

Pursuant to Article 15 of the Act on Equal Opportunities for Women and Men (*Uradni list RS*, No. 59/02), the National Assembly of the Republic of Slovenia adopted at its session on 27 October 2005 the following

R E S O L U T I O N

ON THE NATIONAL PROGRAMME FOR EQUAL OPPORTUNITIES FOR WOMEN AND MEN, 2005-2013 (ReNPEMZM)

GENERAL CONTEXT

1. Introduction

The Resolution on the National Programme for Equal Opportunities for Women and Men is a strategic document which defines objectives and measures as well as key policy makers for the promotion of gender equality in different areas of life of women and men in the Republic of Slovenia in the period 2005 - 2013. The fundamental goal is to improve the status of women and/or ensure sustainable development in the realisation of gender equality. Concrete tasks and activities for the achievement of the objectives and implementation of measures shall be determined in periodic plans, which are drawn up every two years and stipulate into more detail the timetable and manner of implementation of separate tasks and activities.

In a variety of international documents, the gender equality principle is established as the fundamental principle, which must be respected by all Member States of the inter-governmental and international organisations such as the European Union, the United Nations and the Council of Europe. Those documents emphasise that gender equality should not be understood as implying that women and men are the same or similar but as acceptance of difference or distinctness between women and men and as equal valuation of those differences and of different social roles. This means that the gender equality policy promotes a real partnership between women and men and a shared responsibility in respect of the elimination of imbalances in the public and private life. The guiding principle of the National Programme is, therefore, equal recognition, equal status of women and men in society and equal benefits from the results of social development.

Slovenia undertook to adopt a national programme for equal opportunities for women and men already under the Beijing Platform for Action (*Pekinška deklaracija and Izhodišča za ukrepanje*; in: *Akcija za enakost, razvoj in mir: Poročilo o četrti svetovni konferenci o ženskah, Peking, 4. – 15. september 1995*; Office for Women's Policy; 1996), which is considered the most important strategic document of the United Nations, adopted in 1995 by the Fourth World Conference on Women in Beijing. By signing that text, the parties (including, among others, the Government of the Republic of Slovenia) committed themselves to respecting its platform and recommendations and to acting in compliance with its fundamental principles in the formulation of their own national strategies. The Platform for Action provides for a formulation of special strategies or action plans aiming at the improvement of the status of women.

Slovenia provided for a direct legal basis for the adoption of the Resolution on the National Programme for Equal Opportunities for Women and Men by adopting the *Act on Equal Opportunities for Women and Men* (ZEMŽM; *Uradni list RS*, No. 59/02). The Act defines gender equality and equal treatment of women and men as a government policy and introduces gender mainstreaming as a strategy for achieving gender equality. Gender mainstreaming brought about a discontinuance of the traditional way of work: thus, gender equality policy is no longer only a matter for or under competencies of particular institutions, responsible for these issues (in Slovenia, the Office for Equal Opportunities) but rather an integral part of any sectoral policy or sphere of activity of individual ministries and government agencies. This strategy involves a multidisciplinary process in which separate bodies responsible for the formulation of their respective policies consistently integrate the principle of gender equality in their planning, formulation, implementation, follow-up and evaluation of policies. For Slovenia, a member of the European Union, the *Treaty of Amsterdam*, signed in Amsterdam in 1997 (OJ C 340, 10. 11. 1997), that introduced gender mainstreaming into all EU policies is important in this context.

2. Legal bases

The Constitution of the Republic of Slovenia determines that Slovenia is a democratic republic, governed by the rule of law, and a social state which guarantees human rights and fundamental freedoms of all, irrespective of their ethnicity, race, gender, faith, political or other conviction, material standing, birth, education, social status, or any other personal circumstance. Fundamental principles of the Constitution of the Republic of Slovenia do not allow any form of discrimination; moreover, the Constitution provides also mechanisms for the elimination of any consequences of breaches of human rights and fundamental freedoms. The prohibition of gender discrimination recognises the equality between women and men as a fundamental principle of democracy and respect for human rights and, as such, a precondition for a socially just state governed by the rule of law.

With the adoption of the Act on Equal Opportunities for Women and Men in 2002, the Slovene legal system got an umbrella act, which defines common policy orientations or the basis for an improvement of the status of women and for a creation of equal opportunities for women and men in particular areas of social life. The Implementation of the Principle of Equal Treatment Act (ZUNEO; *Uradni list RS*, No. 50/04), adopted in May 2004, further upgraded the legal basis for ensuring equal treatment of persons in all areas of social life irrespective of personal circumstances, including gender.

Equal treatment and equal opportunities for women and men are also fundamental legal principles of the European Union enshrined in the Treaty of Amsterdam – a founding EU treaty – as well as in many directives, transposed into national legislation of Member States. In the Treaty of Amsterdam, the European Community undertook to promote, in all its policies and activities, equality of women and men and to endeavour to eliminate all inequalities based on sex (Articles 2 and 3). In addition to introducing gender mainstreaming, the Treaty provides legal basis for the adoption of special measures for combating discrimination based on sex, racial or ethnic origin, religion or belief, disability, age, or sexual orientation (Article 13). With respect to the practical implementation of gender equality, Article 141 of the Treaty of Amsterdam is the most important since it provides for the application of the principle of equal pay for equal work or work of equal value for women and men introduces gender mainstreaming approach and sets out legal basis for the introduction of positive measures. It allows Member State to adopt, with a view to ensuring de facto equality between women and men in the labour market, measures providing for specific advantages for the under-represented sex with respect to employment and vocational

training. Pursuant to Article 141 and some other articles of the Treaty, several pieces of secondary legislation have been adopted, under which Member States are required to adopt measures promoting equal opportunities and equal treatment of women and men in various areas. In this context, by 2004, the following eight Directives were adopted and one supplementing Directive on equal treatment of women and men regulating the area of employment and social security:

- *Directive 75/117/EEC on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women;*
- *Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions*
- *Directive 2002/73/EC amending Directive 76/207/EEC;*
- *Directive 79/7/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security;*
- *Directive 86/378/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security;*
- *Directive 86/613/EEC on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood;*
- *Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding;*
- *Directive 96/34/EC on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC;*
- *Directive 97/80/EC on the burden of proof in cases of discrimination based on sex.*

The first Directive which concerns, besides employment and social security, also other domains of social life, is *Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services*. The Directive shall come into force in 2006.

In addition to legal commitments with respect to gender equality, the EU formulated the Programme relating to the Community framework strategy on gender equality 2001-2005 (Brussels: Commission of the European Communities; 2000), which combines specific actions towards gender equality and gender mainstreaming. The main objectives of the programme are as follows:

- a) to promote and disseminate the values and practices underlying gender equality;
- b) to improve the understanding of issues related to gender equality, including direct and indirect gender discrimination and multiple discrimination against women, by evaluating the effectiveness of policies and practice through prior analysis, monitoring their implementation and assessing their effects;
- c) to develop the capacity of players to promote gender equality effectively, in particular through support for the exchange of information and good practice and networking at Community level.

The Strategy involves the following areas: economic life, equal participation and representation in decision-making, social and civil rights, changing of gender roles and stereotypes. Given that, it is most likely that the Strategy will be continued also in 2006, whereas a new programme – PROGRESS – is foreseen for the Financial Perspective 2007-2013.

3. International commitments

The Republic of Slovenia has ratified or joined numerous international agreements in the field of the protection of women's rights and equal treatment of women and men and has thus committed itself to implementing them. In the drawing up of the Resolution on the National Programme for Equal Opportunities for Women and Men, the standards and recommendations of the United Nations, the International Labour Organisation, the Council of Europe and the European Union were taken into account.

The Convention on the Elimination of all Forms of Discrimination against Women, Resolution No. 34/180, adopted on 18 December 1979 by the UN General Assembly (*Konvencija o odpravi vseh oblik diskriminacije žensk, Uradni list SFRJ-MP, No. 11/81*) is a central legally binding instrument for the protection of women's rights that involves all spheres of public and private life. Under the Convention, Slovenia is bound to take all appropriate measures, including the positive measures, to eliminate discrimination and ensure full gender equality in all areas, in particular in the political, social, economic and cultural life. According to the latest report on the implementation of the Convention provisions, prepared by the Committee on the Elimination of Discrimination against Women, progress has been made in Slovenia towards achieving gender equality, in particular with the adoption of appropriate legislation; however, progress in the prevention and elimination of de facto discrimination against women has been slow and not sufficiently effective (Report of the Committee on the Elimination of Discrimination against Women after the consideration of the second and third periodic report of Slovenia at its 29th meeting (New York, 20 June - 18 July 2003 (see CEDAW/C/SR.620 and 621)).

The Committee on the Elimination of Discrimination against Women has underlined the following problems as the principal issues of concern:

- the incidence of violence against women, including domestic violence and, in this context, a lack of systematic data collection and research on violence against women and the inadequate penalties for crimes of violence against women;
- the problem of trafficking in women and girls in Slovenia and the lack of detailed data and information on the phenomenon as well as the lack of a comprehensive strategy to combat it;
- the low representation of women in elected and appointed bodies, including the National Assembly, executive bodies of the Government and local government bodies;
- the vertical and horizontal segregation in the labour market and the growing unemployment rate of young female first-job seekers;
- the gender pay gaps, in particular in companies and businesses;
- the high maternal mortality rate;
- the persistence of traditional stereotypes regarding the role and responsibilities of women and men in family life and in society at large;
- the situation of older women, in particular in rural areas, and of minority women, in particular Roma women, and the lack of statistical data on their status.

Important universal instruments for the protection of women's rights are also the International Covenant on Civil and Political Rights (UN General Assembly, res. No. 2200 A (XXI), adopted on 16 December 1966, *Uradni list SFRJ-MP, No. 7/71*) and the International Covenant on Economic, Social and Cultural Rights (UN General Assembly, res. No. 2200 A (XXI), adopted on 16 December 1966, *Uradni list SFRJ-MP, No. 7/71*), which bind the Contracting States to

guarantee to men and women equal enjoyment of all rights and freedoms granted under those Covenants, and conventions of the International Labour Organisation relating to equal pay for equal work, elimination of discrimination in respect of employment and occupation, equal treatment for men and women workers with family responsibilities, and to protective measures.

In the Council of Europe, the most important documents for the protection of women's rights are the European Convention for the Protection of Human Rights and Fundamental Freedoms (*Evropska konvencija o varstvu človekovih pravic in temeljnih svoboščin*, ETS No. 5, adopted on 4 November 1950, *Uradni list RS-MP*, No. 7/94) and the European Social Charter (*revised*) (*Evropska socialna listina (spremenjena)*, ETS No. 163, adopted on 3 May 1996, *Uradni list RS-MP*, No. 7/99), which set out non-discriminatory enjoyment of the rights provided under the Convention and the Charter irrespective of sex, race, colour, language, faith, political or other conviction, national or social origin, membership of a national minority, material standing, birth, or any other personal circumstance.

