

Slovenia

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
90.0	60.8	90.0

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Slovenia, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Ljubljana). The scores for Slovenia are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	75.0	100.0	100.0	75.0	100.0	100.0	100.0	50.0	100.0	100.0
Supportive frameworks score	50.0	66.7	66.7	50.0	100.0	66.7	75.0	0.0	33.3	100.0
Expert opinions score	75.0	100.0	75.0	75.0	100.0	100.0	100.0	100.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Slovenia (90.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, laws affecting women's work after having children, laws affecting childcare, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Slovenia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Slovenia is on the indicator measuring constraints on women starting and running a business. To improve on the Entrepreneurship indicator, Slovenia may wish to consider legally prescribing a gender quota on corporate boards and introducing in the law gender-sensitive procurement provisions for public procurement processes.

The **WBL 2.0 supportive frameworks score** for Slovenia (60.8 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks related to marriage and supportive frameworks affecting the size of a woman's pension, Slovenia obtains a perfect score (100.0 out of 100.0).

As an example, one of the lowest scores for Slovenia is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship indicator, Slovenia may wish to consider publishing sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses on a regular basis, establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Slovenia (90.0 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women starting and running a business and expert opinions on women's property and inheritance, Slovenia obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Slovenia is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	Yes	Family Code, Arts. 5, 24, and 45; Criminal Code, Art. 132a
Does the law address sexual harassment?	Yes	Employment Relationships Act, Arts. 7, 8, and 47; Protection Against Discrimination Act, Arts. 2, 7, 8, 39, and 45; Protection of Public Order Act, Art. 7(3); Criminal Code, Arts. 134a and 197
Does the law address domestic violence?	Yes	Domestic Violence Prevention Act, Arts. 3(2)-(6) and 19; Criminal Code, Arts. 170, 171, and 191; Act on Tasks and Powers of Police, Arts. 60 and 61
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 21, 59 and 60
Can a woman travel internationally in the same way as a man?	Yes	Law on Travel Documents, Arts. 2-6; Family Code, Arts. 21 and 60
Can a woman travel outside her home in the same way as a man?	Yes	Family Code, Arts. 21 and 60
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Citizenship Act of the Republic of Slovenia, Arts. 4 and 12
Workplace		
Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 21, 58 and 60
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Employment Relations Act, Art. 6
Does the law prohibit discrimination in employment based on gender?	Yes	Employment Relations Act, Art. 6
Does the law allow employees to request flexible work?	Yes	Employment Relations Act, Arts. 68-69 and 140
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Employment Relations Act, Arts. 6 and 133
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Employment Relations Act, Art. 181
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Code, Arts. 21 and 60

Can a woman be “head of household” or “head of family” in the same way as a man?	Yes	Family Code, Arts. 21 and 60
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 96-98
Does a woman have the same rights to remarry as a man?	Yes	Family Code, Arts. 96-98
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Parental Protection and Family Benefits Act, Arts. 19 and 29(1)
Are leave benefits for mothers paid solely by the government?	Yes	Parental Protection and Family Benefits Act, Art. 7
Is paid leave available to fathers?	Yes	Parental Protection and Family Benefits Act, Arts. 25, 27, 29(1) and 115
Is dismissal of pregnant workers prohibited?	Yes	Employment Relations Act, Art. 115
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Organization and Financing of Education Act, Arts. 6, 40 and 78; Kindergarten Act, Arts. 1 and 15
Does the law establish any form of support for families for childcare services?	Yes	Kindergarten Act, Art. 32; Act on the Enforcement of Rights from Public Funds, Art. 24
Does the law establish any form of support for nonstate childcare providers?	Yes	Kindergarten Act, Arts. 34 and 28
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Kindergarten Act, Arts. 1, 17, 20c, 40 and 45a; Rulebook on Norms for the Performance of Pre-School Education Activities, Art. 25; Organization and Funding of Education Act, Art. 105; School Inspection Act, Arts. 1, 2 and 11
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Code, Arts. 21 and 60; Companies Act, Art. 3; Business Register Act, Art. 8
Does the law prohibit discrimination in access to credit based on gender?	Yes	Protection Against Discrimination Act, Arts. 1(1), 2(1) and 17(2)
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Code, Arts. 69-70; Agricultural Land Act, Art. 1; Land Register Act, Art. 1; Law on Marriage and Family Relations, Art. 52
Do sons and daughters have equal rights to inherit assets?	Yes	Inheritance Act, Arts. 4(1), 11 and 12
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act, Arts. 4(1), 11 and 17
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 74
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Pension and Disability Insurance Act, Art. 27
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Pension and Disability Insurance Act, Arts. 29 and 38
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Pension and Disability Insurance Act, Art. 24

