility and recognition, as well as open the door to their career development and offer them the opportunity to achieve business and personal success. Since this is a relatively new measure which is still rather unknown even worldwide, the Managers' Association of Slovenia set up a competence centre for sponsoring female managers as part of the Include.All (Vključi.Vse) project. Since 2014 the centre has been operating as a meeting point with detailed information and arguments as to why sponsorship is important. As part of the project the platform entitled 'The List of Included' (Seznam Vključena) was set up, the aim of which is to enable international cooperation of/networking of women, the ultimate objective being to allow business growth and development, and thereby increase the representation of women in leading positions.

Slovenia promotes balanced gender representation in management positions with regular activities aimed at awareness-raising, informing and strengthening the competences of candidates for management positions, with an emphasis on leading positions in politics (in particular at local levels) and in the economy. In order to allow more women to be elected to leading positions, various activities have been carried out, aimed at promoting networking and cooperation among women at the national and local level. In 2017 the Club of Female Parliamentarians of the National Assembly was founded in the Slovenian National Assembly, which functions as a form of cross-party connection between all female deputies to the National Assembly and as a forum for discussing current matters that are common to all female parliamentarians. All current female deputies to the National Assembly can join the Club of Female Parliamentarians.

Promoting equal opportunities, including gender equality and empowering girls and women, has been recognised as the key to achieving development, the cornerstone of respect for human rights and the provision of social justice. Slovenia strives to achieve this objective with activities in international organisations, bilateral relations and support to development projects in the field. In 2019 the Ministry of Foreign Affairs in cooperation with foreign ambassadors in Slovenia began implementing the 'Young Ambassadors' project aimed at bringing the role and activities of women in the area of international relations, foreign affairs and diplomacy closer to female students. Gender equality and strengthening the role of women are among the priority areas of activity of Slovenian foreign policy. Notable and significant progress in this area has been made; however, a number of challenges both at home and in the international community lie ahead. The project 'Young Ambassadors' will include female students from Slovenian secondary schools that were selected through a special competition. During the course of the year, they will be offered a unique insight into the activities of Slovenian and foreign ambassadors in the area of diplomacy and international relations, addressing current global issues, presenting views and the functioning of diplomacy, economics and other areas. As part of the project, students will spend a day with ambassadors in their workplace. They will attend several international events, group and individual discussions, and meetings with representatives of the business, academic, cultural and sports world, as well as take part in the Young Bled Strategic Forum in September 2019. The purpose of the project is to encourage young women to think ambitiously about their future and possible career in diplomacy and international relations, and to participate actively when searching for answers to all the current questions of the global community.

#### **Collected and analyzed data on women's political participation, including in appointed and elected positions**

The State Electoral Commission, an autonomous and independent state body, has been recording the statistics on the structure of voters by gender and age in the referendums and elections held since 2017.

#### **Other**

In 2014 the Ministry of Labour, Family, Social Affairs and Equal Opportunities organised a conference entitled 'Examples Matter!' (Zgledi štejejo!) on balanced gender representation in decision-making positions. The purpose of the consultation was to discuss the importance of balanced gender representation in decision-making positions, the possible measures for achieving balanced gender representation and the importance of visibility of successful women. The participants discussed the recipes for success of successful women, how they faced obstacles, if they had female role models; how companies achieve balanced gender representation in decision-making positions; whether balanced gender representation can be achieved without the support and commitment of the

company's senior management; whether Slovenian society has overcome the stereotype about which gender is more appropriate for management positions; whether the situation in Slovenian society is such that women and men equally share homecare and childcare responsibilities and care for elderly family members, and how this affects women's decisions to apply for the highest decision-making positions. The participants reached the conclusion that personal vision, strong will, determination and family support are crucial for career success. The discussion highlighted that upbringing which does not perpetuate stereotypical social roles of women and men, but encourages children and guides them to choose a career based on their potentials is of great importance for entering the economic and political environment. It was also pointed out that qualified women are underrepresented in certain areas (in particular technical), while on the other hand there are certain areas (e.g., social work) where there is a shortage of male workers.

In 2014-2015 the Ministry of Labour, Family, Social Affairs and Equal Opportunities, the Managers' Association of Slovenia, and The Commission for the Prevention of Corruption implemented the EU co-funded project Include.All. Balanced participation of women and men in decision-making is a principle of the inclusive democracy and one of the pre-conditions for de facto gender equality. In Slovenia, a general commitment to gender balanced participation and representation is set down in the Act on Equal Opportunities for Women and Men (2002). In Slovenia, over 60 % of tertiary education graduates are women, women represent nearly half the working force, and most women work full-time. Taking into account education, women enter the labour market better skilled than men, but their representation in the highest decision-making positions is in inverse proportion: in the boardrooms of the largest listed companies, women occupy a minority of seats. Therefore, the Include.All project's general goal was to improve representation of women at the highest positions of management and leadership in economy and business. Among others, two studies were prepared (one on career paths of women and men in managerial positions, and another on lack of transparency in recruitment procedures), a media campaign launched, and workshops and guidelines for the employers on the issue of balanced participation of women and men in managerial positions were prepared

([http://www.mdds.gov.si/si/delovna\\_podrocja/enake\\_moznosti/projekti\\_iz\\_sredstev\\_eu/vkljuciv\\_e/includeall/](http://www.mdds.gov.si/si/delovna_podrocja/enake_moznosti/projekti_iz_sredstev_eu/vkljuciv_e/includeall/)).

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

- 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 wifi 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**

In 2016 the Ministry of Labour, Family, Social Affairs and Equal Opportunities organised a consultation on economic independence of women, in particular female entrepreneurship in the area

of information technologies. The purpose of the consultation was to discuss the importance of the independence of women, the stereotypes which affect career choice, the ways to overcome these stereotypes, and the possible measures to guide girls and young women towards entrepreneurship in the area of information technologies. The main conclusion was that in order to eliminate gender stereotypes about which gender is more appropriate for education and career in the area of IT and computer science, in addition to a supportive family environment and qualified school counselling services, participation of the economy is necessary, must recognise the untapped potential in women in this area by providing them work.