In addition to the above, the Charter sets out separately the right of employed women to protection of maternity and the right to equal opportunities and equal treatment in respect of employment and occupation without discrimination based on sex. Slovenia has undertaken to guarantee the protection against dismissal for women, in particular during pregnancy and maternity leave, and to promote equality of opportunity for employment and occupational reintegration. Moreover, equal opportunities must be guaranteed in vocational advice, training, retraining and professional rehabilitation, equal conditions must be created for employment and working conditions, including pay, and facilitate the full professional development of women and men.

4. Purpose and objectives of the National Programme

The main purpose of the Resolution on the National Programme for Equal Opportunities for Women and Men is to set out general priorities for the improvement of the situation of women or to ensure sustainable development of gender equality. On the basis of an analysis of the situation, the Resolution on the National Programme for Equal Opportunities for Women and Men defines principal policy orientations of the equal opportunities policy in all key areas of social life. These areas include gender mainstreaming, work, knowledge-based society, social welfare, gender relations and decision-making.

The strategic objectives of the gender equality policy are as follows:

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

11. protection of mental health, adapted to the needs of women and men,
12. social inclusion and reduction of poverty of women and men,
13. equal distribution of family work between women and men, and responsible partnership and parenthood,
14. regulatory framework relating to the prevention of violence against women,
15. zero tolerance for violence against women,
16. regulatory framework relating to the prevention of trafficking in human beings and sexual exploitation in terms of prostitution and pornography,
17. regulatory framework relating to the prevention of sexual violence and zero tolerance for sexual violence,
18. balanced representation and participation of women and men in political decision-making,
19. balanced representation of women and men holding nominated positions within the public administration and justice,
20. balanced representation of women and men holding decision-making positions in the socio-economic domain.

In compliance with the Act on Equal Opportunities for Women and Men, the Resolution on the National Programme for Equal Opportunities for Women and Men defines relevant objectives and measures, responsibility for the implementation of the measures, gender-disaggregated data which is to be collected, processed and analysed, the method of monitoring and reporting on the implementation of the national programme, and the indicative resources allocated for the implementation of those measures and the means of providing those resources.

The development of the approach, defined by the Resolution on the National Programme for Equal Opportunities for Women and Men, is based on the recognition that the horizontal cooperation between the Office for Equal Opportunities, line ministries and other government offices is crucial for the success of the implementation of the gender equality policy. The purpose of the Resolution is to set out general objectives and measures of the Government of the Republic of Slovenia for achieving gender equality in different areas of life. The objectives and measures are defined as guidelines for the ministries and other government bodies that are to integrate those measures into their planning and implementation of their respective policies and programmes, and are to be further elaborated and given concrete form in periodic plans.

In the process of realisation of the objectives and implementation of the measures, which are to contribute to ensuring de facto gender equality in the everyday life of women and men, it is necessary to create and enhance partnership with self-governing local communities, NGOs, universities and research institutions, as well as with individuals, private sector, trade unions, employers' organisations and other civil society organisations.

5. Strategy on gender equality policy

The development and progress towards the elimination of inequalities between women and men has not been as quick and extensive as expected, therefore the international community (that had almost half a century ago started paying particular attention to women's rights in the context of human rights) began to examine and evaluate efficiency of relevant legislation. A result of those efforts has been the introduction of new legal instruments, strategies and methods for achieving de facto, that is to say gender equality in practice. The most known among legal instruments, already tested in practice in many countries, are the so called special measures, introduced and implemented in the specific areas of social life in which non-balanced representation of women and men or unequal status of persons of one gender is ascertained. The international community and individual countries have been developing and implementing gender mainstreaming as a key strategy in all their policies and programmes. Both approaches are supplemented by monitoring and mandatory reporting on the implementation of the gender equality policy and realisation of the planned objectives. Therefore, State institutions responsible for the promotion of gender equality have been also entrusted with powers and functions to monitor, while international organisations have introduced specific reporting schemes for the States to report on the implementation of the gender equality policy.

The strategy for the promotion of gender equality is based on the approaches defined in Slovenia's Act on Equal Opportunities for Women and Men, and it follows the Community Framework Strategy on Gender Equality, binding on the EU Member States. On the one side, the strategy involves the encouragement of changes, building on the recognition of differences or, in other words, on the identification of specific needs of women and men and of the impact of particular policies on their lives. It encourages the implementation of special measures aiming at gender equality, as appropriate for the differences identified. On the other side, the strategy introduces gender mainstreaming, implying that gender perspective is taken into consideration by policy- and decision-makers in all stages of any political process. The implementation of gender mainstreaming is binding on the Government of the Republic of Slovenia, line ministries and local government authorities.

Encouragement of changes

Both approaches are closely interwoven. The expertise and experiences gained through one approach are key factors for the strategy used in the second approach. With a view to enhancing the approach, which encourages the changes in the area of equal opportunities for women and men, the Government must use a number of different mechanisms the most important of which are:

1. Gender impact assessment

Gender impact assessment makes possible that a policy's hidden or unapparent gender specific effects be recognised already during the process of its formulation. The best way to ascertain whether or not gender impact assessment is relevant and at which stage of planning it should be carried out is through the use of a checklist.

The Government must use gender impact assessment in the work of all its departments and at all levels of policy-making. Efficient use of this mechanism requires that a uniform system be applied and that everybody involved in the policy-making is appropriately qualified for the implementation thereof.

2. Monitoring and surveys

The situation of women and men in society is monitored in key areas of social life such as labour market and employment, social policy, education and political life. Such monitoring is at the same time also an element of changes. The improvements in the existing statistical data compiling will lead to providing relevant data for monitoring and to a certain extent it can be also an incentive for new and additional studies with a view to providing better information about a certain area and to developing new measures. Monitoring and surveys are also an important tool for improving insights into effects of a given policy and verifiability of this effects, not only through measurements of quantitative changes but also through monitoring the changes in the public opinion and attitude towards gender equality.

It is important that, in addition to specific surveys into equality and equal opportunities for women and men, a gender perspective be integrated in all relevant surveys, either in data collecting or in the analysis thereof.

3. Special measures

Special measures are specific tools for accelerating the process leading towards *de facto* gender equality and the elimination of hidden gender based discrimination. Special measures may be of temporary nature and may cease to apply when the set goals are achieved. Such temporary special measures in the context of equal opportunities for women and men may provide to persons of one gender particular advantages in certain areas where appropriate with a sole purpose to eliminate the discrimination and achieve gender equality. In practice, there can be also special measures of permanent nature, which provide for certain groups of women and men a particular status so as to ensure gender equality in society, such as protection of women during pregnancy and maternity.

4. Education and awareness-raising

Education and awareness-raising are important tools for achieving social changes and changes in the understanding of gender-based social roles and for overcoming gender stereotypes. One of the key processes in the awareness-raising is dissemination of information on existing and on newly-introduced provisions promoting equal treatment of women and men, e.g. provisions improving reconciliation of work and family life.

However, improved knowledge does not automatically lead to changed behaviour. To achieve that, attitudes should be changed. In this context, it is important to highlight achievements of education and awareness-raising as well as examples of good practice.

Gender mainstreaming

Gender mainstreaming has developed from the recognition that while individual measures directly supporting women can produce good results, they cannot contribute a lot towards long-term structural changes if at the same time structural inequalities between women and men are not taken into account or are not being eliminated.

According to the Council of Europe's definition, gender mainstreaming is "the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making." (In: Kozmik, V. (ed.): *Integracija načela enakosti spolov*; Ljubljana: The Government of the Republic of Slovenia, Office for Women's Policy; 1998). Thus, gender equality becomes part of day-to-day policies, since specific situation of genders is taken into

account in their preparation and designing, decision-making, implementation and evaluation. It means that each policy and measure should be designed so that inequalities be eliminated and gender equality be promoted. It is important to study beforehand what are possible different effects of a policy for women and for men and thus find out whether and, if so, how gender specific inequalities are generated and perpetuated.

The implementation of gender mainstreaming falls under the responsibility of all actors involved in policy-making in all policies at all levels and at all stages, from designing to evaluation of its implementation. Such an approach is important because it underlines the problem of conventional (gender-neutral) approaches in policies, it takes into account effects that the policy concerned has on particular social groups and, consequently, it improves the quality and effectiveness of such policies.

Through the mechanisms applied with a view to achieving changes, gender mainstreaming takes shape and is further developed. Policy-makers should pay their attention in particular to the mechanisms as follows:

1. Gender Budgeting

Line ministries are responsible for the gender equality policy within the areas falling under their respective responsibilities. This responsibility is the most evident in programme documents of their policies and in a ministry's budget where the objectives of the gender equality policy and the funding allocated to them are expressly stated. To establish to what extent the gender equality policy is integrated into policies of a particular ministry, its budget has to be analysed. For analysing whether certain expenditure is relevant for the promoting of gender equality, appropriate methodology or detail criteria are needed.

2. Inter-ministerial group

For gender mainstreaming to be successful it is important that ministries themselves are responsible for the integration of the gender perspective in their respective fields of work. Each ministry has a coordinator for equal opportunities for women and men who is in charge of the implementation of the ministry's tasks under the Act on Equal Opportunities for Women and Men. In performing their work, these coordinators cooperate with the Office for Equal Opportunities.

Main activities of the coordinators are as follows:

- monitoring of the compliance with the principle of gender equality in the preparation of regulations and measures;
- proposals for policies and measures for the promotion of gender equality at their respective ministries;
- participation in preparing the national programme and periodic plans.

3. Strategic alliances

For accelerated progress in gender mainstreaming into general policies, strategic alliances with social partners, employers' organisations, trade unions, business and trade as well as with other government bodies and with NGOs active in the area of gender equality are fundamental. It is important that the government defines, with them, how they can play a productive role in the formulation and implementation of the gender equality policy.

Gender mainstreaming is a complement to the existing "traditional" policy, which is as a rule limited to specific problems in connection with gender inequality, and it is usually implemented through gender equality policy mechanisms (e.g. offices or departments for gender equality). Therefore, gender mainstreaming does not replace the traditional policies but rather complements them. Rather, it means that policy-makers take into account gender perspective in all stages of any policy formulation, while the existing gender equality policy mechanisms and the players, with their knowledge and experience, support and assist them.

6. Implementation of the national programme

6.1. Periodic plans

The national programme sets out the objectives and measures for the implementation of the strategic orientations for establishing equal opportunities for women and men in the period 2005 - 2013. With a view to ensuring that the objectives and measures, as planned for the entire 8-years period, would not remain mere policy orientations, the Act on Equal Opportunities for Women and Men lays down that each two years a periodic plan be prepared, specifying the activities to be carried out over the next two years. Periodic plans are therefore implementing instruments of the national programme, establishing priorities and activities for the implementation of the objectives and measures thereof in particular areas.

Each periodic plan is formulated on the basis of reports on the activities carried out over the previous two-year period and of additional proposals as regards orientations and tasks of individual ministries. On the basis of that, the Office for Equal Opportunities prepares a new periodic plan and submits it to the Government for adoption.

Periodic plans also specify the resources required for carrying out the activities and for added value of the measures intended for achieving the objectives of the national programme. At the same time, periodic plans specify timetables and the manner of implementation of each activity as well as the holders of activities or providers thereof.

