



UN Secretary General Questionnaire on Women's economic empowerment in the changing world of work

Response from Slovenia

2. Strengthening education, training, and skills development (paragraphs 40 (k) to (n))

• What measures have been taken to mainstream a gender perspective into education and training programmes in order to facilitate the effective transition from education or unemployment to work?

Ministry of Labour, Family, Social Affairs and Equal Opportunities monitors the inclusion of women in training and education programmes conducted as part of the active labour employment policy. The data shows that women are adequately represented, so no additional measures have been needed and implemented so far.

The ministry responsible for education facilitates the transition from education to the labor market, mainly through the award of scholarships. Through scholarships, the Republic of Slovenia promotes education and the acquisition of a higher level of education, improves the employability of young people, and in tertiary education also contributes to shortening the period until the completion of studies. At the same time, scholarships reduce the mismatch between the education of young people and the demand for staff in the labour market. There are different types of scholarships. State scholarships help or facilitate the education of pupils and students from socially weaker families, so called "Zois" scholarships contribute to the education of talented people, Ad futura scholarships help educate young people abroad, co-financing staff scholarships encourages employers to plan and acquire scholarships for Slovenes abroad, they strengthen their connection with their homeland and provide them with the opportunity to study in Slovenia, while scholarships for deficit professions are encouraged for professions where there is a shortage of staff. For women from marginalized groups, mainly state scholarships are available, to which, under the conditions set out in the Scholarship Act (student status, first enrollment in the program at the secondary level before the age of 22 and some others), persons entitled to the average monthly income per family member does not exceed EUR 680.56. Women who come from families with the lowest incomes are thus entitled to a scholarship in the amount of EUR 97.28 (up to the age of 18) or EUR 194.56 (after the age of 18; if the average monthly income per person in the family is up to EUR 319.01).

In 2019, 90,851 decisions were issued regarding the receipt of state scholarships, of which 42,164 (46.4%) were women. There were 1,724 new recipients of the Zois Scholarship in 2019, of which 1,012 (58.7%) were women. In 2019, 991 (134 or 13.5% women) and 636 staff scholarships (127 and 20% women, respectively) were newly awarded scholarships for the deficient.

According to the survey on adult education, 661,326 people were formally and informally educated in 2016, of which 325,653 (49.2%) were men and 335,673 (50.8%) were women. Within the framework of active employment policy (APZ), one of the programs is also a program that enables the completion of formal education - especially the completion of the primary level of education. Among the participants, 45% were women in 2020 (eleven months) and 40% in 2019.

3. Implementing economic and social policies for women's economic empowerment (paragraphs 40 (o) to (mm))

• What steps have been taken to promote decent paid care and domestic work in the public and private sectors?

The rights and benefits related to the birth and early years of a child's life



Slovenia ranks among the top countries in the world for generosity to new parents and also reconciliation of professional and family life is very well regulated in Slovenia. The fundamental law in this area – the Parental Protection and Family Benefits Act (ZSDP-1) – provides the basis for easier balancing of parental and professional obligations and supports a more equal division of parental rights and obligations. Particularly important is the right to parental, maternity and paternity leave and wage compensation during such leave. Slovenia was the first European country to introduce one-year parental leave in 1986 and also the only country providing 100% wage compensation during such leave. Soon after Sweden (1974), Slovenia (1976) also introduced the option of division of parental leave between both parents. The parental protection rights, particularly leave (parental, maternity and paternity leaves) and reduced working time, have a significant impact on the elimination of differences between men and women on the labour market, as they enable women to remain active in the labour market after having a child. These forms of leave also encourage more equal division of responsibilities regarding childcare between men and women. The purpose of these rights is to ensure that parents can provide quality parenting and that children have a high-quality childhood, to provide families with the best possible conditions for life, facilitate the reconciliation of family and professional obligations.

- **Leave (maternity, paternity and parental) and compensation**

Maternity, paternity and parental leave and related compensations are extremely important rights in terms of the reconciliation of professional and family life. This area is regulated well in Slovenia.