In the same year the ministry organised an international conference entitled 'Get Gender Equality Into the Media!' (Dajmo enakost spolov v medije!). The aim of the conference was to discuss gender equality in the media. The media, which is often referred to as The Fourth Estate, is an important stakeholder in formulating and implementing gender equality policy. The debate addressed the following issues: Who decides what will be broadcast on television screens or radio stations? What is the representation and image of women and men in the media? How do the media influence the reinforcement of stereotypes or could they influence the prevention of stereotypes? Which areas receive more media coverage? How are the Slovenian media ranked on a gender quality scale compared to the media in other European countries? Main priorities and challenges in the field of media were identified and debated.

**21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

YES/NO

**If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?**

**22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

YES/NO

Not applicable

**If YES, please provide further information on the methodology, the scope of tracking, past trends and current proportion of investments.**

The Ministry of Foreign Affairs has been tracking the proportion of ODA that is invested in the empowerment of women since 2010. In accordance with our national strategy on international development cooperation and humanitarian assistance until 2030, Slovenia will pledge 40% of its bilateral ODA to projects that include gender dimension by 2022 and 60% by 2030. The average amount of bilateral ODA, directed in programs with gender perspective for 2017 is 20%. Slovenia uses OECD methodology (OECD FAC markers) to track and follow investments.

### 23. Does your country have a valid national strategy or action plan for gender equality?

YES/NO

**If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.**

**The Resolution on the National Programme for Equal Opportunities for Women and Men, 2015-2020** is a strategic document of the Government defining the objectives, measures and key policy makers in the area of gender equality in the particular spheres of life of women and men in the Republic of Slovenia for the period 2015–2020. This is the second document of this kind in Slovenia. It builds on the experience under the previous document and upgrades such by the findings of the Evaluation of the Implementation of the Resolution on the National Programme for Equal Opportunities for Women and Men (2005–2013) on how the implementation of measures and activities contributed to the attainment of objectives defined in the 2005–2013 National Programme and on the outcomes and effects of those processes.

The new National Programme focuses on eight priority areas: equal economic independence, reconciliation of work, private and family life, ensuring a knowledge-based society without gender stereotypes, social inclusion, health, balanced representation of women and men, violence against women, and gender equality in foreign policy and international development cooperation. It presents the basic activities and statistical trends recorded during the previous National Programme and specifies the objectives and measures aimed at overcoming the key challenges in these areas. The objectives and measures in two priority areas, violence against women and the knowledge-based society, have already been envisaged and defined in detail in other specific strategic and implementing documents.

The objectives and measures defined in the National Programme provide guidelines to the ministries and other governmental authorities for planning and implementing their respective policies and programmes as regards gender equality and the realisation thereof. Particular measures to achieve the objectives are being presented and detailed in the periodic plans drafted for two-year periods.

Measures to achieve the objectives of the National Programme are primarily implemented as part of policies in the relevant sectors of society under the competence of individual ministries, government offices and other stakeholders. The ministries implement measures primarily through gender mainstreaming in all relevant programmes and activities within their competence. When special activities are required for the implementation of measures in particular areas, the ministries provide funding from their respective budgets. Funding is provided by the state budget and EU funds. Funds for individual measures implemented in a particular period are defined in the respective periodic two-year plans.

**If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?**

Since its adoption two 2-year Action plans have been prepared and adopted by the government and funding was provided within the limits of the available budget of the Republic of Slovenia.



**24. Does your country have an 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?**

YES/NO

**If YES, please provide some highlights of the action plans and timeline for implementation.**

Slovenia doesn't have a specific action plan for implementation of UPR recommendations. However, we are dedicated to the timely implementation of recommendations of treaty bodies and accepted UPR recommendations. International reporting and monitoring of reporting is tasked to the Inter-departmental Commission for Human Rights, which is led by the Ministry of Foreign Affairs. The Commission serves as a national mechanism for reporting and follow-up.

**25. Is there a national human rights institution in your country?**

YES/ NO

**If YES, does it have a specific mandate to focus on gender equality or discrimination based on sex/gender?**

The role of the National Human Rights Institution is performed by the Human Rights Ombudsman. The Constitution of the Republic of Slovenia states in Article 159 that in order to protect human rights and fundamental freedoms in relation to state authorities, local self-government authorities and bearers of public authority, the ombudsman for the rights of citizens shall be established by law. This was done by The Human Rights Ombudsman Act, which in Article 9 states that anyone who believes that their human rights or fundamental freedoms have been violated by an act of an authority may file a complaint to initiate proceedings with the Ombudsman. The basic Ombudsman's mandate is therefore broad and entails more than gender equality or sex/gender based discrimination. However, The Human Rights Ombudsman Act is not the only law governing the Ombudsman's jurisdiction. One of other such laws is the Equal Opportunities for Women and Men Act – which in Article 32 (Role of the Ombudsman in pursuing the objectives of the Act) states that the "Ombudswoman or ombudsman shall, within the framework of the powers conferred upon her/him by the Human Rights Ombudsman Act, especially pursue in dealing with cases concerning the protection of the right of gender equality before the law and in reporting on her/his work the creation of equal opportunities."

The Human Rights Ombudsman does not have a specific mandate to focus on gender equality or discrimination based on sex-gender in the private sphere. Therefore, in 2016 the National Assembly of the Republic of Slovenia passed the Protection Against Discrimination Act (PADA) which established the Advocate of the Principle of Equality (hereinafter: Advocate). Pursuant to Article 1 PADA, the Advocate is mandated with protection of all persons against discrimination irrespective of their sex, nationality, race or ethnic origin, language, religion or belief, disability, age, sexual orientation, sexual identity or sexual expression, social status, property status, education, or any other personal circumstance in various fields of social life, when exercising their human rights and

fundamental freedoms, their rights and obligations and in other legal relationships in political, economic, social, cultural, civil or other fields.