6.2. Data and indicators

A survey of progress made and the designing of new appropriate measures aiming at gender equality require that systematic monitoring of the status of women and men in social and private life be carried out. Different institutions responsible for keeping statistical data (i.e. data that are collected by line ministries, government offices and other bodies on a permanent basis), increasingly keep gender-disaggregated data, thus enabling a permanent overview of specific differences between women and men. Harmonised and comparable international data are one of the goals of the gender equality policy of the European Union. Harmonised gender-disaggregated indicators have been already adopted in some areas, for example indicators on situation of women and men in the labour market, the reconciliation of family and work life, decision-making and the area of violence against women. In other areas, harmonised compilation of data relevant for the gender equality policy at the EU level is yet to be developed.

In addition to indicators, also analyses and surveys are important tools for monitoring the situation and achievements made. The purpose of the strategy for the promotion of gender equality is to mainstream gender not only into analyses and surveys dealing specifically with the status of women and men in different areas but also into all other relevant analyses and surveys.

The national programme sets out quantitative and qualitative indicators for monitoring the status of women and men in different areas and the implementation of the gender equality policy in Slovenia. The indicators are derived from the databases kept in Slovenia and from the EU's indicators to which these bases are adjusted. Collecting of gender-disaggregated data and monitoring of indicators fall under the responsibility of line ministries and government offices, which communicate these data to the Office for Equal Opportunities. The Office for Equal Opportunities keeps a common database including the indicators set out in the national programme.

In addition to the indicators, the national programme provides for the setting up of other monitoring mechanisms, mainly different surveys and studies into the status of women and men in those areas of social life where there is a considerable lack of data. Priorities in particular areas are to be determined into more detail in the periodic plans.

6.3. Monitoring, reporting and publicity

The Office for Equal Opportunities is responsible for the monitoring of the implementation of the national programme and shall report on this regularly. The implementation of the national programme is monitored on the basis of the activities carried out in the framework of two-year periodic plans. Pursuant to the Act on Equal Opportunities for Women and Men, line ministries and Government offices shall report on the implementation of the activities under their respective responsibilities to the Office for Equal Opportunities two months before the expiry of each two-year periodic plan. On this basis, the Office for Equal Opportunities draws up a report on the implementation of the national programme in which it states the measures and activities that have been carried out. Every two years it reports thereon to the National Assembly.

The implementation of the national programme shall be accompanied by a comprehensive publicity carried out by the Office for Equal Opportunities. Various activities carried out in particular areas shall be announced as well as new incentives of any interested actors.

6.4. Resources

The measures proposed with a view to achieving the objectives of the national programme are designed mostly as part of the formulation and implementation of policies covering relevant social areas falling under responsibility of line ministries, government offices and local government bodies. The activities through which those measures will be implemented require a refocusing of attention and/or an accelerated and more efficient integration of the gender equality principle into processes already underway. The ministries will therefore implement the measures in question predominantly through gender mainstreaming into all relevant programmes and activities under their responsibility. In some areas, however, particular activities will need to be planned for which the ministries will allocate resources within their respective budgets.

The allocated resources do not include expenditure on salaries and other costs of staff employed by the ministries and government offices since the measures of the national programme are planned as an integral part of their regular activities.

Gender mainstreaming

The resources allocated for the implementation of the measures of the national programme will be provided by the national budget and EU grants. Resources for gender mainstreaming within individual areas of the line ministries cannot be clearly defined since it is part of their regular activities and programmes.

In the area of labour market and employment, gender mainstreaming will be carried out within the Programmes of Active Employment Policy. Until 2008, the resources required will be provided in the context of the implementation of the priority task titled "Knowledge, human resources development and employment" which introduces horizontal approach and which is funded by the European Social Fund. The horizontal approach implies that all activities involve at least 50 % of women.

The measures in the area of the reconciliation of professional and private life and the relationships between women and men will be funded from the resources for supplementary social security programmes, a part of which is specifically devoted to the issue of violence. In addition, resources will be provided in the context of both family support programmes and of co-financing of preventive and curative programmes of NGOs in the area of social affairs and family. Line ministries shall devote, in the framework of their regular work and activities for which resources are allocated yearly on a regular basis, special attention to the prevention and elimination of all forms of violence against women.

Gender mainstreaming will also be carried out in the framework of policies, programmes and measures in the area of training and education, and science and research. Within the area of culture and media, special attention will be devoted to the principle of gender equality in the framework of programmes and projects carried out and funded by the line ministry.

Within the area of public health, the carrying out of those measures from the national programme that require gender mainstreaming into the existing policies and programmes will be funded from the resources allocated for the implementation of the organised health care. Moreover, gender mainstreaming will be also given attention in the framework of social inclusion programmes.

Special measures

It is important that the gender equality principle be integrated into all policies and programmes carried out in the framework of regular activities of line ministries and government offices. However, there are certain areas that require more vigorous activities aiming at ensuring equal opportunities for women and men and the adoption and implementation of specific measures for which specific resources must be allocated.

An indicative estimation of the resources to be allocated, for the entire period of the validity of the resolution on the national program, for the implementation of the special measures may be made on the basis of the resources already allocated for the implementation of particular programmes in their respective areas. The allocation of resources for the measures which will be co-financed by European funds may be made only for the period falling within the current EU financial perspective, that is to say until the end of 2007. For the remainder of the national programme, activities and the resources for their implementation will be established in the framework of periodic plans.

Special programmes for the prevention of discrimination in the labour market will be funded by the European Social Fund and the national budget under the EU initiative EQUAL until the end of 2007. The programmes aiming at reducing differences between women and men at work have been allocated 296 million tolar. Relevant line ministries and the Office have allocated for the implementation of special measures in the area of reconciliation of work and private life and the promotion of equal distribution of family work between women and men 24 million tolar.

In the framework of targeted research programmes, gender studies and surveys paying particular attention to the gender perspective will be encouraged. During the entire period of the implementation of the national programme they will be allocated some 16 million tolar. Measures for ensuring gender equality in the area of education will be carried out also in the framework of annual work plans for training and education (12 million tolar) and programmes of continuing education (8 million tolar). In the framework of the projects of the Hidden Fund, activities for monitoring school curriculum, and resources of the Institute for Sports, special projects and activities for the promotion of equal opportunities of women and men in the area of education and sports will be allocated 13 million tolar.

Programmes for protecting and strengthening health, whereby the criterion of reducing differences between women and men was taken into account, will be allocated 14 million tolar. Resources will continue to be allocated to programmes for improving reproductive health. The ZORA programme and the programme of screening for breast cancer will be allocated 10 million tolar. The drafting of legislation and of the national programme in the area of mental health in the coming years will be allocated 4 million tolar.

Knowledge enhancement of professional staff active in the area of dealing with and preventing of violence against women will be allocated 6.8 million tolar, while projects of awareness raising and informing the public at large about these issues will be allocated 4.5 million tolar.

Implementation of special measures is planned also in the area of the promotion of gender-balanced representation in decision-making processes for which resources amounting to 3 million tolar will be allocated.

Co-financing of projects or activities of the NGOs that are active in the area of gender equality falls within the scope of regular activities of the Office who will allocate to this purpose for the entire period an indicative amount of 32 million tolar.

Slovenia is also eligible for the funding under the Programme relating to the Community framework strategy on gender equality and it is planned that 50 million toolars will be allocated for the implementation of activities during the entire period.

A detailed plan of the implementation of activities aiming towards achieving the objectives of the national programme and a specification of resources allocated for the implementation of the activities concerned will be set out in periodic plans adopted for respective two-year periods of the implementation of the national programme.

Resources for special measures during 2005-2013, broken down by area of activity (in million toolars)

| | European Social Fund | European grants | National budget | TOTAL |
|-------------------------|----------------------|-----------------|-----------------|--------------|
| Work | 222 | - | 80 | 302 |
| Knowledge-based society | - | - | 49 | 49 |
| Social welfare | - | - | 28 | 28 |
| Gender relations | - | - | 29,3 | 29,3 |
| Decision-making | - | - | 3 | 3 |
| Other | - | 40 | 42 | 82 |
| TOTAL | 222 | 40 | 231,3 | 493,3 |

6.5. Strengthening partnerships

Experience gained in implementing earlier policies and measures to provide equal opportunities for women and men has shown that the commitment and participation of specialized institutions dealing with this issue may not suffice to achieve gender equality. To this end, it is essential to involve various key actors from economic, social and political life and strengthen the partnership aspect.

In drawing-up, planning and implementing policies and measures relevant for gender equality, continuous co-operation and partnership must be reinforced between all competent ministries and government offices and self-governing local communities. The co-operation takes place at the level of the coordinators for equal opportunities for women and men as well as at the level of special ministerial working groups for the preparation and implementation of certain policies and measures. Furthermore, a constant flow of information and raising of awareness on gender equality policy are to be facilitated among ministries, government offices and self-governing local communities.

In social dialogue, social partners assume an important role, responsibility and power. Social agreement between the Government, employers and trade unions is binding upon all players to develop and enforce the gender equality policy in the labour market. For achieving this goal, it is important to focus on continuous cooperation among all partners, providing information and raising awareness on issues and measures aimed at achieving equal opportunities for women and men in the labour market, and on common development of policies and measures.

Non-governmental organizations are an important element of civil society and one of the key actors in promoting gender equality. Strengthening cooperation and partnerships between the Government and non-governmental organisations provides the basis for enhancing the dialogue and improving mutual information and exchange of best practice regarding gender equality activities and policies. Additionally, it is also important to encourage the non-governmental organisations, which do not specialize in gender equality to integrate a gender perspective into their activities.

Cooperation and partnership with intergovernmental and international institutions, such as the European Commission, the United Nations, the Council of Europe, is vital to build on the expertise and experience and to develop uniform orientations and policies to achieve gender equality at international level.

All above mentioned international organisations highlight in particular the significance of awareness-raising with a view to overcoming stereotypical cultural patterns associated with gender roles in all areas of social and private life. The Resolution on the National Programme for Equal Opportunities for Women and Men therefore determines certain most important measures in individual areas with the view to raising awareness of various public groups about issues and measures to achieve equal opportunities.

OBJECTIVES AND MEASURES OF THE GENDER EQUALITY POLICY

1. Gender mainstreaming

The Slovenian gender equality policy has been designed, on the one hand, to introduce the horizontal approach of gender mainstreaming, and, on the other hand, to implement specific measures and activities aimed at improving the status of women and men in the areas where gender inequality prevails. Gender mainstreaming is of crucial importance to achieve gender equality; the specific situation of women and men and the gender impacts of policies are taken into account already at the planning stage of regulations and other measures related to the areas relevant for promoting equal opportunities.

Challenges and policy orientations

At governmental level, Slovenia started the activities for gender mainstreaming eight years ago by launching a pilot project, which involved several ministries. Within the project, public servants underwent training on gender equality policy and training aimed at achieving greater comprehension and recognizing the necessity to integrate the principle of gender equality into all policies. Subsequently, similar training was organized also for officials.

Slovenia committed itself to gender mainstreaming by adopting the Act on Equal Opportunities for Women and Men and by acceding the gender equality policies set by the European Union and other international organisations.