Mothers are entitled to maternity leave in the form of full absence from work for 105 consecutive days, of which they are obliged to take at least 15 days. The start of maternity leave is 28 days before the due date, except when the birth is premature. In exceptional circumstances, maternity leave may be used by the father, a grandparent or another person. The amount of maternity leave compensation is equal to 100% of the basis.

Paternity leave is intended for fathers to participate in the care of children as early as possible. Fathers are entitled to paternity leave of 30 calendar days. It is extended by 10 days for the birth of twins and 20 days for triplets. The father must use the paternity leave as follows: at least 15 days in the form of full or partial leave to be used within one month after the end of the parental leave; maximum 15 days (plus the additional days for the birth of twins or triplets) in the form of full or partial leave until the child finishes the first grade of elementary school. The amount of paternity leave compensation is equal to 100% of the basis.

Parental leave is intended for the care of the child. Each parent is entitled to 130 days of parental leave (altogether 260 days) in the form of full or partial absence from work. The mother can transfer 100 days of parental leave to the father, while 30 days are non-transferrable. In general, the father can use no more than 230 days, only in exceptional circumstances can he use all 260 days. The father may transfer 130 days of parental leave to the mother (the mother can use all 260 days). Parental leave is extended in the event of the birth of twins or more children at the same time, a prematurely born child or a child who needs special care. A part of the parental leave of a maximum 75 days may be carried forward and taken any time until the child completes the first grade of primary school. Adopting parents and persons in whose care the child was entrusted for the purpose of adoption, other persons or a child's grandparent are also entitled to parental leave. The amount of parental leave compensation is equal to 100% of the basis.

- **Reduced working time**

More flexible forms of work, including the right to reduced working time, facilitate the reconciliation of professional and family responsibilities. The Parental Protection and Family Benefits Act (ZSDP-1) stipulates that one of the parents who takes care of a child under three years of age shall have the right to work part-time. If the parent takes care of at least two children they have the right to work part-time until the youngest child completes the first grade of primary school in accordance with the regulations governing primary education. One year of exercising the right to work part-time is non-transferrable for each parent, except in certain exceptional cases. The employer shall guarantee the worker the right to a wage based on actual working hours, while the Republic of Slovenia shall ensure the payment of social security contributions for the difference to full-time from the workers average of 12 wages (since January the 1st 2021, before it was from proportional part of the minimum wage).

- Compensation during breastfeeding break



A mother employed full-time has the right to compensation during the breast-feeding breaks (on the basis of a certificate issued by a pediatrician, until the child is 18 months old), for one hour a day, amounting to the proportionate part of workers average of 12 wages.

- Parental allowance

Intended for mother, father or other person taking care of the child and are not covered by the parental protection insurance. Both mother/father and the child must have permanent or temporary residence and actually reside in Slovenia. The benefit amount is 402,18 EUR (since January the 1st 2021, before it was 258, 09 EUR) per month and lasts 365 days from the birth of a child.

- Childbirth allowance

A one-off payment to be spent on the purchase of items for the new-born child whose mother or father has permanent or temporary residence in Slovenia and actually resides in Slovenia. It amounts to 350 EUR (since January the 1st 2021, before it was 286,72 EUR) and is paid as a one-off amount.

Due to Covid-19 few additional measures were adopted to help families:

The solidarity benefit of 150 € is intended for

- the recipients of maternity/parental allowance below minimum wage
- the recipients of parental benefit,
- the recipients of special childcare allowance
- the recipients of partial payment for loss of income
- foster parents

Families with one or two children, who receive child benefit in first to sixth income brackets, are entitled to 30 € per child.

Large families with three children will receive, in addition to the allowance they already receive, a one-time allowance of 100 EUR and families with four or more children 200 EUR.

In December additional measures to help families were adopted.

