

# Slovenia

Women in decision-making: **1.14/5**  
Socio-economic position of women: **2.78/5**  
Violence against women: **2/5**

## UNDERSTANDING SLOVENIA

Legislation for parity in political decision-making has been effective in increasing the representation of women in the Slovene parliament to 38%. While placement rules are not possible due to the mixed electoral system, women candidates have effectively obtained a number of seats in the National Assembly matching their presence on the lists.

In economic decision making, however, the 2004 government recommendation calling for 40% women on boards of all state bodies and state-owned enterprises has not been implemented. Among the largest private companies, women are only 15% of board members.

Slovenia has the lowest gender gap in the EU in employment for parents of children under 12. Indeed, Slovenia is the only country in the EU where women with young children (84.9%) are more likely than those without children under 12 (83%) to be employed. Women's employment rate increases by 1.9% when they have children, while men's increases by 12.2%.

Good maternity, paternity and parental leave provisions encourage parents' return to work. Most women in Slovenia take a year leave when they have a child (92% of those who take parental leave are women). 91% of infants between 3 and school-age are in formal childcare. However, 40.2% of those women with care responsibilities who are inactive or work part-time say they do so due to lack of adequate care services.

Slovenia has the largest gender gap in the poverty rates of elderly women and men. Almost 3 times as many women as men over 65 are poor; the gender gap is 17.6%, by far the highest in the EU. Only a third of dependent elderly persons receive formal care.

Every third person in Slovenia knows a victim of domestic violence.<sup>1</sup> Services for victims of violence against women are comparatively good by EU standards, with 1.14 places in shelter per 10,000 inhabitants.

## TRENDS:



Slovenia has made rapid progress in the representation of women in political decision-making, thanks to a 2006 amendment to the general elections law. In 2004, the proportion of women in parliament was 12.2%. The new legislation required 35% of candidates on national electoral lists to be women. Women already enjoy parity in leadership positions within the parliament. In addition, by 2014, 40% of candidates on local electoral lists must be women, with alternation by sex for the first half of the list.

The official gender pay gap in Slovenia is one of the lowest in the EU, at 4.4% in 2010. The gap is also narrowing, with the figure for 2011 being 3.7%.



In 2011-2012, the Slovene government adopted new legislation on access to social assistance and tackling the public deficit, reducing a wide range of social benefits, which will impact in particular on women and more vulnerable social groups. For example, as of 2012, remuneration of parental leave has decreased from full pay to 90% of the last salary. Public health insurance coverage has also been cut. In terms of women's sexual and reproductive health and rights, access to abortion has been limited by a cap in public insurance coverage at 80% of the costs of intervention.

## Highlights

**38%**

women in parliament

**8%**

women senior ministers

**15%**

women on boards of the largest companies

**3.7%**

gender pay gap

**9.2%**

gender gap in full-time employment rates

**27.1%**

of women over 65 at risk of poverty

**36%**

of infants under 3 in formal childcare

**1.14**

shelter places for women victims of violence per 10,000 inhabitants

<sup>1</sup> Special Eurobarometer 344 - 2010