Gender mainstreaming implies a horizontal approach taking into account differences in conditions, situations and needs of women and men in all social areas. Consequently, the line ministries and government offices and local self-governing communities design policies and measures contributing to achieve equal opportunities for women and men. Therefore, conditions and capacity for gender mainstreaming are to be strengthened within individual bodies.

By appointing the coordinators for equal opportunities operating at all ministries and several local self-governing communities, the basic condition has been met for mainstreaming gender into all policies and at all levels. However, for the comprehensive and systematic implementation of gender mainstreaming, it is essential to ensure that all actors active in the process of designing, planning, implementing, monitoring and supervising policies and programmes are appropriately qualified. Therefore, development of and access to tools and methods are to be ensured, as well as the qualified skills for their efficient implementation at all levels of policy making and in all the areas relevant for promoting gender equality.

The coordination and support for the introduction and implementation of gender mainstreaming and monitoring the implementation of gender equality policy fall within the competence of the Office for Equal Opportunities.

Objectives and measures

I. ADEQUATE ORGANISATIONAL STRUCTURE AND ABILITY OF STAFF FOR EFFICIENT IMPLEMENTATION OF GENDER MAINSTREAMING

Specific objective

Strengthening institutional capacity for gender mainstreaming

Measures:

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

Holders of activities:

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

Indicators:

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

2. Work

In addition to providing economic independence, the employment of women and men enhances the foundations of social security. Apart from the paid work, women and men perform a lot of unpaid work involving above all domestic work, ranging from household chores to childcare. All forms of work differ greatly from the gender perspective, i.e. the quantity and type of work performed predominantly by women or men. The gender equality policy in the area of work is therefore focused on the elimination of all obstacles for the attainment of equality between women and men in their full participation in the labour market and their reconciliation of professional, family and private life.

2.1 Labour market and employment

Challenges and policy orientations

Women in Slovenia represent almost half of all employed persons and, the same as men, mostly work full time. Despite a higher average education it is more difficult for women to find a job than it is for men and it is more rare for them to become self employed, they occupy lower positions of employment, they often find that fewer career opportunities are open to them than to men and are paid less for the same level of professional competence. The difference between the employment and unemployment rates of women and men has increased during the last years. The biggest gap between the unemployment rate of women and men is among the young people and the university graduates seeking their first employment. In comparison with men, the share of women in part-time employment has been increasing as well. The differences between women and men are detected also in the absence from work, where men are more frequently absent on the account of various injuries at work and outside work and women on the account of caring for a family member. The employees of both genders are also victims of sexual harassment and criminal offences against sexual inviolability through the abuse of authority. Women prevail as victims.

From the perspective of equal treatment of women and men, the labour legislation is a model example of a legal regulation integrating the principle of gender equality in the sectoral legislation. In the future, the emphasis will be laid on its implementation.

The gender gaps regarding the employment, unemployment and self-employment rates, equal pay for equal work or work of equal value, and horizontal and vertical segregation, are the indicators of gender based discrimination, therefore they have to be eliminated by introducing and implementing different mechanisms, programmes and projects. Educational and promotional measures for integration in untypical “female” and “male” occupations are needed in order to reduce both horizontal and vertical segregation, as well as focusing on the control over the implementation of regulatory provisions.

Quality working environment, providing safety to both women and men at their working place, and the absence of sexual and other harassment, increase the possibilities of promotion, personal development and autonomy and contribute to increased productivity. In order to provide such an environment, the awareness of employees and employers should be raised and the monitoring and elimination of phenomena representing an obstacle to the quality working environment should be introduced.

Objectives and measures

I. EQUAL OPPORTUNITIES FOR WOMEN AND MEN IN MATTERS OF EMPLOYMENT AND WORK

Specific objective 1

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

Measures:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Office for Equal Opportunities

Indicators:

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

Specific objective 2

Reducing the gaps in employment and unemployment rates of women and men

Measures:

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

Holder of activities:

- Ministry of Labour, Family and Social Affairs

Indicators:

- Number and scope of the active employment policy programmes, involving at least half of women
- Number and scope of special programmes for the promotion of employment and work activity of women within the framework of the active employment policy
- Statistical data

Specific objective 3

Increasing self-employment of women and women's entrepreneurship

Measure:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Ministry of Economy

Indicators:

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

Specific objective 4

Reducing vertical and horizontal segregation and pay gap between women and men

Measures:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Ministry of Higher Education, Science and Technology
- Ministry of Education and Sport

Indicators:

- Number and scope of the active employment policy programmes, involving at least half of women
- Number and scope of special programmes and programmes within the active employment policy aimed at encouraging women
- Statistical data

II. QUALITY WORKING ENVIRONMENT, FREE OF ANY FORMS OF HARASSMENT

Specific objective

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

Measures:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Office for Equal Opportunities

Indicators:

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

2. 2 Reconciliation of professional and private life

Challenges and policy orientations

Reconciliation of professional and private life is one of the most important conditions for the implementation of equal opportunities for women and men in the society, particularly in the employment and labour market. The problem of reconciliation of private and professional responsibilities is demonstrated in the use and distribution of time, consideration of private needs in the professional sphere and reconciliation of the needs of private or family life with the professional activities of women and men. In spite of the fact that men in Slovenia spend more time doing the household chores and taking care of the family, women still spend twice as much time as men performing the above tasks. The fact that caring for children is still predominantly women's task is reflected also by the data on taking the childcare leave, part-time work until the child reaches the age of three years and absence from work for the purpose of caring for a family member. It is delightful to note, however, that in 2003, when the right to a fifteen-day paternity leave that fathers are entitled to use during the mother's maternity leave became effective, this opportunity was taken by 10.917 fathers in the average duration of eight days.

In order to ensure equal opportunities for women and men, the creation of conditions facilitating an efficient and better quality reconciliation of family and professional responsibilities of mothers and fathers and those taking care of the elderly and other dependents, is of paramount importance. Important are the regulatory provisions laying down equal rights for both parents and promoting the elimination of indirect discrimination, as well as the mechanisms facilitating the reconciliation of family and professional responsibilities. The mechanisms should be established at the level of employers and at the public services level, which have to be flexible above all with respect to the working time of institutions offering services in the field of family-related work. At the same time, the employers also have to take due account of the need of their employees for private life.

Objectives and measures

I. RECONCILIATION OF PROFESSIONAL AND PRIVATE LIFE AND FAMILY RESPONSIBILITIES OF EMPLOYED WOMEN AND MEN

Specific objective 1

Easier reconciliation of professional and private life

Measures:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Office for Equal Opportunities

Indicators:

- Number and scope of special programmes, aimed at the reconciliation of professional and private life
- Number and forms of incentives to the employers for facilitating the reconciliation of professional and private or family responsibilities of the employees
- Number of researches on the reconciliation of professional and private life of women and men and on the importance and added value of such working environment
- Implementation of the competitions for a family-friendly company
- Level of establishment and monitoring the EU indicators on the reconciliation of professional and private life

Specific objective 2

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

Measures:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Ministry of Education and Sport

Indicators:

- Number and scope of special childcare programmes and services adapted to the different needs of parents and children
- Number and scope of special programmes and services providing care to the elderly and other dependents
- Statistical data

3. Knowledge-based society

Social patterns strongly determine gender roles of individuals in the society, therefore it is important that the socialization environment provides a model for ensuring the gender equality. An important role in overcoming gender stereotypes is played by the education system. The role of media, ranging from the children's books to radio and television and printed media, which contribute to the shaping of our opinion and view of the society on a daily basis, should not be overlooked either. By the development of information and communication technologies, the flow of information and knowledge is increasing, therefore it is important that such knowledge is free of prejudice and stereotypes concerning the roles of women and men in the modern society and that it promotes equal opportunities of both genders.

3.1 Education and sports

Challenges and policy orientations

Education for gender equality, taking place from the earliest childhood and throughout the entire system of institutional education and schooling, provides for the implementation of the actual equal opportunities for women and men, expressed in different spheres of social life. The system of education and schooling frequently reproduces stereotypical social roles of women and men, reflected both in educational curricula and programmes, as well as in the vocational and study orientations. Socialization for the traditional social roles of genders is demonstrated also in the vocational and study orientations. At the secondary school level, the girls more frequently decide for the general educational programmes and programmes training for the so-called female occupations and the boys for technical occupations. At the higher and university levels, the female students train more frequently in the social, health, pedagogical and sociological fields, while the male students prefer to take up technical studies, particularly mechanical engineering, civil engineering, computer science and electrical engineering. A considerable structural inequality exists also inside the teaching profession. In the Slovenian kindergartens and elementary schools, women prevail among professional staff, but the higher is the scholar level, the share of male staff is increasing.

Equal opportunities for women and men in education and schooling are one of the principles of the reform of the education system and curricula in Slovenia. In order for its more efficient implementation in the practice, it is necessary to set up recommendations, guidelines and instructions for childcare workers and teachers on how to include gender education in all subjects; to establish a standardized procedure for attestation of schoolbooks and curricula from the gender perspective; and to propose amendments to the existing schoolbooks and curricula that fail to comply with these standards.

Through the curricula, programmes, the methods of teaching and directly through the relationships between the genders during lessons and extra-curriculum activities, the stereotypes and gender roles are formed. Therefore it is important that the entire system of education and schooling is based on providing equal opportunities for women and men and that it introduces certain special measures that will eliminate inequalities and overcome stereotypical gender social roles in different areas, ranging from directing to certain educational programmes to promoting different sports activities. Education and qualification of teaching and counselling staff on gender equality and teaching the subject matter from this field are of fundamental importance.

Apart from the education for gender equality, which reduces strict dividing lines between the “female” and “male” occupations, special incentives that will direct the girls and boys or students in untypical “female” or “male” studies and occupations, are important as well, because they will help to reduce gender based segregation in the labour market.

Objectives and measures

I. EDUCATION FOR GENDER EQUALITY AND PROMOTION OF EQUAL OPPORTUNITIES FOR WOMEN AND MEN IN EDUCATION AND SCHOOLING

Specific objective 1

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

Measures:

- Formulating recommendations, guidelines and instructions for childcare workers and for teachers on how to include education for gender equality in all subjects
- Establishing a standardized procedure for the attestation of teaching material from the gender equality perspective and the proposal for amendments to the existing teaching material that fail to comply with these standards
- Complementing the criteria for the attestation of schoolbooks and continuous monitoring of schoolbooks and other teaching material from the gender equality perspective
- Introducing systematic education and vocational training of teaching and counselling staff on gender equality

Holders of activities:

- Ministry of Education and Sport
- Ministry of Higher Education, Science and Technology
- Office for Equal Opportunities

Indicators:

- Adoption of recommendations, guidelines and instructions for childcare workers and teachers on how to include education for gender equality in all subjects
- Level of setting-up a standardized procedure for attestation of teaching material from the gender equality perspective
- Level of complementing the criteria for the attestation of schoolbooks from the gender equality perspective
- Inclusion of the gender equality perspective in systematic education and vocational training of teaching and counselling staff

Specific objective 2

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

Measures:

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

Holders of activities:

- Ministry of Education and Sport
- Ministry of Higher Education, Science and Technology
- Ministry of Labour, Family and Social Affairs

Indicators:

- Number of scholarships granted to female pupils and students in the educational programmes dominated by men, and male pupils and students in the programmes dominated by women
- Number of programmes directing the students and pupils to the educational programmes and school and out-of-school activities dominated by women or men, respectively
- Statistical data

II. EQUAL OPPORTUNITIES FOR WOMEN AND MEN IN SPORTS

Specific objective

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

Measures:

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

Holder of activities:

- Ministry of Education and Sport

Indicators:

- Number and scope of special programmes for promoting equal opportunities of women and men in sports
- Statistical data

3.2 Science and Research

Challenges and policy orientations

At the higher education level, more female students than male students successfully complete the undergraduate studies. At the post-graduate level, however, the share of women decreases, most notably at the doctoral level. In consequence, the share of women employed in science and research sphere is much lower than the share of men. Apart from the gender-based segregation of scientific fields with women dominating the medical and social sciences and men dominating the natural and technical sciences, there exists also a vertical gender-based segregation, which is demonstrated by an extremely low share of women in the senior positions in science and research. In their profession, female scientists and researchers meet with different, often hidden obstacles that aggravate their work and promotion.