All families with children, who has permanent or temporary residence and actually reside in Republic of Slovenia and are under 18 (and also students in secondary school over 18) are entitled to 50 EUR per child.

Large families with three children will receive, in addition to the allowance they already receive, a one-time allowance of 100 EUR and families with four or more children 200 EUR.

The solidarity benefit of 100 EUR for every month with declared epidemic is intended for the recipients of special childcare allowance

The solidarity benefit of 500 EUR is intended for the parents of newborns from 1. 1. 2020 until one year after the end of epidemic with permanent residence in the Republic of Slovenia.

• **What specific measures have been implemented to promote women's entry, reentry and advancement in the labour market?**

Project Action Dad

For working parents, the reconciling careers and family life continues to be a challenge. Despite maternity, paternity and parental leave and other parental rights and related compensations in Slovenia, mothers are (comparing with fathers) experiencing greater career interruptions in order to attend to their families' needs. With that in mind, The Ministry of Labour, Family, Social Affairs and Equal Opportunities has been implementing the project Action Dad (co-financed by the EU program REC 2014-2020) which goal is the reduction of the deep-rooted inequalities that still persist between women and men in relation to paid/unpaid work, the uptake of family related leaves and to enable people with caring responsibilities to better balance their work with family commitments. Project's activities contribute to the awareness raising of (prospective) parents, employers, the professional and general public about the importance of actively involving men in paternity and a more equal distribution of parental childcare from birth on.

Duration of the project is 30 months (from 1. 3. 2020 to 31. 8. 2022) and is implemented at several levels, on macro, mezzo and micro level.

Objectives referring to the state (macro level):

- To ensure successful implementation of the Work – Life Balance Directive, especially in terms of providing appropriate legal and policy measures for more balanced uptake of family-related leave between men and women.



- To simplify the exercises of parental rights and take positive measures that enable and assist future fathers to enjoy their share of parental leave.

Objectives referring to employers (mezzo level):

- To encourage employers to adopt internal policies and practices for gender neutral approach to work-life balance and to recognize positive effects of active fatherhood from birth of the child on for their employed fathers.

Objectives referring to the individual men and women (micro level):

- To address and to reduce gender stereotypes in the area of work–life balance and to promote more equal sharing of childcare responsibilities.

Ministry of Labour, Family, Social Affairs and Equal Opportunities monitors the inclusion of women in training and education programmes conducted as part of the active labour employment policy. The data shows that women are adequately represented, so no additional measures have been needed and implemented so far.

5. Managing technological and digital change for women's economic empowerment (paragraphs 40 (rr) to (ss))

• What specific actions have been taken to support women's access to skills development and decent work in emerging fields, including science, technology, engineering, and mathematics?

Women predominate among those involved in tertiary education. In the 2019/2020 school year, the share of women enrolled in tertiary education was 57.3% and remained almost the same (57.6%) compared to the 2015/2016 school year. However, in the last five years, the share of young people enrolled in universities and higher education institutions has slightly decreased for both sexes, but still almost half of residents aged 20 to 24 in the school year 2015/2016, were included in tertiary education - 46.7% (55.8% women and 37.9% men), and in 2019/2020 43.8% (54.5% of women and 34.6% of men).

In 2019/2020 10,662 students were enrolled in high professional programs, the share of women was 38.5%. 22,237 students were enrolled in higher professional programs, the share of women was 60.8%. 20,827 students were enrolled in master's programs, the share of women was 64.0%, and 3,306 students were enrolled in doctoral programs, of which more than half were women (54.1%).

There have been no significant changes in the choice of studies in recent years. As in previous years, women continue to predominate in education and health work programs (76.9%) and pedagogical work (87.4%), while few are in information and communication technology programs (16.7%). The share of women in science, mathematics and statistics is 58.6%.

Given the successful completion of tertiary education, women are slightly more successful than men. In 2019, the share of women who completed tertiary education was 60.0%. Among female and male graduates who completed higher professional and university education, 61.1% were women, 66.2% of women were among masters and 54.3% among doctors students.