**If YES, please provide up to three examples of how the NHRI has promoted gender equality. (2 pages max.)**

For illustrative purposes, we present three cases from different time periods and with very different content:

1. In June 2005, the ombudsman at the time together with 400 intellectuals signed a public appeal entitled Hate Speech Spreads across the Country from the National Assembly in order to point out the unacceptable statements made by a member of parliament at the expense of his female colleagues in the National Assembly following the passing of the Registration of a Same-Sex Civil Partnership Act (The MP in question commented (at the parliament's session) that two female members of the parliament (both from other political parties) speak of such 'bad things' at the expense of those who think differently, that he would 'order them to undergo obligatory statutory examination of their crotches to find out which gender they even are'.

2. On 12 June 2012, the Ombudsman filed a request for a constitutional review of Articles 188 and 246 of the Fiscal Balance Act (ZUJF). On 17 December 2013, the Constitutional Court publicly announced their decision on the aforementioned provisions, which refer to the termination of employment contracts of public servants who meet the conditions for old-age retirement. The Court decided that those provisions which refer to female public servants do not comply with the Constitution. The whole above mentioned Constitutional Court's decision (U-I-146/12, 14 November 2013) is available in English (<http://odlocitve.us-rs.si/en/odlocitev/AN03723?>).

3. In one of the petitions addressed by the Ombudsman in 2017, a petitioner claimed that there was discrimination based on sex in the use of a sauna. He stated that the sauna was only accessible to women on Tuesdays and that the price for the annual and monthly ticket for men and women is the same, despite the fact that men can use the sauna only six days a week and women can use it seven days a week. He calculated that the men have more than 14% fewer occasions to visit the sauna in comparison to women. Taking into account the powers of the Ombudsman that enable mediation only in relation to state bodies, local self-government bodies and holders of public authority, we were not able to directly address the alleged discrimination which was supposedly caused by a public institution with its terms of use of the sauna. We therefore addressed a proposal to the Market Inspectorate of the Republic of Slovenia to deal with the alleged discrimination. The Market Inspectorate replied that the different treatment in individual cases may be admissible, referencing the opinion of the Advocate of the Principle of Equality that "the exclusive use of the sauna for women on a given day for the purpose of ensuring intimacy" is a permissible exception. The Market Inspectorate also considered that "the availability of the service on one day of the week only to people of one sex does not constitute an infringement of the prohibition of discrimination on grounds of sex, since it cannot be expected that women and men must always share the goods or services offered, but only that the goods are not offered under more favourable terms to people of one sex. "Access to the sauna is not offered to women under more favourable conditions than to men, as they only get one day of the week reserved for them." The Market Inspectorate concluded that "considering the Advocate's opinion, offering a sauna service only to women one day a week in this case is not to be considered discriminatory".

### **Individual Complaints**

In 2017 and 2018 the Advocate processed 19 cases of individual complaints claiming that discrimination on grounds of sex had taken place. Complaints concerned discrimination in relation to access to goods and services related to the public, employment, education, and the public use of sexist language. On the basis of individual complaints and inquiries received, the Advocate opines that the understanding of what constitutes (gender-based) discrimination among the general public is still considerably low as the alleged victims perceive most kinds of injustice and irregularities as discrimination, regardless of whether their gender has in fact been either the sole or predominant reason for unfavourable treatment.

### **Awareness Raising Events**

In October 2017, the Advocate, in collaboration with the Embassy of the Kingdom of the Netherlands and the Dutch equality body, organized a public event in Ljubljana focusing on workplace discrimination with a particular emphasis on the personal circumstances of age and sex. The event included participants from equality bodies, public administration, the economic and non-governmental sectors, and academia. Participants addressed, among others, issues such as gender-specific differentiation of workplace conditions, mandatory retirements, women in senior management positions, social responsibility standards for private companies, the persistence of the gender pay gap, and the value of diversity employment.

In January 2018, the Advocate, in collaboration with the Embassy of the French Republic, organized a public roundtable entitled “Challenges and opportunities for women in the entrepreneurial sector: the gender factor”. The event included participants from employers’ associations, multinational companies, trade unions, and gender equality researchers. Keynote speakers, all of them women from different sectors and walks of life, addressed and presented their personal experiences with issues such as the influence of sex on women’s career paths, gender-related anomalies in Slovenian legislation, and the problem of low levels of work ethics. The speakers concluded that gender-based discrimination at the workplace remains persistent and omnipresent.

### **Dialogue and Working Groups**

In the context of its systemic work on preventing discrimination and promoting equality and equal opportunities, the Advocate runs regular structured dialogues with civil society organisations focusing on specific vulnerable groups of persons. While gender-based discrimination is a cross-cutting issue for many such organisations, the Advocate has also established dialogue with organisations dealing specifically with gender-based issues such as domestic violence and violence against women, prostitution and human trafficking, and sexual violence.

### **International Projects**

In September 2019 the Advocate – together with equality bodies from Belgium, Portugal and Bulgaria – will kick off a two-year international project entitled “Parents at work: Engaging Employers and Improving Gender Discrimination Detection to Ensure Adequate Protection for Parents at Work”. The project tackles discrimination of parents at work throughout pregnancy and after pregnancy, in the view of work-life balance and parental leave (for men and women), especially in relation to the underreporting of discrimination which remains considerably high. Employers often have no intention to discriminate against pregnant workers, however, they confront practical and organizational issues while dealing with parents and parents to be. On the other hand, workers lack knowledge of their rights and means of reporting it. The project will address outstanding issues through a multifaceted approach. On the one hand, it will motivate employers in taking part in the

prevention of unfavourable treatment as this is in both their and their workers' best interest. On the other hand, the project will raise awareness and offer people who believe they are treated unfavourably or were dismissed due to their pregnancy means to provide the necessary proof and connection with the institutions that can help them gather additional proof and provide support. The two main target groups of this project are employers and labour inspectorates or other organisations mandated to investigate discrimination in the labour market. An additional target group are employees, pregnant workers and working parents, as well as other public bodies dealing with gender equality.