In Slovenia, the gender studies are part of study programmes at certain social sciences and humanities faculties and research centres, however, gender mainstreaming in research and cooperation in other scientific fields is rather rare.

A balanced role and participation of women and men in science and research are important for the development and operation of the society, which is based on gender equality and takes into consideration the needs of different social groups. It is of key importance that the gender equality perspective gains its place in all relevant research fields and scientific disciplines and that gender is mainstreamed in all policies and programmes and in organizations of science and research. By recognizing and eliminating different actual obstacles that are the reason for unequal position of women and men in science and research, equal treatment and equal opportunities in work and promotion will be provided to women and men.

Objectives and measures

I. EQUAL OPPORTUNITIES FOR WOMEN AND MEN IN SCIENCE AND RESEARCH

Specific objective

Reducing inequalities of women and men in science and research

Measures:

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

Holders of activities:

- Ministry of Higher Education, Science and Technology
- Office for Equal Opportunities

Indicators:

- Increased share of women in science and research
- Number of research in the field of gender studies or research that include gender perspective
- Level of establishment and monitoring the EU indicators on the status of women and men in the field of science and research
- Number of activities for the elimination of obstacles in the academic career of female scientists

3.3 Culture, media and advertising***Challenges and policy orientations***

The share of women, (self)-employed in the cultural sector, is relatively balanced with the share of men, but in Slovenia, we lack more detailed analyses indicating in which cultural professions (artist or non-artist) and in which fields they work. Likewise, there are no detailed data on public funds granted to artists and to projects and programmes contributing to the promotion of gender equality. However, certain organizations and female artists report that the share of women among the recipients of funds for cultural activities is lower and that higher funds are granted to the fields dominated by male artists.

The culture as a category of development has several effects on most different levels of social life, thus it is important that the interests of various social groups are represented with balance in the culture and that equal opportunities of development and expression of creativity, knowledge, talents and capabilities are guaranteed to all of them. It is important that the gender equality perspective is included in all policies and programmes in the field of culture and that at the same time, special attention is paid to the support of projects promoting equal opportunities for women and men in the cultural sphere. In order to monitor the status of women and men in the cultural sector and plan the measures for ensuring gender equality, it is important to analyse in more detail and to examine the status of women and men in the sphere of culture and art and to adopt the indicators that will facilitate the comparisons also at the international level.

An important sector of the culture are also the media that have a decisive role in creating the image of a modern individual and shaping the viewpoints on the social roles of women and men. Particularly the media and advertisements often reinforce prejudices and stereotypes of women and men in the society, because they represent women and men in their traditional roles.

In order to promote media and advertising policies that will provide equal opportunities for women and men and eliminate the stereotypes on the role of women and men in the society, it is necessary to adopt the measures that will promote the formulation of such messages as will change the social values and patterns on the stereotypes and roles of women and men. It is therefore important that the media are informed on the status of women and men and on the national and international policies and programmes for the promotion of gender equality.

Objectives and measures**I. EQUAL OPPORTUNITIES OF WOMEN AND MEN IN THE CULTURE AND MEDIA****Specific objective 1****Increased integration of gender equality perspective in the cultural policy****Measure:**

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

Holders of activities:

- Ministry of Culture
- Office for Equal Opportunities

Indicators:

- Proposal and implementation of mechanisms for monitoring and promoting equal opportunities for women and men in the cultural policy
- Statistical data

Specific objective 2**Reducing stereotypical representation of the roles of women and men in media in advertising****Measures:**

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

Holders of activities:

- Ministry of Culture
- Office for Equal Opportunities
- Other ministries and government agencies
- Self-governing local communities

Indicators:

- Number and scope of programmes and projects for promoting gender equality in media and advertising
- Number of published articles in media where the state authorities and the authorities of self-governing local communities paid attention to the principle of gender equality in providing information to and raising awareness of the public

4. Social welfare of women and men

Concern for the development and social welfare of the population includes also the concern for the quality of their life and an integrated approach to the physical, mental and social health and protection of the people. The healthcare and social systems frequently operate in such manner that the modes in which the social, economic, cultural and political circumstances affect the life of women and men and their health are not sufficiently recognized. Healthcare and social welfare policies must therefore be formulated with respect to specific differences among people, for example as regards gender, social status, regional differences and lifestyle, all which result in increased attention paid to certain problems that are markedly female or male problems.

4.1 Health

Challenges and policy orientations

Quality and sustainable healthcare is based on continuous identification of problems and establishment of health care programmes, where the category of gender is the key element.

Health care

Health care policies are often formulated without taking into account the gender principle, because most often the equality of biological structures in women and men is assumed in the research of diseases. Apart from the biological characteristics of women and men, their health is determined also by their lifestyles, reflected in the differences in the incidence rate of a disease and the mortality rate of inhabitants. The facts causing concern are above all a mortality rate three times higher in (young) men than women on the account of various types of injuries and poisoning and a four times higher suicidal rate in men. This is reflected also in the difference between their life expectancy, which is eight years longer in women than in men.

The health of women and men should be monitored and dealt with separately depending on the gender and not in direct mutual comparison, because women and men have different disease patterns due to their different biological characteristics, reproductive functions and different lifestyles and exposure to risk factors owing to their different gender roles. In order to provide for an efficient and overall care of the population's health and to eliminate the causes of and reduce the differences between the genders, the programmes and services for the protection and promotion of health have to be adjusted to the specific needs of women and men.

Reproductive health

Despite a downward trend, the maternal mortality rate in Slovenia is still rather high. In the same manner, Slovenia is among the developed countries displaying the highest incidence of cervical cancer and breast cancer; moreover, the incidence of prostate cancer has been considerably increased as well during the last ten years. The abortion rate is relatively high as well and is higher in older women with children who do not use contraception. Contraception in Slovenia used to be cost free, but in the recent years, none of the newly registered contraceptives has been put on the list of cost free medicines.

The protection of reproductive rights of women and men is the basis of the reproductive health policy of the entire population. Monitoring and research of the reproductive health of women and men and cooperation of different professions is of the utmost importance in formulating the policies of protection and improvement of the population's reproductive health with the emphasis

on those fields where the health of women and men is particularly threatened. In addition, the reproductive rights should be provided also by the accessibility and possibility of selection of different types of services with emphasis on cost-free contraception and choice of services during the pregnancy, childbirth and afterbirth period. In order to provide such services it is important that the profession is provided with guidelines and instructions on counselling and treatment. Informing, awareness raising and counselling in all life periods increase the possibility of choice and help the preventive protection of reproductive health and early detection and treatment of disease. In addition to health care organizations, non-governmental organizations are of utmost importance in these activities.

Mental health

In Slovenia, the number of women and men seeking medical help due to mental disorders is increasing; women more often seek help at the primary level, while the percentage of men under hospital treatment is somewhat higher in comparison with women. Mental disorders of women and men are demonstrated by an extremely high suicidal rate, which is four times higher in men than in women. The problem of modern societies that requires special attention is different types of eating disorders mostly affecting young women. However, we do not have sufficient data available in this area in Slovenia.

It is of key importance in the area of mental health that the condition is monitored and analysed separately according to the gender, which facilitates the drafting and implementation of programmes, projects and services, adjusted to the specific needs of women and men. The principle of gender equality should be at the same time included in the planning and implementation of all policies in the mental health area, both in the legislative regulation as well as in other documents and programmes.

Objectives and measures

I. QUALITY HEALTH CARE, ADAPTED TO THE NEEDS OF WOMEN AND MEN

Specific objective:

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

Measures:

- Analysing and examining the health and health care of women and men and adopting the mechanisms for the elimination of causes for gender differences
- Promoting programmes and projects for the protection and promotion of health, where the criterion is reduction of gender gaps in health.

Holder of activities:

- Ministry of Health

Indicators:

- Number of analyses and research on health and health care, taking into consideration the gender perspective
- Proposal and implementation of mechanisms for the elimination of gender gaps in health and health care

- The number and scope of programmes and projects of protection and promotion of health, taking into consideration the gender perspective
- Statistical data

II. PROTECTION OF REPRODUCTIVE HEALTH OF WOMEN AND MEN

Specific objective 1

Improving the reproductive health of women and men

Measures:

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

Holder of activities:

- Ministry of Health

Indicators:

- Number and scope of programmes for monitoring, examining and improving the reproductive health
- Reduced maternal mortality rate
- Reduced incidence of cervical cancer, breast cancer and prostate cancer
- Level of establishment and monitoring the internationally comparable indicators on the reproductive health

Specific objective 2

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

Measure:

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

Holder of activities:

- Ministry of Health

Indicators:

- Implementation of guidelines on increasing the accessibility to contraception and possibilities of selecting the services during the pregnancy, childbirth and afterbirth period
- Placement of different forms of contraception on the list of cost-free medicines and the number of users per particular type of contraceptive

- Type and quality of services during the pregnancy, childbirth and afterbirth period
- Statistical data

Specific objective 3

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

Measure:

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

Holder of activities:

- Ministry of Health

Indicators:

- Scope, quality and updating the accessible information on the reproductive health and reproductive rights
- Number and scope of programmes and projects on raising awareness and providing information

III. PROTECTION OF MENTAL HEALTH, ADAPTED TO THE NEEDS OF WOMEN AND MEN

Specific objective

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

Measures:

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

Holder of activities:

- Ministry of Health

Indicators:

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

4.2. Social inclusion

Challenges and policy orientations

The at-risk-of-poverty rate and the dimension of social exclusion of the vulnerable social groups are distinguished also with respect to the gender. The at-risk-of-poverty rate is higher in women than in men, particularly in the older retired women, living alone in their households. The at-risk-of-poverty rate is also higher in single-parent families; the majority of which are maternal single-parent communities. A special group of women, who more frequently experience social exclusion, are also farmwomen who have limited possibilities of benefiting from certain social rights and restricted accessibility to different services. Among the most vulnerable social groups are the Romany people, particularly the Roma women, and the persons who have been formerly granted temporary refuge, particularly older persons, disabled persons, single-parent families and pregnant women.