In 2019, 63.3% of graduates of higher and higher professional and higher education programs in science, mathematics and statistics were women, information and communication technologies (ICT) 15.8% and engineering, manufacturing technology and construction 23% were women.

Among masters of science, mathematics and statistics, in 2019 67% were women, information and communication technology (ICT) 14.9% and engineering, manufacturing technology and construction 34.9% women.

In 2019, 54 men (54.5%) and 29 (35.4%) women in the field of science, mathematics and statistics received the title of Doctor of Science, Mathematics and Statistics. No woman has a PhD in information and communication technology (ICT).

In order to encourage women to enrol in non-traditional educational fields, certain activities are carried out. Within the project We will be Engineers, whose partners are various organizations and companies, and the honorary sponsor is the President of the country, since 2018 the selection of Engineer of the Year is taking place, which promotes and encourages women for STEM professions.



As part of the project, the KAMbi application was launched in 2020, which helps and encourages young people to think about STEM as their choice of study and profession.

Activities are being carried out to strengthen the role of career centres operating in higher education institutions in the comprehensive treatment of male and female students. This includes, in addition to providing career counselling to all undergraduate and postgraduate students, also raising awareness and sensitizing professionals about the importance of equal treatment of all students, regardless of gender or any other personal circumstance. By organizing various thematic events, career centres present the educational and career paths of successful women in areas where women are underrepresented.

Within the framework of financing the study activities of public higher education institutions and private higher education institutions for concessioned study programs, the distribution of funds will also be assessed in terms of development goals with a broader systemic or social impact. In the contract period 2021-2024, the Ministry of Education, Science and Sport for development areas of national importance determined, among other things, (a) promotion of studies and increase of enrolment in STE (A) M and (b) development of solutions for inclusion of non-traditional groups of candidates in higher education studies. The latter also includes women with other personal circumstances that contribute to their unique experience of deprivation.

7. Strengthening the role of the private sector in women's economic empowerment(paragraphs 40 (bbb) to (eee))

•What action has been taken to increase investment and support for women entrepreneurs?

Women entrepreneurship programme is implemented by SPIRIT Slovenia and financed by Ministry of Economic Development and Technology. In past years, our measures are focusing on training programme for women entrepreneurs, who want to start up a business. Women, who set up a company and finish the online ABC entrepreneurship training can apply for public call "Award for good business model and its presentation". They also receive few hours of mentoring support. Financial incentives are awarded to start-up women entrepreneurs based on the presentation and selection of the best business model. Results 2020: 57 women entrepreneurs established their company and received support of 3.000 EUR. Results 2021: 150 women entrepreneurs established their company and received support of 3.000 EUR.

•What efforts have been undertaken to encourage private firms and institutions to mainstream gender equality considerations in policies and practices?

With the aim to encourage private firms and institutions to mainstream gender equality considerations in policies and practices we have included in the legislation the principles and disclosure requirements regarding the diversity policy of the management and the supervisory board which have been before integrated into Slovenian corporate governance code. The latest amendments to the Companies Act – ZGD-1K (Official Gazette of Republic of Slovenia No. 18/21 on 9 February 2021) included the provision which amends the description of diversity policy in Article 70, paragraph 5, point 7.

The Article 70 generally requires of companies to include in their business report a corporate governance statement. The statement shall be included as a separate section of the business report and shall contain also a description of the diversity policy pursued in relation to representation in the management or supervisory bodies of the company from the point of view of gender and other aspects, such as age or education and professional experience, and an indication of the objectives, implementation and results of diversity policy over the period reporting. The description of the gender diversity policy shall include an indication of the gender balance in the company's management or supervisory bodies, appropriate to the size of the company, the objectives pursued by the company and the impact on the procedures for selecting members of the company's governing or supervisory bodies. society. If the diversity policy is not implemented in the company, the management declaration shall explain this. The explanatory memorandum states when and how society will formulate a diversity policy.