## Peaceful and inclusive societies

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

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

## **26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?**

- 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**

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

In November 2018 Slovenia adopted its second National Action Plan on Women, Peace and Security for the period 2018- 2020. The new action plan is based on the findings of the review of the first action plan (the first action plan was valid for the period 2010-2015, the review was carried out in 2017 taking into account activities until December 2016) and takes into account the emerging challenges and trends in the international community (such as terrorism and violent extremism, migration, humanitarian crises and consequences of climate change).

The activities in the NAP are divided in 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 and (3) protection of women and girls and ending sexual and gender-based violence in

conflict, (4) education and training and (5) accountability. In each section there are activities at international and national levels. Each activity is equipped with at least one indicator.

Based on the experience from the previous action plan we wanted to strengthen awareness-raising activities, education and training on WPS (also in other sectors besides SAF and Police) and highlight promotion on accountability in the international community as well as maintain the high standards of our personnel deployed to operations and missions abroad. The aim is also to increase our activities in integrating gender perspective in activities within the security policy (such as disarmament, counter-terrorism and the fight against violent extremism, etc.). Activities are also planned to increase participation of Slovene experts on the WPS agenda and women experts in different fields of security policy.

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

The first document related directly to the implementation of UNSCR 1325 in SAF is the Directive for the Implementation of UN Security Council Resolutions 1325 and 1820, which was issued by SAF General Staff already in 2009, focusing on the role of SAF female personnel in decision-making processes, encouraging the increased participation of female personnel in international operations and missions, increasing awareness of gender perspectives, and education and training on UNSCR 1325 and gender perspective. According to the new National Action Plan adopted in November 2018, the new directive of the SAF for the implementation of the WPS Agenda is in its final procedures.

#### **Used communication strategies, including social media, to increase awareness on the women, peace and security agenda**

SAF took more actions in the last five years in order to raise awareness on the the women, peace and security agenda (WPS Agenda), especially through different media, like articles and interviews in both military and civilian society magazines ("Slovenska vojska" magazine - Slovenian Armed Forces, magazine Naja, etc.), regular publishing of the conferences and other events at the SAF and the Ministry of Defence internal external web pages, and scientific research publications (e.g., Contemporary Military Challenges, edition 3, September 2016 dedicated to the 15<sup>th</sup> Anniversary of the adoption of the Resolution 1325 on WPS).

#### **Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms**

Gender perspective integration and implementation of the WPS Agenda has been incorporated into operational planning in order to enhance gender-sensitive conflict analysis, early warning indicators and prevention mechanisms. Each deployment order, for example, includes an attachment on gender perspective and UNSCR 1325 WPS Agenda. The appendix gives directions on the integration of gender perspective and the implementation of UNSCR 1325 through tasks which are specified for each deployment of the SAF in relation to the mandate, mission objectives and tasks of the personnel, including situational awareness on gender in areas of operations (AO). Also, in force planning gender perspective is integrated, for example to assure gender-mixed teams in the composition of Liaison Monitoring Teams. Gender-mixed teams enable the inclusion of both genders of the local population thus enhance implementation of the WPS Agenda on the ground in conflict and post-conflict areas.

#### **Other**

In February 2018, the Ministry of Foreign Affairs organised the expert conference "The Role of National Action Plans in Promoting the Women, Peace and Security Agenda". Governmental

representatives, as well as independent agencies, and civil society and other experts from Slovenia, Norway and countries of the western Balkans met in Ljubljana (Slovenia) to exchange their views and experiences (good practices and lessons learned) in developing and implementing national action plans or other strategic documents on women, peace and security. The event also addressed challenges and opportunities of the women, peace and security agenda in the western Balkan region from the governmental and civil society perspective.

On International Women's Day in 2019 as part of the Slovenian Development Days, which is the main event to promote international development cooperation and humanitarian aid as well as raise public awareness about their importance, a consultation on achieving gender equality took place. The participants discussed and sought answers to the questions how various aspects of equality between women and men are addressed in Slovenia and at the global level. Questions arose in regard to the importance of preventing and eliminating sexual violence and gender-based violence in humanitarian situation, the victims of which are mostly (but not only) women and girls. Representatives of various government departments, local community and civil society operating in Slovenia and worldwide took part in the discussion.

#### *Integration of the Gender Perspective into Education and Trainings programs*

Gender perspective and implementation of the WPS Agenda has been included in pre-deployment training, and education programs. Trainings on UNSCR 1325 and gender perspective in the redeployment training process and in the Officer Candidate School is performed regularly for many years. Within the last five years' progress has been made in the education of gender trainers, gender advisors, and there has been an upgrade of the previously incorporated of gender perspective in military courses and pre-deployment trainings. Since 2014, the SAF has been providing training of personnel and briefings of key leaders on UNSCR 1325 and gender perspective for those appointed to international organisations (for example, to NATO and the EU). In 2015, lectures on UNSCR 1325 and gender perspective were initiated as part of leadership programmes for senior officers and senior non-commissioned officers in the Military School Centre programs with respect to incorporation of the WPS Agenda in leadership topics.

#### *Establishing gender advisors within the structure of the Slovenian Armed Forces (SAF)*

The first full-time Gender Advisor (GENAD) was appointed to the General Staff of the SAF in June 2015. Before the establishment of this full-time position, gender perspective and the implementation of UNSCR 1325 were in the domain of the senior national representative appointed to the NATO Committee on Gender Perspectives (NCGP). In addition to the national representative, a deputy representative had also been appointed, and this format of appointments is still in place. The national representative became a full-time GENAD at the General Staff, while the deputy representative in NCGP is also in the role of Deputy GENAD for the SAF. Furthermore, in 2016 and 2017 gender advisor positions at the Force Command and at the brigade ("dual hatted") levels were established. All gender advisors are trained and involved in the execution of pre-deployment training and other tasks on gender perspective.