In order to set up appropriate programmes and measures for reducing the risk-of-poverty and social exclusion of the vulnerable social groups of women and men, it is necessary to establish and monitor the differences separately with respect to the gender. The setting-up and implementation of the social security and welfare services will be successful to such extent as the measures and programmes are adjusted to the different needs of groups of women and men with the increased risk-of-poverty and social exclusion.

Objectives and measures

I. SOCIAL INCLUSION AND REDUCING THE POVERTY OF WOMEN AND MEN

Specific objective

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

Measures:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Ministry of Agriculture, Forestry and Food

Indicators:

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

5. Gender Relations

Gender equality and equal opportunities for women and men shall be provided in all areas of social life (private, cultural, economic, political and social), because only in this manner the human rights and fundamental freedoms of women and men can be fully implemented. In order to fully implement these rights, the change of the traditional social patterns and overcoming the stereotypes on the role of women and men in the society and providing the environment where the life of women and men is not restricted by any form of violence and exploitation, are required.

The relations between the genders based on the mutual respect of rights and freedoms contribute to creation of the society where women and men have equal opportunities in the public and private life. Establishing conditions for such a society is not only the role of the state and its gender equality policy; an important influence in this respect is exerted also by the economy and different social organizations and particularly the individuals in their mutual relations.

5.1 Family life and partnership

Challenges and policy orientations

In addition to paid work, the women in Slovenia perform also the majority of family-related work, devoting most of their time to household chores and care for children. Women are also those in the family who mostly take the leave from work in order to care for a family member. During the recent years, men have been participating more actively in domestic responsibilities, particularly in the education and care for children, which is demonstrated also by an increased share of fathers on childcare leave and a high share of fathers exercising the right to a 15-day paternity leave during the mother's maternity leave.

Traditional patterns of care for the family are conveyed also by the system, since the mother's custody after the divorce is still the prevailing practice, while the treatment of and assistance to partners lack the integrated approach that includes the participation of all relevant institutions and experts.

Equal partnership and a balanced role of women and men in the family life are the foundation for implementing equal opportunities in a wider social context. A greater distribution of the family work between the partners means, on the one hand, disburdening the women of their double burden of employment and care for the family while on the other hand, it gives men the opportunity of participating actively in the family work. It is therefore important that the programmes and measures are formed in such manner as to provide equal opportunities for both parents and encourage them to undertake equal responsibilities in their care for home and family. Special attention should be paid to promoting active fatherhood, which includes both taking the paternity leave and sharing the childcare leave between both parents, such as sharing the absence from work in order to care for a sick child between the parents.

In providing responsible and quality parenthood and partnership, the educational, counselling and therapeutic support to the partners is important and should include, particularly in conflict

resolution, cooperation of all the relevant institutions and provide equal opportunities for women and men during the entire process.

Objectives and measures

I. EQUAL DISTRIBUTION OF FAMILY WORK BETWEEN WOMEN AND MEN AND RESPONSIBLE PARTNERSHIP AND PARENTHOOD

Specific objective 1

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

Measures:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Office for Equal Opportunities

Indicators:

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

Specific objective 2**More responsible and quality partnership and parenthood****Measures:**

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Ministry of Education and Sport
- Ministry of Health
- Ministry of Justice

Indicators:

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

5.2 Violence against women

The violence against women represents an obstacle to improving the status of women, since it places restrictions on their life and prevents their independence and autonomous decisions concerning their lives. Life absent of any form of violence is a fundamental human right, which has to be granted both in the private and public life. The problems of violence against women have to be resolved within the regulatory framework both as concerns the domestic environment and partnership relations and in the area of preventing the trafficking in human beings and sexual exploitation.

5.2.1. Violence against women in the domestic environment and partnership relations

Challenges and policy orientations

The violence in the domestic environment and partnership relations is more concealed and therefore more difficult to identify and prevent. The major part of such violence is committed at home. The majority of victims are women who are in the marital or extra-marital relationship with the perpetrator. Professional institutions (healthcare, social, judicial, educational/training, police) do not keep data on the violence in the family in a coordinated manner, therefore the monitoring of incidence of violence against women in the domestic environment and partnership relations is rather limited. According to the estimates of non-governmental organizations, operating in the area of preventing and eliminating the consequences of violence against women, the share of unreported violence in Slovenia, insofar as the domestic violence is concerned, is much higher than indicated by the official data. The dimensions of the violence are indicated also by the need for expanding the network of shelters and other forms of help to women and children exposed to violence in the domestic environment and partnership relations. However, the problem of violence against the women belonging to the vulnerable social groups (for example, older women, disabled persons, members of ethnical minorities without citizenship), who often do not have access to help either on the account of their health condition or on the account of various administrative obstacles, should not be overlooked either.

Violence against women in Slovenia is not just a problem of the private sphere any more, but has gained wider social dimensions by recognizing the need for a regulatory framework in the prevention of violence against women in the domestic environment and partnership relations. Principally, concerted interdisciplinary treatment of the victims of violence in the legislation and practice is required. The legislation and support programmes must apply the regulatory framework in the treatment of the victim, perpetrator, measures of professional institutions and raising the awareness of the wider society, and determine the appropriate legal, social and other protection. Therefore, continuous education and training of various professional staff coming into contact with the victims of violence are very important: the police, justice, health care, social work, schools, professional counselling. In addition, coordinated monitoring of data on the violence against women need to be established in all the relevant institutions with emphasis on the indicators adopted by the European Union.

The entire system for the prevention of violence against women in the domestic environment and partnership relations should be based on zero tolerance towards all kinds of violence. In addition, the system of values in the Slovenian society should be developed in the direction where the violence will be recognized as inadmissible violation of the fundamental human rights. Therefore it is urgent to raise the awareness of the public on the problems of violence within the domestic

environment and partnership relations, and above all, to include in school programmes the subject of inadmissibility of violence, non-aggressive methods of conflict resolution, respect for human rights and development of the personal and social values.

Objectives and measures

I. REGULATORY FRAMEWORK RELATING TO THE PREVENTION OF VIOLENCE AGAINST WOMEN

Specific objective 1

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

Measure:

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

Holders of activities:

- Ministry of Labour, Family and Social Affairs
- Ministry of the Interior
- Ministry of Justice
- Ministry of Health
- Office for Equal Opportunities

Indicators:

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

Specific objective 2

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

Measures:

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

Holders of activities:

- Ministry of the Interior
- Ministry of Labour, Family and Social Affairs
- Ministry of Justice
- Ministry of Health

Indicators:

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

II. ZERO TOLERANCE TO VIOLENCE AGAINST WOMEN

Specific objective 1

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

Measure:

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

Holders of activities:

- Ministry of the Interior
- Ministry of Labour, Family and Social Affairs
- Ministry of Justice
- Ministry of Health
- Ministry of Education and Sport

Indicator:

- Number and scope of programmes and projects for training professional staff active in the area of prevention and treatment of women victims of violence and perpetrators of violent offences

Specific objective 2

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

Measures:

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

Holders of activities:

- Ministry of the Interior
- Ministry of Labour, Family and Social Affairs
- Ministry of Education and Sport
- Office for Equal Opportunities

Indicators:

- Number and scope of programmes and projects for awareness raising and providing information on issues related to the violence against women
- Adoption of recommendations and guidelines for teaching and counselling staff on the integration of violence-related issues and non-violent forms of conflict resolution into the school curriculum

5.2.2. Trafficking in human beings and sexual exploitation

Challenges and policy orientations

Slovenia is a country of origin, transit and destination for women trafficked for the purpose of sexual exploitation. Official data on trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography are scarce on account of very poor crime reporting. The arrangements for a comprehensive assistance and support to victims of trafficking are inadequate since the relevant legislation does not cover victims not holding Slovenian citizenship or other legal status.

It is important that the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography be legally regulated, in particular by adapting legislative regulation and procedures to standards arising from international conventions and agreements. Furthermore, it is necessary to establish an inter-institutional coordinated system for data monitoring. In this area, coordinated cooperation of all appropriate institutions, governmental and non-governmental, is of crucial significance to prevent trafficking in human beings and sexual exploitation and to efficiently address this issue. It is equally important to prevent and eliminate causes for trafficking, including the demand for prostitution.

To address this issue, it is imperative to raise awareness and provide better information on risks and consequences of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography. Awareness raising activities are aimed at individual target groups that are either potential victims or persons with whom the victims may come into contact and at general public so that such acts be perceived as inadmissible and as a violation of human rights and freedoms.

Objectives and measures

I. REGULATORY FRAMEWORK RELATING TO THE PREVENTION OF TRAFFICKING IN HUMAN BEINGS AND SEXUAL EXPLOITATION FOR THE PURPOSES OF PROSTITUTION AND PORNOGRAPHY

Specific objective 1

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

Measure:

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

Holders of activities:

- Ministry of Justice
- Ministry of the Interior
- Ministry of Foreign Affairs

Indicators:

- Level achieved in supplementing legislative regulation relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Level achieved as regards mechanisms in place for monitoring the implementation of legislation on the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography

Specific objective 2

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

Measures:

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

Holders of activities:

- Ministry of the Interior
- Ministry of Justice
- Ministry of Foreign Affairs
- Ministry of Labour, Family and Social Affairs
- Ministry of Health

Indicators:

- Level of establishment and monitoring internationally comparable indicators on trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Number and scope of programmes, projects and protocols relating to the prevention of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography

Specific objective 3**Enhanced awareness raising and providing information on issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography**Measures:

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

Holders of activities:

- Ministry of the Interior
- Ministry of Foreign Affairs
- Ministry of Education and Sport
- Ministry of Labour, Family and Social Affairs

Indicators:

- Number and scope of programmes and projects for awareness raising and providing information on issues of trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography
- Adoption of recommendations and guidelines for teaching and counselling staff on the integration of issues relating to trafficking in human beings and sexual exploitation for the purposes of prostitution and pornography into the school curriculum

5.2.3. Sexual Violence

Challenges and policy orientations

Official statistics on sexual violence against women are inaccurate and, according to the estimation of non-governmental organizations dealing with victims of such violence, show that the number of abusive cases is a few times lower if compared with existing situation. In most cases, victims of sexual violence are women and children, while the perpetrator is usually a man whom the victim knows: a friend, relative, partner, co-worker, neighbour, acquaintance.

In addressing the issue of sexual violence, an integrated approach to treating a victim and perpetrator is essential. In the first place, it is important for the victims to realize that any form of sexual violence is inadmissible and that there is a wide range of possible support, from institutional and legal to psychosocial ones. In order to develop and implement measures to prevent sexual violence, it is important that a system for data monitoring be established and detailed research on all forms of sexual violence conducted.

