

# Slovenia

*Women, Business and the Law 2022* (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 OECD high-income economies (95.2). Within the OECD high-income region, there are 12 economies that score 100 out of 100.

## Slovenia - Scores for Women, Business and the Law 2022



## 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 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 measuring laws affecting women's pay (the WBL2022 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

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Slovenia are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/slovenia/2022>



	QUESTION	ANSWER	LEGAL BASIS
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 outside her home in the same way as a man?	Yes	Family Code, Arts. 21 and 60
	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
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 21 and 60
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 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
	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
Pay	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
	Can a woman work in an industrial job in the same way as a man?	No	Employment Relations Act, Art. 181
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code, Arts. 21 and 60
	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	Family Code, Arts. 96-98
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Code, Arts. 96-98
	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)
	Is dismissal of pregnant workers prohibited?	Yes	Employment Relationship Act, Art. 115
Entrepreneurship	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)
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Arts. 21 and 60
	Can a woman register a business in the same way as a man?	Yes	Companies Act, Art. 3; Business Register Act, Art. 8
	Can a woman open a bank account in the same way as a man?	Yes	Family Code, Arts. 21 and 60
Assets	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
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 74
Pension	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 childcare accounted for in pension benefits?	Yes	Pension and Disability Insurance Act, Arts. 19(2), 24, 32(1) and 131