**27. What actions has your country taken in the last five years 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?**

- Promoted and supported women’s meaningful participation in peace processes and the implementation of peace agreements**
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level**
- Integrated a gender perspective in the prevention and resolution of armed or other conflict**
- Integrated a gender perspective in humanitarian action and crisis response**
- Protected civil society spaces and women’s human rights defenders
- Other

**Promoted and supported women’s meaningful participation in peace processes and the implementation of peace agreements**

Slovenia had implemented its first National Action Plan on implementation of UNSCR resolutions on women, peace and security by 2015. After its expiration, a review of its implementation was made and lessons learned. This was the basis for preparation of a new action plan, which was adopted in 2018. Both action plans promote participation of women in peace and security, the second Action Plan dedicates one of 5 priority areas to meaningful participation of women in peace and security, including in conflict prevention, resolution and peace building. In order to increase participation of women experts in different fields of security policy a dedicated roster was established.

Women are represented throughout the SAF structure, from the tactical to the strategic levels of command, including decision-making positions both in Slovenia and abroad. The overall percentage of women in the SAF structure is on the average 16% performing active duty over the past five years. Currently within the SAF women comprise 16,5 %. Women have been deployed to international operations and missions since the first deployment of the Slovenian contingent in 1997. Through gender-mixed teams in the composition of field teams like Liaison Monitoring Teams, the women’s meaningful participation and inclusion of local women in peace processes are enhanced.

**Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level**

The policy on gender equality, also considered in the SAF’s conditions, has applied since the very beginning of the SAF. There are no legally forbidden areas for female personnel, nor programmes or branches which excluded the participation of women in the SAF. Women are represented throughout the SAF structure, from the tactical to the strategic levels of command, including decision-making positions both in Slovenia and abroad. The highest rank in the SAF held by a woman since 2018 is that of Major-General and since November 2018 she has held the position of the Chief of the General staff of the SAF, the first female in this position. There are several women holding senior positions, or decision-making and commanding duties, including in the International Operations and Missions (IOMs). For example, Slovenia appointed its second female military attaché, and also the Commander of the Slovenian Contingent at the UN mission (UNIFIL) in 2017.

**Integrated a gender perspective in the prevention and resolution of armed or other conflict**

Please see question 26: Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms; and Integration of the Gender Perspective into Education and Trainings programs.

### **Integrated a gender perspective in humanitarian action and crisis response**

Slovenia has also promoted gender equality in humanitarian settings through its humanitarian assistance. In the Strategy on International Development Cooperation and Humanitarian Assistance, which was adopted by the government in December 2018, gender equality features as one of the two cross-cutting issues. This means that all stakeholders need to incorporate gender equality considerations in all their development activities, including planning, implementation and evaluation. Slovenia has also joined the international initiative Call to Action on Protection from Gender-Based Violence in Emergencies in June 2018.

SAF integrated gender perspective into the crisis management and migrant situation in 2015 and after. The SAF recognized the applicability of the UNSCR 1325 provisions in the refugee and migrant crisis of 2015. In this respect, extra measures were taken on the integration of gender perspective in SAF activities on the ground. Refugees and migrants have fled in masses from the Middle East and Africa due to armed conflicts in the regions. During this process, their direction has been from the Mediterranean towards Europe, some crossing the Slovenia. This situation required the involvement of the SAF in support of the police efforts to provide security measures, to provide logistics support, support in accommodation, and further aid. In order to perform tasks properly, effectively, safely and securely, the personnel were instructed to take gender awareness (e.g., to protect rights of women) into consideration when executing their tasks.

### **28. What actions has your country taken in the last five years 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?**

- 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

### **Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse**

Slovenia has promoted integration of gender perspective in peace and security as well as humanitarian activities in its activities in international forums as well as through humanitarian projects on the ground. Slovenia has promoted this through its international development cooperation projects. Relevant projects include:

1. Women's Empowerment in the Defence Sector (Montenegro, 2015): The project's goal was to train representatives of the Ministry of Defence and the Armed Forces of Montenegro, and to draft concrete recommendations to improve implementation and modify the normative legal framework relating to equal representation of women in the defence sector.



The 4-day training course for up to 25 Montenegrin representatives was focused on women's empowerment in the defence sector, the promotion of more equal representation of both genders in the defence sector and a presentation of arguments showing the need to increase the representation of women.

2. Economic and social empowerment of refugee women in Ein El Helwah (EEH), Lebanon (ongoing): The project is intended to provide employment, health and psychosocial rehabilitation for women in Ein El Helwah and the surroundings by enhancing their employability and offering them medical and psychosocial care. Three preventive workshops for building life-skills will be organised for 900 women from EEH and the surroundings, together with preventive and curative gynaecological treatment. Additionally, 60 Syrian and Palestinian refugees will be included in the training for various professions, small business and marketing, and job skills. They will also be involved in other psychosocial activities organised for other women in the camp.

Sexual and gender-based violence is an integral part of the WPS Agenda, therefore it is included in pre-deployment trainings, planning and other processes within the SAF. One of main strengthening capacities within the last five-year period was the successful establishment of the gender advisors' functions within the structure of SAF. In addition, a gender subject matter expert was deployed to the KFOR in October 2017 for a one-year period, working also on sexual and gender based violence (survivors of conflict-related sexual and gender based violence, topics related to domestic violence, and sexual exploitation and abuse policy).

In 2015, a high level event was organised, namely the panel "Ending Sexual Violence in Conflict: One Year after the Summit" as part of the 2015 Bled Strategic Forum, held in Slovenia.

#### **Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services**

Slovenia raises issues related to women and girls in conflict and post-conflict situations as well as other humanitarian settings (promotion of human rights of women and girls in conflict and post-conflict situations, elimination of different forms of discrimination and violence against women and girls, including harmful traditional practices, promotion of participation of women in decision-making, prevention of conflict-related sexual violence, accountability, etc.) in the UN Human Rights Council when addressing relevant country situations or in the Universal Periodic Review.

### **29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?**

- Taken measures to combat negative 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**
- Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- Promoted girls' awareness of and participation in social, economic and political life

- Other

### **Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children**

In the period 2014-2019, the Ministry of Labour, Family, Social Affairs and Equal Opportunities co-finances projects of the nongovernmental organizations addressing several aspects of gender based stereotypes and social norms. Among others, projects concentrate on gender equality in advertising with the focus on girls, a children's book on stereotypes, workshops for occupational counsellors on gender non-traditional occupational choices, a children's puppet show on gender based stereotypes, workshops for teachers on gender based stereotypes, as well as a series of articles in one of the children's platforms. With these listed and other outcomes distributed to child-care and basic education facilities and professionals in early education gained much know-how and tools to better address the issue of gender inequalities in various parts of the society.