Objectives and measures:

I. REGULATORY FRAMEWORK RELATING TO THE PREVENTION OF SEXUAL VIOLENCE AND ZERO TOLERANCE TO SEXUAL VIOLENCE

Specific objective

Improvement of the regulatory treatment of sexual violence

Measures:

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

Holders of activities:

- Ministry of the Interior
- Ministry of Labour, Family and Social Affairs
- Ministry of Health
- Ministry of Education and Sport
- Ministry of Justice
- Office for Equal Opportunities

Indicators:

- Level of establishment and monitoring internationally comparable indicators on sexual violence
- Number and scope of programmes and projects as well as protocols relating to the regulatory treatment of sexual violence
- Number and scope of programmes and projects for awareness raising and providing information on issues of sexual violence

6. Decision-making processes

Decision-making means an exercise of economic and political power and has an impact on management and administration at all levels. It is carried out through mechanisms, processes and institutions, which provide basis for negotiations, adopting and implementing decisions. Gender-balanced representation in decision-making processes means that women and men equally participate in all fields and at all levels of decision-making. Only with gender-balanced representation and mutual respect for different opinions, women and men can equally influence the development process in the society. At the same time, a balanced distribution of power and influence improves and expands the issues providing a basis for decision-making on various public affairs.

6.1. Political decision-making

Challenges and policy orientations

In the political domain, legal rights of women and men in Slovenia are equal. However, equal legal status in political decision-making does not provide for gender equality in practice. Given the share in the overall population structure of the country, women are under-represented at all levels of political decision-making – in elective or non-elective political bodies as well as at national and local level.

To increase women's representation in politics, appropriate mechanisms must be provided for, including legislation and special measures within political parties, which would facilitate women to enter and participate in politics. Furthermore, women politicians must have support in a wider social and political environment in which they opt to assume an active role in politics. In this context, the political culture within parties and political bodies at local, national and transnational level is of utmost importance.

Objectives and measures

I. GENDER-BALANCED REPRESENTATION IN POLITICAL DECISION-MAKING

Specific objective

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

Measures:

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

Holders of activities:

- Ministry of the Interior
- Office for Equal Opportunities
- Government Office for Local Self-Government and Regional Policy

Indicators:

- Amended legislation with special measures to increase the share of women on candidate lists
- Number and scope of programmes and projects relating to gender-balanced representation
- Level of establishment and monitoring the EU indicators and other internationally comparable indicators on political decision-making
- Number and scope of programmes and projects for awareness raising and for providing information on benefits and advantages of gender-balanced representation in political decision-making

6.2. Public administration and justice

Challenges and policy orientations

Gender representation in government and public administration bodies is more balanced if compared to the representation in politics. On the one hand, the major gender gaps exist in bodies with great political authority (Government working bodies) having the lowest share of women, and, on the other hand, in bodies with authority over social matters, where the share of women significantly exceeds the share of men. The share of women at courts and prosecutor's offices is slightly higher than the share of men, however, higher in the judicial hierarchy of court and prosecutor's office, a decrease in this share is perceived.

In public administration and justice area, appointments to the offices are open to influence, therefore it is important to comply with legal framework imposing obligations on gender-balanced representation. The systematic monitoring and analysing of gender representation in decision-making posts in public administration and justice is also a condition for the introduction of measures to promote greater gender balance.

Objectives and measures

I. GENDER-BALANCED REPRESENTATION AT APPOINTED OFFICES IN PUBLIC ADMINISTRATION AND JUSTICE

Specific objective

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

Measures:

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

Holders of activities:

- Office for Equal Opportunities
- Ministry of Public Administration

Indicators:

- Level of established mechanisms for systematic monitoring and promotion of a gender-balanced representation at appointed offices within public administration and justice
- Level of establishment and monitoring the EU indicators and other internationally comparable indicators on decision-making at appointed offices within public administration and justice, and their monitoring

6.3. Socio-economic area

Challenges and policy orientations

There are no major gender differences in educational achievement in Slovenia. Women have, on average, slightly higher level of education than men. Furthermore, women represent almost half of the working population. However, the share of women holding high and leading positions in commercial and business companies, as well as in social partners' organisations and other associations and organisations, is considerably lower than the share of men.

Monitoring and assessing the employment and career record of potential women applicants for high, leading and management positions is of particular importance to identify obstacles in respect of low representation of women in these positions in the economy, trade unions and associations and other organisations. Consequently, it is necessary that measures for the promotion of gender-balanced representation be introduced in leading management bodies in the area of economy, social partners' organisations, other associations and non-governmental organisations.

Objectives and measures

I. GENDER-BALANCED REPRESENTATION IN DECISION-MAKING POSITIONS IN THE SOCIO-ECONOMIC AREA

Specific objective:

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

Measures:

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

Holders of activities:

- Office for Equal Opportunities
- Ministry of Economy
- Ministry of Labour, Family and Social Affairs

Indicators:

- Level of established mechanisms for systematic monitoring and promotion of a gender-balanced representation in decision-making positions in the area of economy, in trade unions, associations and organizations
- Level of establishment and monitoring the EU indicators on decision-making in the socio-economic area

GENDER INDICATORS

For all areas covered by the national programme, indicators have been developed. Their application will, during the implementation of the national programme from 2005 to 2013, enable monitoring of measures aimed at achieving the objectives set in the gender equality policy.

In addition to the indicators for monitoring the implementation of gender equality policy as set out in the national programme, accurate and systematic monitoring is necessary also in respect of the status of men and women in social and private life and the changes thereof. In the individual areas, the gender indicators are monitored pursuant to the national databases or the adopted EU indicators to which national system of gathering data is adapted.

In the continuation, the indicators for monitoring the status of women and men are established for all areas of social life, on the basis of which the national programme sets the objectives and measures focused on providing equal opportunities for men and women.

1. Labour market and employment

Indicators for monitoring the European Employment Guidelines:

- Activity rate by sex and age groups
- Employment rate by sex and age groups
- Total employment growth by sex
- Unemployment rate by sex and age groups
- Long-term unemployment rate by sex
- Non-standard employment by sex
 - fixed-term, by reason (because of education or training; could not find permanent job; did not want not permanent job, probationary period)
 - part-time job, by reason (because of education or training; own illness or disability; could not find full-time job, never had full-time job; care of children or other dependents)
 - self-employment (part-time job)
- Working time, weekly, by sex
- Overtime work, weekly, by sex
- Educational attainment level of the young, by sex
- Gender gap
 - in unemployment
 - in absolute long-term unemployment
 - in employment
 - in activity rate by age and education
 - by occupation
 - gender segregation in sectors
 - gender pay gap
- Employment impact of parenthood, by sex

Other important indicators for monitoring equal opportunities in the labour market

- Persons in employment by school attainment and sex
- Persons in employment by professional skills and sex
- Persons in employment (with full time or part time work) by sectors of activity and sex
- Persons in employment by major groups of occupation and sex

- Average monthly gross earnings by sectors of activity and sex
- Average monthly gross earnings by professional skills and sex (or merging these 2 indicators: average monthly gross earnings in enterprises, companies and organisations by level of professional skills by sector of activity and sex)
- Life-long learning by sex, age
- Cases and days of sick-leave by reason and sex

EU indicators on sexual harassment at the workplace:

- The number of employees who report incidents of sexual harassment at the workplace, as a percentage of the total workforce, to competent authorities (to the enterprise, labour inspectorate, advocate for equal opportunities for women and men, police)
- The number of private and public enterprises which have a preventive policy regarding sexual harassment at the workplace, as a percentage of the total number of employers
- The number of private and public enterprises which have procedures for sanctions in place for perpetrators of sexual harassment, as a percentage of the total number of employers

2. Reconciliation of work and private life

EU indicators on the reconciliation of work and private life

- Employed men and women on parental leave as a proportion of all employed parents
- Allocation of parental leave between men and women as a proportion of all parental leave
- Children cared for (other than by the family) as a proportion of all children of the same age group:
 - before entry into the non-compulsory pre-school system (during the day)
 - in the non-compulsory or similar pre-school system (outside pre-school hours)
 - in compulsory primary education (outside school hours)
- Comprehensive and integrated policies, particularly employment policies, aimed at promoting a balance between working and family life
- Dependent elderly men and women (unable to look after themselves on a daily basis) over 75 years,:
 - living in specialized institutions
 - or having paid help at home
 - care at home by family members
 as a proportion of all men and women over 75
- Normal opening hours of public services (e.g. local authority offices, post offices, creches etc.), during the week and at weekends
- Normal opening hours of shops, during the week and at weekends
- Total "tied" time per day for each employed parent living with a partner, having one or more children under 12 years old or a dependent:
 - paid working time
 - travelling time
 - basic time spent on domestic work
 - other time devoted to the family (upbringing and care of children and care of dependent adults).
- Total "tied" time per day for each employed parent living alone, having one or more children under 12 years old or a dependent:
 - paid working time,

- travelling time,
- basic time spent on domestic work,
- other time devoted to the family (upbringing and care of children and care of dependent adults).

Other important indicators for monitoring the reconciliation of work and private life:

- Cases and days of absence from work due to care for a family member
- Number of kindergartens and available places and regional distribution of kindergartens

3. Education and sports

Indicators on equal opportunities for women and men in education and sports:

- Number and share of pupils in upper secondary schools, by type of education programme and sex
- Number and share of students in undergraduate higher education, by study programme and sex
- Number and share of children in elementary schools and pupils in upper secondary schools from vulnerable social groups, enrolled in education programmes, by degree and type of education programme
- Number and share of pupils in specific sports, cultural-artistic and education activities, by sex and type of the programme
- Public funds earmarked for various sports, cultural, artistic and education activities
- Training of pre-school, elementary and upper secondary school teaching staff on gender equality

4. Science and research

EU indicators on equal opportunities for women and men in science and research:

How many women:

- Proportion of specialists, masters and doctors of science, by sex
- Absolute number researchers by sex and institutional sector
- Distribution of researchers by institutional sector and sex
- Percentage of researchers in higher education sector, by sex
- Percentage of researchers in the Government sector, by sex
- Percentage of researchers in business enterprise sector, by sex
- Researchers per 1000 labour force, by sex and institutional sector
- Scientists and engineers, as a percentage of the labour force, by sex
- Ratio of Ph.D. graduates in year t to number of young researchers recruited in universities and public research centres, by sex, in higher education and Government sector in year t+1

Horizontal segregation:

- Proportion of specialists, masters and doctors of science, by field of study and sex
- Feminization ratio of researchers by institutional sector and main field of science;
- % age distribution of researchers within main field of science, by sex and institutional sector
- Specialists, masters and doctors of science, as a percentage of total labour force, by sex

- Gender segregation index with of researchers, by field of science and by sector

Vertical segregation:

- Ratio of academic and research staff: all grades academic and research staff, by sex (initially in the higher education sector, but ideally extended to the other institutional sectors)
- Percentage of research and development personnel by sex, occupation and institutional sector
- Feminization rate among the most senior research staff
- Percentage distribution of research and development personnel, by sector and sex

Pay gap:

- Gender pay gap by grades and institutional sector

Success rate:

- Research funding success rates, by sex
- Number of academic awards, by sex and fields
- Percentage of women among members of publicly-managed scientific boards
- Percentage of employees/researchers on short-term contracts, by sex, in comparison to the overall number

