



Statement by
the Republic of Slovenia
at the

Beijing+25 Regional Review Meeting

Closing the gender gaps: Effective economic and social policies in the ECE region

Geneva, 29 October 2019

Thank you Madame moderator,

While aligning with the EU statement, I would like to deliver the following also in my national capacity.

Slovenia has made a significant progress in the development and implementation of gender equality policy since the adoption of the Beijing Declaration and Platform for Action.

Economic and social policies for closing gender gaps can work only when applied in comprehensive and inclusive way. The measures need to take into account not only women and girls but also men and boys – i. e. the whole society.

Conciliation of work, family and private life is in this sense of key importance.

In the last years, Slovenia adopted new legislative measures in order to encourage women to pursue a career and take up decision-making positions in business, the public sector, or politics, despite their family obligations.

Let me focus on three:

Slovenia offers generous maternity, paternity and parental leave, amounting to 395 days in total per child – with the benefit paid as 100% of the previous earnings. So, how does it work? By the Parental Protection and Family Benefits Act, adopted in 2014

& amended in 2018, (A) mothers are entitled to 105 days of paid maternity leave. (B) Parental leave of 260 days CAN BE – and this is new – equally shared between each parent. (C) Additionally, fathers are entitled to 30 days of paid & non-transferable paternity leave.

Such approach enables both parents to care for a child and stimulates fathers to increasingly share responsibilities. In the last 10 years' a significant progress is shown in Slovenia particularly with regard to the role of men in more equal sharing of care work - as the share of fathers on paternity leave and parental leave had increased.

We are marking important positive developments after introducing strengthened comprehensive sexuality. Knowing about own body empowers youth, esp. girls and gives them broader chances of making right decisions. I would like to use this opportunity to express our full commitment and support to promotion and respect for sexual and reproductive health and rights.

One of the priority areas of gender equality policy is also the reduction of pay and pension gap. Although Slovenia ranks among the countries with a low pay gap (8.1%), the pension gap is relatively high (18.92%).

In 2019 / This year a 2-year project called 'My work. My pension' (Moje delo. Moja pokojnina) started. The aim of the project is to draw attention to the pension gap between women and men, improve the knowledge and information about the key factors and reasons for the gap, and raise awareness of mainstreaming gender into the pension policy and pension reform.

To conclude: In spite of the progress achieved, further improvements are always possible. The fact is that actual gender equality cannot be achieved through short-term measures. We need longer-term processes – with changing of social and cultural patterns, with the right family policies, supported by adequate social services.

Thank you.