### **Implemented policies and programmes to reduce and eradicate child, early and forced marriage**

The National Programme of Measures for Roma of the Government of the Republic of Slovenia for the 2017–2021 (NPUR 2017–2021) period includes three targeted measures in the area of social protection as a reaction to the questions and challenges of early and forced marriages or minors fleeing to harmful environments, and the procedures for handling these cases. There are three objectives and measures in this area: 1. The drafting of guidelines and recommendations for expert personnel at social work centres in cases of minors fleeing to harmful environments; 2. Activities for addressing the problem of early, arranged and forced marriages (as part of the public invitation to tender for setting up multi-purpose Roma centres); 3. Drawing up the protocol of action in the procedures for handling of cases of consensual unions with minors. The body responsible for the first two (1. and 2.) measures is the Ministry of Labour, Family, Social Affairs and Equal Opportunities, and the body responsible for the third (3.) measure is the Government Office for National Minorities of the Republic of Slovenia in cooperation with the Ministry of Labour, Family, Social Affairs and Equal Opportunities and other competent institutions.

In connection with the implementation of the third measure - i.e., drawing up the protocol of action in the procedures for handling of cases of consensual unions with minors - three inter-ministerial and inter-institutional working meetings were convened, where experience, views and approaches regarding the drawing up of protocol were exchanged, and light was shed on the issue in question. Activities for awareness-raising or training of employees in justice bodies on working with the Roma community, taking place from autumn 2018 until spring 2019, were agreed with the Judicial Training Centre. The Judicial Training Centre also included awareness-raising about the Roma community in its educational content, with an emphasis on forced and early marriages and human trafficking. Discussions were held with the representatives of multi-purpose Roma centres set up in 7 locations (in 7 municipalities) on the subject of awareness-raising of the Roma community (in particular young Roma girls and boys, as well as their parents), on the consequences of minors fleeing to harmful environments or living in consensual unions ("early marriages") and the consequences of forced marriages. It was agreed that awareness-raising activities will become an integral part of the programme of multi-purpose Roma centres. In 2018 the Government Office for National Minorities of the Republic of Slovenia organised a broad consultation entitled 'Together Towards Greater Success: Minors Fleeing to Harmful Environments (Early Marriages) and Forced Marriages of Roma Children' as part of the National Platform for Roma project. The purpose of the consultation was: (a) to speak openly about the phenomenon of early and forced marriages of Roma girls and boys, and listen to the views and experience of all institutions and communities which are in any way involved in the handling

of these phenomena; (b) define the levers for progress; i.e., efficient interventions and systemic and preventive addressing of challenges using a multi-disciplinary approach. The event was attended by the representatives of social work centres, non-governmental organisations, police, prosecution offices, the judiciary, interested ministries, the Human Rights Ombudsman, Advocate of the Principle of Equality and the Roma community. The activities in connection with the realisation of conclusions of this consultation and interdepartmental working meetings on this subject are ongoing.

On the basis of cooperation between the Government Office for National Minorities of the Republic of Slovenia and the Government Communication Office, the public call for applications for the co-financing of information and communication and educational projects of non-governmental and humanitarian organisations in 2018 (Official Gazette of the Republic of Slovenia, No. 75/17) and the public call for applications for the co-financing of awareness-raising and educational projects of non-governmental organisations in 2019 (Official Gazette of the Republic of Slovenia, No. 84/18) were supplemented with awareness-raising about forced and arranged marriages. The contractor selected in the call for applications must make every effort to ensure that activities take place in environments in which members of the Roma community reside. Activities are targeted towards pupils of the third triad of primary school, secondary school students and adolescents. In 2016 the Government Office for National Minorities of the Republic of Slovenia published a public call for applications for the co-financing of programmes of the Roma community organisations in 2016, the aim of which was to promote active operation of organised Roma communities in various areas, in particular through activities focused on improving the position of members of the Roma community in the local environment. Among these activities, particular emphasis was also placed on awareness-raising of members of the Roma community about the negative consequences of early and forced marriages.

### **Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices**

The Ministry of Labour, Family, Social Affairs and Equal Opportunities co-finances the 'Family Support Programmes'. These high-quality and widely available programmes are based on modern concepts of support and (self-)help, and are primarily aimed at children, adolescents and their families, having a positive effect on raising the quality of life both for individuals and society in general. The programmes are primarily intended for children and adolescents who are victims of sexual abuse and victims of crime, including that perpetrated within their families. In the 2018–2020 period, 26 family support programmes are being co-financed, of which 11 are family centre programmes and 15 are programmes of psychosocial assistance to children, female and male adolescents or their families. Family centres are spaces that bring different generations together, foster the high-quality upgrading of processes that strengthen an individual's social roles, support the balancing of family and professional life, and provide a space in which good practice and positive experiences can be exchanged. The programmes of psychosocial assistance to children, female and male adolescents, or their families, offer their services free of charge. The total amount of funds available for the 2018–2021 period is approx. EUR 2.8 million.

Since 2016 the ministry has also been co-financing 15 multi-generational centres which allow wide access to preventive programmes with various activities, such as self-help/help groups in the event of violence. The funds for financing the projects are provided under the budget, while a part of the financing is provided by the European Union from the European Social Fund. The total amount of funds available for the 2017–2021 period is EUR 8.6 million. In this way, the projects selected allow wide

access to preventive programmes with various activities, such as organisation and management of self-help/help groups in the event of violence.

A new strategic document entitled 'Programme for Children 2019–2024' is also being drafted by the ministry together with local communities, non-governmental organisations and other relevant stakeholders. The programme will address the problem of the position of children in a comprehensive and extensive manner. This is a separate programme document that will specifically set out the objectives and measures to improve the position of children, also in the area of preventing domestic violence and providing assistance to victims of crime, sexual abuse, etc.

