

Slovenia

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Ljubljana). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Slovenia scores 93.8 out of 100**. The overall score for Slovenia is lower than the regional average observed across High income (OECD) countries (94.7).

Slovenia - Scores for Women, Business and the Law 2020



Relative Strengths

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, constraints on women's starting and running a business, and gender differences in property and inheritance, Slovenia gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, and laws affecting the size of a women's pension, Slovenia could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Slovenia is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Slovenia may wish to consider allowing women to work in all the same industries as men.

Recent Reforms (2018-2019)

Pension: Slovenia equalized the age (60 years) at which women and men can retire with partial pension benefits.



| | QUESTION | ANSWER | LEGAL BASIS |
|------------|--|--------|--|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | Family Code, Art. 59 |
| | Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman apply for a passport in the same way as a man? | Yes | Law on Travel Documents of 2000, Art. 2, 3, 5 and 6; Passport application procedures |
| Workplace | Can a woman travel outside the country in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman get a job in the same way as a man? | Yes | Family Code, Art. 58 |
| | Does the law prohibit discrimination in employment based on gender? | Yes | Employment Relationship Act, Art. 6 |
| | Is there legislation on sexual harassment in employment? | Yes | Employment Relations Act, Arts. 7 and 47; Criminal Code, Art. 197 |
| Pay | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Criminal Code, Art. 197; <i>Anti-Discrimination Act,</i> Art. 45 <i>Civil:</i> Employment Relationship Act, Art. 8; <i>Anti-Discrimination Act,</i> Art. 39 |
| | Does the law mandate equal remuneration for work of equal value? | Yes | Employment Relationship Act, Arts. 6 and 133 |
| | Can women work the same night hours as men? | Yes | No restrictions could be located |
| | Can women work in jobs dangerous in the same way as men? | Yes | Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located |
| | Are women able to work in the same industries as men? | No | Mining: Employment Relations Act, Art. 186 Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located |
| Marriage | Is there no legal provision that requires a married woman to obey her husband? | Yes | No applicable provisions could be located |
| | Can a woman be head of household in the same way as a man? | Yes | Family Code, Arts. 21 and 60 |
| | Is there legislation specifically addressing domestic violence? | Yes | Domestic Violence Prevention Act; Criminal Code, Arts. 171 and 191 |
| | Can a woman obtain a judgment of divorce in the same way as a man? | Yes | No restrictions could be located |
| Parenthood | Does a woman have the same rights to remarry as a man? | Yes | No restrictions could be located |
| | Is paid leave of at least 14 weeks available to mothers? | Yes | Parental Protection and Family Benefits Act, Art. 19 |
| | Does the government pay 100% of maternity leave benefits? | Yes | Parental Protection and Family Benefits Act, Art. 7 |
| | Is there paid paternity leave? | Yes | Parental Protection and Family Benefits Act, Arts. 25, 27 and 115; Act Amending the Parental Protection and Family Benefits Act, Arts. 1 and 14 |
| | Is there paid parental leave? | Yes | No applicable provisions could be located |
| Entrepre. | Is dismissal of pregnant workers prohibited? | Yes | Employment Relationship Act, Art. 115 |
| | Does the law prohibit discrimination in access to credit based on gender? | Yes | Law on Protection Against Discrimination, Arts. 1(1), 2(1) and 17(2) |
| | Can a woman sign a contract in the same way as a man? | Yes | No restrictions could be located |
| Assets | Can a woman register a business in the same way as a man? | Yes | Business Register of Slovenia Act of 2006, Art. 8 |
| | Can a woman open a bank account in the same way as man? | Yes | No restrictions could be located |
| | Do men and women have equal ownership rights to immovable property? | Yes | Family Code, Arts. 69-70 |
| | Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Inheritance Act, Arts. 4(1), 11 and 12 |
| | Do female and male surviving spouses have equal rights to inherit assets? | Yes | Inheritance Act, Arts. 4(1), 11 and 17 |
| Pension | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Family Code, Arts. 69-70 |
| | Does the law provide for the valuation of nonmonetary contributions? | Yes | Family Code, Art. 74 |
| | Are the ages at which men and women can retire with full pension benefits equal? | No | Women: Law on Pension and Disability Insurance, Art. 27 Men: Law on Pension and Disability Insurance, Art. 27 |
| | Are the ages at which men and women can retire with partial pension benefits equal? | Yes | Women: Law on Pension and Disability Insurance of 4 December 2012, Arts. 29 and 38 Men: Law on Pension and Disability Insurance of 4 December 2012, Arts. 29 and 38 |
| Pension | Are the mandatory retirement ages for men and women equal? | Yes | Women: No applicable provisions could be located Men: No applicable provisions could be located |
| | Are periods of absence due to child care accounted for in pension benefits? | Yes | Law on Pension and Disability Insurance, Arts. 19(2), 24, 32(1) and 131 |