

Slovenia

Women, Business and the Law 2021 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 96.9 out of 100**. The overall score for Slovenia is higher than the regional average observed across High income (OECD) countries (95.1). Within the High income: OECD region, there are 10 economies that score 100 out of 100.

Slovenia - Scores for Women, Business and the Law 2021



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, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Slovenia gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, 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 WBL2021 Pay Indicator). To improve on the Pay Indicator, Slovenia may wish to consider allowing women to work in an industrial job in the same way as men.

Recent Reforms

Slovenia equalized the ages (65 years) at which men and women can retire with full pension benefits.



Further data details for Slovenia are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/slovenia/2021>

	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, Arts. 2-6; 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; Protection Against Discrimination Act, Art. 45 <i>Civil:</i> Employment Relationship Act, Art. 8; Protection Against Discrimination Act, Art. 39
	Does the law mandate equal remuneration for work of equal value?	Yes	Employment Relationship 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
Marriage	Can a woman work in an industrial job in the same way as a man?	No	Employment Relations Act, Art. 181
	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 paid leave available to fathers?	Yes	Parental Protection and Family Benefits Act, Arts. 25, 27 and 115
	Is there paid parental leave?	Yes	Parental Protection and Family Benefits Act, Art. 29(1); Parental Protection and Family Benefits Act, Art. 29(1)
Entrepren.	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
	Can a woman register a business in the same way as a man?	Yes	Business Register Act, Art. 8
Assets	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
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Arts. 69-70
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 74
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Pension and Disability Insurance Act, Art. 27 Men: Pension and Disability Insurance Act, Art. 27
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: Pension and Disability Insurance Act, Arts. 29 and 38 Men: Pension and Disability Insurance Act, Arts. 29 and 38
	Is the mandatory retirement age for men and women the same?	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	Pension and Disability Insurance Act, Arts. 19(2), 24, 32(1) and 131