## Environmental conservation, protection and rehabilitation

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

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

### **30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?**

**No actions have been taken in the last five years with regards to this question.**

- 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-smart 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

### **31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?**

**No actions have been taken in the last five years with regards to this question.**

## Section Three: National institutions and processes

### **32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.**

Until 2012, tasks in this area were carried out by the Office of the Government of the Republic of Slovenia for Equal Opportunities, which operated as a relatively independent specialised service of the Government. With the reorganisation of the Government, these tasks were transferred to Ministry of Labour, Family and Social Affairs, i.e. to its Equal Opportunities and European Coordination Service. In 2013, the Ministry was renamed the Ministry of Labour, Family, Social Affairs and Equal Opportunities and the tasks related to gender equality were assumed by the Equal Opportunities Department.

In 2018 the Minister responsible for gender equality policy in Slovenia established the Experts Council for Gender Equality comprising members from NGOs, academia, trade unions, equality body, business sector and civil society. Expert Council for Gender Equality is an advisory body 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 social life and for making initiatives, proposals and recommendations for developing gender equality policy.

### **33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?**

YES/NO

The Government Office for Development and European Cohesion Policy is a national coordinating body for the implementation of Agenda 2030. For this purpose, the government established an inter-ministerial working group for development planning, in which all ministries and government offices have their representatives, including the Ministry for Labour, Family, Social Affairs and Equal Opportunities.

### **34. Are there formal mechanisms 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?**

YES/NO

If YES,

- a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Beijing Declaration and PfA

2030 Agenda for Sustainable Development

- |   |   |
|---|---|
| <input type="checkbox"/> Civil society organizations          | <input type="checkbox"/> Civil society organizations          |
| <input type="checkbox"/> Women's rights organizations         | <input type="checkbox"/> Women's rights organizations         |
| <input type="checkbox"/> Academia and think tanks             | <input type="checkbox"/> Academia and think tanks             |
| <input type="checkbox"/> Faith-based organizations            | <input type="checkbox"/> Faith-based organizations            |
| <input type="checkbox"/> Parliaments/parliamentary committees | <input type="checkbox"/> Parliaments/parliamentary committees |
| <input type="checkbox"/> Private sector                       | <input type="checkbox"/> Private sector                       |
| <input type="checkbox"/> United Nations system                | <input type="checkbox"/> United Nations system                |
| <input type="checkbox"/> Other actors, please specify.....    | <input type="checkbox"/> Other actors, please specify.....    |

**b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?**

YES/NO

*Please provide further details about the mechanisms used. (2 pages max.)*

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

**35. Is 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
- There is no national plan/strategy for SDG implementation

Gender equality is a cross cutting theme in Development Cooperation and Humanitarian Aid Strategy of the Republic of Slovenia up to 2030. This strategic document also represents our national plan for external aspects of SDGs implementation. The cross-cutting theme is aimed at contributing to gender equality, including women's and girl's empowerment, and at reducing discrimination and inequality. Particular attention is given to the impact on gender equality, and to incorporating measures for its promotion, even if such activities are not directly related to gender equality and the empowerment of all women and girls. The cross-cutting theme can be implemented by involving women and men in activities on an equal footing, providing the same benefits for both women and men, and by analysing and collecting gender-disaggregated data. In this way, target groups will be encouraged to change their mind-set, habits and the social norms that feed gender stereotyping.

Gender equality is among key priorities in the Slovenian Development Strategy 2030 (SDS2030), particularly in development goals 1 (Healthy and active life) and 3 (Decent life for all).

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

- 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

Slovenia is a country with individual data on many topics and with the policy to publish as many data as possible gender based.

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

In 2018, Slovenia conducted a pilot survey on Gender-Based Violence (GBV), financed by the European Commission (Eurostat). The grant for Slovenia lasted from October 2017 to January 2019. The main topics were sexual harassment at work, non-partner violence, current partner violence, former partner violence, stalking, violence in childhood and general victimisation. The aim of the pilot survey was in the first phase to translate and pre-test the questionnaire. In the second phase the aim was to test the questionnaire in the field and to test the different modes of data collection. At first we need to agree on the same methodology in order to have comparable data across EU countries. The aim of the pilot survey is not publication of the results and at the moment the Statistical Office does not yet have data on gender-based violence.

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

In 2016, after 9 years, the Statistical Office of the Republic of Slovenia (SURS), published a new publication on gender statistics, titled Simply Not The Same – Women and Men from Childhood to Old Age, available at <https://www.stat.si/StatWeb/File/DocSysFile/8908/Simply-not-the-same.pdf>. The publication is very user-friendly, with lots of graphic elements and almost no tables (the data are available at the SI-STAT database). The aim was to promote gender statistics among the population as well as promoting and spreading statistical literacy. With this publication SURS started a new wave of publications – using infographics, pictures and other graphic elements. The public response was

very positive. The publication was done in the scope of regular work and no extra budget was planned and used.

The ideas from the publications were used in other occasional publications such as:

<https://www.stat.si/StatWeb/en/News/Index/6539>

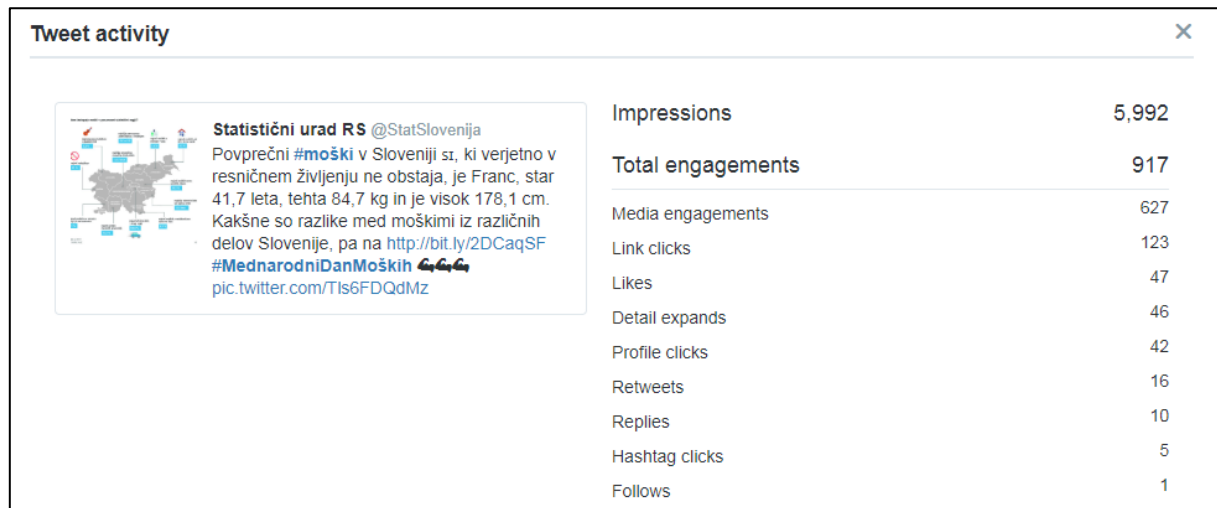
<https://www.stat.si/StatWeb/en/News/Index/6541>

<https://www.stat.si/StatWeb/en/News/Index/7742>

The last link opens a special release on the International Men's Day (November 2018), which received many positive responses. On “the day” the number of SURS memorabilia on the Web and social media increased sharply; it was the highest in November 2018.

For the first time Twitter and FB were used for greater promotion. On Twitter, 5 tweets on this topic were published. The most important tweet was with data by region, it was seen 6,000 times (see the picture below), but it also had a very high, - 15% - interaction rate. This tweet received positive responses and prompted various debates on the subject. 3 posts were posted on Facebook on this topic. Here, too, it was the most popular post with data by region. It was seen 3,600 times, but figures are still rising. The interaction rate was 16%.

The news was summarized by a large number of online media and portals; it appeared in the press and on TV. The impact of Twitter and FB activity was measured (see the example below):



### 37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- 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

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

In 2018, Slovenia conducted a pilot survey on Gender-Based Violence (GBV), financed by the European Commission (Eurostat). In 2019 the survey is being evaluated methodologically. When the pilot survey is analysed and the methodology is defined, Eurostat's goal is to conduct the main survey, conducted during the period from 2020 to the end of 2021. Since it will be conducted on a bigger sample, the indicators (for instance number/share of victims of various types of violence – psychological, economical, physical, sexual; gender of perpetrator; various topics are planned such as sexual harassment at work, non-partner violence, current partner violence, former partner violence, stalking, violence in childhood and general victimisation) would be calculated. Based on current information, the European Commission plans to co-finance the main survey but the question of the future collections is still open.

Time Use Survey (TUS) – pilot on 500 households was conducted in March, April and May 2019, light version as paper and web diary designed also for smart phones. A TUS survey is foreseen in 2020.

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

The plan is to continue with the promotion of data on gender statistics and with new surveys (TUS) to prepare few different releases and other products.

**Development of a centralized web-based database and/or dashboard on gender statistics:**

The plan is to develop a dashboard on gender statistics as a site linking different releases and data collected in different surveys, conducted at SURS. The webpage should meet the guidelines of an existing SURS website.

**38. Have you defined a national set of indicators for monitoring progress on the SDGs?**

- Yes
- No

**If YES, how many indicators does it include and how many of those are gender-specific<sup>9</sup>?**

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<sup>9</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

The monitoring progress on the SDGs includes 85 indicators, of which 11 are gender-specific. In addition to these indicators for monitoring progress on the SDGs, which are collected and monitored by the National Statistical Office, a set of 29 national performance indicators for monitoring progress in the achievement of national development goals was defined.

Two of the performance indicators are explicitly gender-specific, and they measure the achievement of

- a) development goal 1 (healthy and active life):
  - Healthy life years (source: Eurostat)
  - Gender Equality Index (source: EIGE)
- b) development goal 3 (decent life for all):
  - Experience of discrimination (source: Eurobarometer)

**If YES, how many of the gender-specific indicators are additional country indicators (i.e., not part of the global SDG monitoring and indicator framework)?**

All indicators (also gender-specific) were defined according to a SDG indicator set prepared for EU countries by Eurostat.

**Annex for Q38: Gender-specific indicators**

1.1 At-risk-of-poverty or social exclusion rate by gender
1.2 At-risk-of-poverty rate by gender
1.3 Severe material deprivation rate by gender
3.1 Life expectancy at birth, by gender
3.3 Standardized mortality rate due to suicide by gender
4.3 Tertiary educational attainment by gender
4.4 Employment rate of recent graduates by gender
4.5 Adult participation in learning by gender
5.1 Gender pay gap
5.2 Gender employment gap
8.3 Total employment rate by gender

**If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?**

*Please provide the indicators in an annex*

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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).

**39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

- Yes
- No

**If YES, please describe which indicators have been prioritized**

Annually, the Institute for Macroeconomic Analyses and Development (IMAD) prepares a Development Report, in which it monitors the progress on the performance indicators of the SDS2030. Gender-specific indicators are:

- Healthy life years
- Gender Equality Index
- Experience of discrimination

IMAD collects other performance indicators of the SDS2030 disaggregated by gender; these indicators are:

- Share of the population aged 25-64 with tertiary educational attainment
- Rate of social exclusion
- Employment rate (20-64 years)
- At-risk-of-poverty of employed persons

\* Regarding gender-specific indicators see answer 38.

**If NO, explain the main challenges for collecting and compiling data on these indicators**

**40. Which of the following disaggregations<sup>10</sup> is routinely provided by major surveys in your country?**

- Geographic location
- Income
- sex
- Age
- Education
- Marital status
- Race/ethnicity
- Migratory status
- Disability
- Other characteristics relevant in national contexts

\* \* \*

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<sup>10</sup> As specified in A/RES/70/1, with the addition of education and marital status.