WBL 2.0 supportive frameworks data

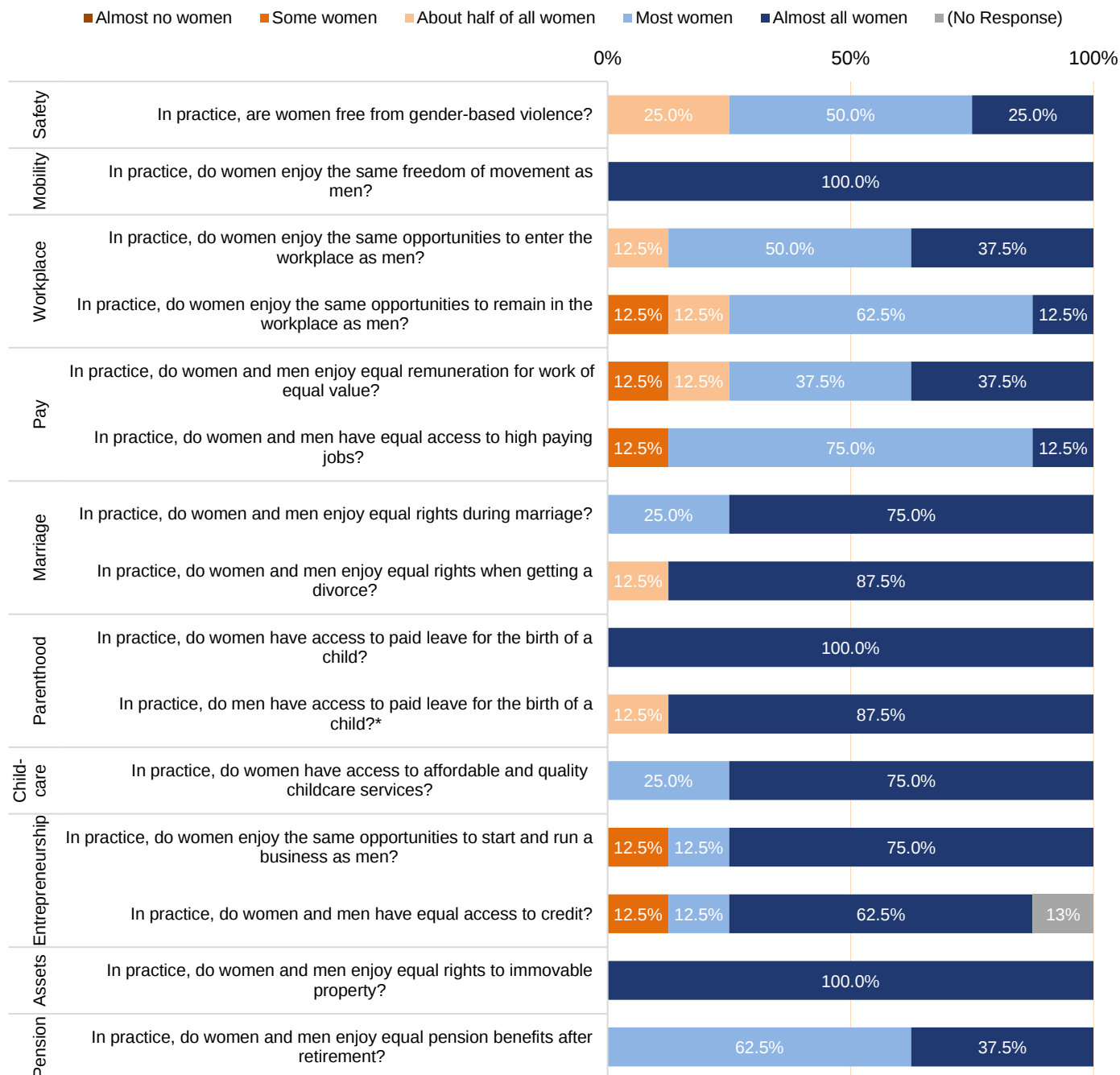
QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Association for Nonviolent Communication; SOS Society and Association for Nonviolent Communication; HELP Course on Violence Against Women and Domestic Violence for Law Enforcement



Are special procedures in place for cases of sexual harassment?	Yes	Protection Against Discrimination Act, Arts. 33, 40, 42 and 43
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Protection Against Discrimination Act, Art. 33
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Office of the Advocate of the principle of equality: Ensuring equal opportunities and prevention of discrimination in employment and work: Handbook for employers
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Republic of Slovenia Statistical Office: Persons in employment by occupational groups (SKP-08) and sex, Slovenia, annually
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Code, Art. 14; Courts Act, Art. 83
Are there specialized family courts?	Yes	Courts Act, Art. 98
Is legal aid available for family law disputes?	Yes	Free Legal Aid
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Parental Protection and Family Benefits Act, Arts. 57 and 60
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Relations Act, Art. 115
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of Ljubljana Municipality, List of Kindergartens in Ljubljana; Official Website of the Ministry of Education, Records of Institutions and Programs
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Act on the Enforcement of Rights from Public Funds, Arts. 34-38; Official Government Website (E-Uprava)
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Official Government Portal
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located

Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Law on Marriage and Family Relations, Art. 55
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	Yes	Pension and Disability Insurance Act, Art. 37
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Pension and Disability Insurance Act, Art. 170

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.