5. Culture, media and advertising

Indicators on equal opportunities for women and men in culture, media and advertising:

- Actions brought before and decisions of advertising arbitral tribunal on cases of breaching the gender equality principle
- Proportion of women in cultural policy-making:
 - in decision-making positions at national public institutions and funds
 - in decision-making positions at municipal public institutions
 - in decision-making positions at general libraries
 - in expert committees at the Ministry of Culture (members, presidents),
 - in national boards (members, presidents)
- Success of organizations that promote woman's creativity, at public tenders for (co)funding cultural-artistic programmes and projects
- Forms and number of direct support to artists/authors (working scholarships, self-employment in cultural sector), by sex

6. Health

Gender health indicators:

Health and health care

- Health and quality of life, by sex
- Incidence rate of a disease, by sex and age
- Mortality rate, by cause, sex and age
- Life expectancy, by sex

Reproductive health

- Fertility rate
- Maternal mortality rate
- Induced abortion rate, by age groups
- Contraceptive use (female, male), by type of contraception and age
- Accessibility of contraception, by type of contraception (free of charge and payable forms of contraception, waiting period for sterilisation etc.)
- Attendances (preventive and curative) in primary reproductive health care of women and the percentage of women referred to specialists and to hospital
- Preventive care attendances due to breast cancer prevention in primary reproductive health care of women
- Incidence and mortality rate due to cervical cancer, breast and prostate cancer
- Infertility prevalence, by sex
- Reported incidents of sexually transmitted diseases, by sex and age groups

Mental health

- Attendances in health care (at primary and secondary level) due to mental health disorders, by sex
- Use of medications for treating mental health disorders, by sex
- Number of suicides and suicide rate, by sex and age
- Incidence and prevalence of eating disorders, by sex and age

7. Social inclusion

Social inclusion indicators, adopted at Laeken:

- At-risk-of-poverty-rate before social transfers
- At-risk-of-poverty-rate after social transfers
- At-risk-of-poverty rate with breakdown by age and gender
- At-risk-of-poverty rate with breakdown by most frequent activity status and gender
- At-risk-of-poverty rate with breakdown by household type
- At-risk-of-poverty rate with breakdown by accommodation tenure status
- At-risk-of-poverty rate before social transfers with breakdown by gender
- At-risk-of-poverty rate after social transfers with breakdown by gender

8. Family life and partnership

Indicators on equal opportunities for women and men in family and partnerships:

- Time spent on household work and care for family, by sex and age
- Fathers on childcare leave:
 - number of fathers
 - father's age, education, occupation
 - number of days
 - form (full absence from work, part-time work)
- Fathers on paternity leave:
 - number of fathers
 - father's age, education, occupation
 - number of days
 - form
- Number of participants in parental schools, by age, sex and health regions
- Households by, type of family/partnership, number and age of children and type of settlement:
 - urban / non-urban settlements
 - mother with children (under the age of 6, under the age of 25)
 - father with children (under the age of 6, under the age of 25)
 - married couple with children
 - unmarried cohabiting partners with children
- Marriage and divorce rate
- Number of court hearings over family and partnership disputes
- Number of children in joint custody arrangements with fathers and mothers

9. Violence against women in family and partnerships

EU indicators on violence against women:

1. Profile of female victims of violence

1.A. Number of female victims of domestic violence

- Number of victims according to the criminal statistics
- Number of victims according to surveys
- Any other relevant statistical data concerning female victims, e.g. the number of women seeking assistance in the health system, the number of victims seeking refuge at crisis centres.

1.B. Background information on the female victims

- Relation to the perpetrator
- Age
- Marital status
- Citizenship
- Any other relevant background information, e.g. educational background, labour status

2. Profile of male perpetrators

2.A. Number of perpetrators involved in domestic violence

- Number of perpetrators according to the criminal statistics
- Number of perpetrators according to surveys
- Number of perpetrators seeking assistance at crises centres

- Any other relevant statistical data concerning male perpetrators, e.g. the number of men seeking assistance in the health system

2.B. Background information on the perpetrator

- Relation to the victim
- Age
- Marital status
- Citizenship
- Any other relevant background information, e.g. educational background, labour status

3. Victim support

3.A Types of victim support:

- Counselling-centres
- Emergency-centres
- 24-hours hotline
- Women crisis centres, including number of shelters per population, number of requests for shelter, number of refusals, funding of centres
- Guide on the available support
- Special police-units/task forces supporting the victims
- Legal advice for the victims
- Official information on the Internet regarding violence against women
- Support / Courses for victims to help re-enter the labour market
- Health protocols for the victims, e.g. medical care and treatment
- Co-ordination of the public support system
- Special support services for vulnerable groups
- Any other support measures

4. Measures addressing the male perpetrator to end the circle of violence

4.A. Measures aimed at ending the circle of violence

- Counselling
- Psychological / psychiatric treatment
- Re-socialisation programmes in use during imprisonment
- Male crisis centres
- Any other measures

5. Training of professionals

5.A. Types of training

- Type of education of new personnel
- Type of training of current personnel

5.B. Target groups

- Police personnel
- Justice personnel
- Health workers
- Any other statutory bodies, such as social workers, interpreters.
- NGO's, including volunteers working at crisis centres
- Any other groups

6. State measures to eliminate domestic violence against women

6.A. Legislation and Justice

- Current status in the area of legislation
- Legislative changes within the last 5 years
- Number of judgements
- Number of convictions – specify
- Number of cases dismissed

- Any other measures, e.g. removing the perpetrator from the home, restraining orders
- 6.B. Surveys and Projects**
- Which projects has the State initiated within the last 5 years
- Which projects have been initiated in other contexts than the State within the last 5 years
- 6.C. Policy**
- Has the Government adopted a National Action Plan on violence against women?
- If so, when?
- What are the themes in this National Action Plan, e.g. targets, time frame?
- Budget allocated for the purpose of implementing this National Action Plan, including the percentage of national budget
- Has the National Action Plan(s) been evaluated – how and when?
- 6.D. Awareness raising / preventive measures**
- Information campaigns aimed at the perpetrator
- Information campaigns aimed at the victim
- Information campaigns aimed at the professionals working with victims or perpetrators
- General information campaigns directed at the whole population
- Any other awareness raising activities
- 6.E. Budget**
- What is the financial budget for the State in order to combat domestic violence against women?
- 7. Evaluation**
- 7.A. Progress made**
- Statistical changes in indicators 1 + 2
- Progress reports
- Any other measures to monitor progress or to publish progress achieved
- 7.B. Lessons learned**
- Efforts/initiatives that have been effective, e.g. campaigns, training programmes, measures addressing the male perpetrator, legislative changes that have improved victim-support or diminished the amount of domestic violence against women
- Efforts that have been initiated but have not had the expected effect, e.g. campaigns or training programmes

10. Trafficking in human beings and sexual exploitation

Indicator on trafficking in human beings and sexual exploitation:

- Number of offences related to trafficking in human beings according to the type of offence and gender:
 - Prostitution abuse
 - Trafficking in human beings
 - Establishing slavery relations
- Number of final judgements related to trafficking in human beings and other criminal offences associated with this field, e.g. prostitution abuse, illegal national border crossings
- Number of work permits and entry visas issued to category of persons likely to be or to become victims of trafficking, by gender, age and country of origin
- Number of supports to victims of trafficking, by various groups determined in advance (gender, age, citizenship, etc), by institutional help
 - Non-governmental organizations
 - International organizations

- Police
- Health organisations
- Preventive and education measures:
 - Awareness raising of target groups and general public
 - Awareness raising and training of experts
 - Research activities
- Legislation and policy:
 - Amendments of legislation
 - Budget funds earmarked for measures to combat human trafficking and sexual exploitation
 - Action programmes and programmes to combat trafficking in women

11. Sexual Violence

Indicators on sexual violence:

- Number of criminal offences against sexual inviolability, by gender of the victim and perpetrator and by the relationship between the victim and the perpetrator
 - Criminal offence of sexual assault against person under the age of 15
 - Rapes
 - Sexual violence
- Number of final judgements related to criminal offences against sexual inviolability
- Number of supports to victims of sexual violence, by gender and institutional help
 - Non-governmental organizations
 - Social Work Centres
 - Police
 - Health organisations
- Preventive and education measures:
 - Awareness raising of general public
 - Awareness raising and training of experts
 - Research activities
- Legislation and policy
 - Amendments of legislation
 - Budget funds earmarked for measures to combat sexual violence

12. Political decision-making

EU indicators on gender representation in decision-making processes:

- Number and proportion of women in the National Assembly and the National Council
- Number and proportion of women and men among ministers and State Secretaries and Secretaries
- Proportion of women Councillors in the local assemblies and among mayors
- Policies to promote a balanced participation in political elections

Other indicators of gender representation in political decision-making:

- Proportion of women and men members of political parties and decision-making bodies thereof
- Proportion of women candidates at national and local and European elections

- Election success rate of women and men
- Proportion of women and men in the parliamentary committees and at leading positions
- Status of women in the Government, by function
- Proportion of women and men appointed as representatives of Slovenia in the Parliamentary Assembly, the Congress of Local and Regional Authorities of the Council of Europe, etc.

13. Public administration and Justice

EU indicators on gender representation in decision-making processes:

- Proportion of women in the Government and in the highest ranking positions in the ministries
- Distribution of the highest ranking women civil servants in different fields of action
- Proportion of women of the members of the Supreme Court

Other indicators of gender representation in decision-making processes in public administration and justice:

- Proportion of women senior civil servants and their fields of action (at the national level and in local self-government)
- Proportion of men and women in working and other bodies, appointed by the Government and ministers
- Proportion of women and men in diplomatic missions and consular posts, by position
- Proportion of women and men at courts and prosecutor's offices

14. Socio-economic domain

EU indicators of gender representation in decision-making processes:

- Governor and deputy/vice-governors of the Central Bank, by sex
- Proportion and number of women and men among members of the decision-making bodies of the Central Bank
- Minister and State Secretary of the Ministry of the Economy, by sex
- Proportion and number of women and men among presidents and vice-presidents of the trade union confederations
- Proportion and number of women and men among members of total governing bodies of the trade union confederations
- Proportion and number of women and men among presidents and vice-presidents of the employer confederations
- Proportion and number of women and men among members of total governing bodies in employer confederations
- Proportion and number of women and men among chiefs of executive boards of the top 50 firms publicly quoted on the national stock exchange
- Proportion and number of women and men among members of executive boards of the top 50 firms publicly quoted on the national stock exchange

LIST OF ABBREVIATIONS

| | |
|-------|---|
| EU | European Union |
| OEO | Office for Equal Opportunities |
| MLFSA | Ministry of Labour, Family and Social Affairs |
| ME | Ministry of the Economy |
| MVZT | Ministry of Education, Science and Technology |
| MES | Ministry of Education and Sport |
| MK | Ministry of Culture |
| MH | Ministry of Health |
| MAFF | Ministry of Agriculture, Forestry and Food |
| MJ | Ministry of Justice |
| MI | Ministry of the Interior |
| MF | Ministry of Foreign Affairs |
| MPA | Ministry of Public Administration |

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the National Assembly of
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