

**GOOD PRACTICES OF EFFICIENT AND SUSTAINABLE
NATIONAL GENDER EQUALITY MECHANISMS
THE CASE OF SLOVENIA**

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WHAT I WILL SPEAK ABOUT?

FACTS AND FIGURES ABOUT SLOVENIA

SHORT HISTORY OF WOMEN'S MOVEMENT IN SLOVENIA

**CHANGES IN THE OVERALL STATUS OF WOMEN IN SLOVENIA
FROM 1990-2014**

**HOW WE ESTABLISHED OUR NATIONAL GENDER EQUALITY
MECHANISMS BETWEEN 1990 AND 2010**

**FEMINIST FIGHTS IN TRANSITION AND EU ACCESSION PERIOD
THE IMPACT OF THE FINANCIAL CRISES AND RECESSION 2008 –
2014 OR HOW WE HAVE LOST ALL OUR GENDER EQUALITY
MECHANISMS**

**WAY FORWARD: CIVIL SOCIETY INITIATIVE FOR RENEWAL OF
GENDER EQUALITY MECHANISMS IN SLOVENIA - FEMINIST
MANIFESTO 2014**

FACTS AND FIGURES ABOUT SLOVENIA

- **Surface: 20.253 square km**
- **2 million inhabitants, 52% women,**
- **Birth rate: 1,55 in 2013, 21.111 new born, 58% of children out of wedlock, -3.8% less new born than in 2012 .**
- **Mortality of new born: 2 on 1000 new born per year**
- **Maternal morbidity: 6.5, 18.2, 1.5 per 100 000 births in the triades of the last nine years**
- **Life expectancy: men 76.6 women 83.4**
- **Emigration.7000-8000 a year from 2012, immigration slightly lower**
- **Employment rate: men 58.4 women 47%, ratio: employed/pensioners 1.38/1**
- **Unemployment rate, registered: 12.3% - men 9%, women 13%, youth 29%**
- **Net earnings: 994 EUR per month, gross earnings 1.514 EUR per month; average net wage/average pension ratio: 56.41**
- **Wage gap: average 4%, segregated labor market by gender and pay**
- **GDP per capita in USA \$: 1990-2012: 23.000, record high 30.5000 in 2008; now: 27.400 USA\$**
- **At risk of poverty: in 1995 – 12.4%in 2013 – 14.5%**
- **1 gynecologist for 7000-8000 women much too little**
- **Education: secondary: 95% men and women; share of graduates in the population: men 20% women 30%**

SHORT HISTORY OF WOMEN'S MOVEMENT IN SLOVENIA – CHANGES IN THE STATUS OF WOMEN 1990-2014

First women's associations and newspaper before 1900

Liberal, SD and communist women's movements in between the two World Wars - no right to vote, no legal equality, no economic independence of women, no civil divorce, big wage gap, 30% of working class already women

Communist women's movement 1941 – 1990 – great improvement of the status of women – 49% of employed in 1990 are women, pay gap is 14%; 26% of women MPs, freedom of choice in the constitution from 1974, but no right to independent political organization, 89% of all unpaid work in households and care work on women's shoulders

**New independent feminist movement in Slovenia from 1978- till today
Loss of many economic (precariat, poverty) and social rights (pensions, maternity rights, rights of single mothers) , saved personal rights and secular state, saved high quality, affordable public child care, gained political subjectivity of the women (from 11% in 1990 to 35,6% of Women MPs in 2014, from 12% of women ministers in 1990 to 40% in 2014)**

HOW WE ESTABLISHED OUR NATIONAL GENDER EQUALITY MECHANISMS BETWEEN 1990 AND 2010

**New independent women's movement
1988-1990**

Commission for women's politics 1990-2000

**Engendering constitution in 1991 –
freedom of family planning and legal
abortion, ban of discrimination on
ground of sex and sexual orientation
(any other personal circumstance)**

Office for women politics 1992 – 2012

Equal opportunity act – 2003

**Engendering constitution 2nd time:
positive measures for candidate lists
2004**

Enacting quota regulations 2004-2006

National plans for gender equality

**Laws dealing with violence: labor code
(sexual harassment and mobbing**

**Law on prevention of violence in the
family, 2008**

**All attempts to get independent an
ombudswoman failed**

**4th CEDAW periodical report 2008,
recommendations of 2010 – response
of Slovenia 2011**

FEMINIST FIGHTS IN TRANSITION AND EU ACCESSION PERIOD

- **Successful defense of the freedom of abortion in the new Constitution 1991**
- **Long fight for enactment of the quota and parity: 1992-2014 (parity)**
- **Successful defense of public, laic child care and schools 1992-1997**
- **Awareness raising of the widespread sexual harassment at work 1997-8, included in Labor Code in 2003**
- **Improving parental rights, short father's leave enacted in 2008, improved in 2013**
- **Introducing better legislation on prevention and punishment of violence against women – 1989- 2014**
- **Defending women rights to better conditions for pensioning – gradually defeated in several pension reforms**
- **Defending sexual and reproductive public health care and rights – free of charge abortion and contraceptives, gynecologist and pediatrician at the level of primary health care - half beaten. In two referenda we have lost artificial insemination of single women, banned in 2002, Very progressive family code was rejected in order to prevent adoption of the children of same sex partners in 2012**

Way to succeed:

Broad issue coalitions, close cooperation of academia, NGOs, media and governmental office for gender equality

THE IMPACT OF CONSERVATIVE BACKLASH, FINANCIAL CRISES AND RECESSION 2008 – 2014 - HOW WE HAVE LOST ALL OUR GENDER EQUALITY MECHANISMS I

2000 –Special parliamentary Commission for equal opportunities merged into Commission for complaints and human rights. 13.3 % of MPs are women.

2004-2008 – Conservative government – Office for equal opportunities of women and men becomes an Office for equal opportunities and antidiscrimination. Gender aspect got lost. Budget funding for gender programmes in the Office reduced severely. 13.3% of MPs are women

2008- 2011 Coalition with SD government as a relative winner of elections does not renew parliamentary commission for equal opportunities – gender equality stays neglected and lost as a specific subject of the parliament to a great extend.

THE IMPACT OF CONSERVATIVE BACKLASH, FINANCIAL CRISES AND RECESSION 2008 – 2014 - HOW WE HAVE LOST ALL OUR GENDER EQUALITY MECHANISMS II

2012-2013 Conservative government reduces maternity indemnity from 100 to 90%, 2nd child in the kinder garden is not for free any more, wages in public sector with predominantly female employees are cut for 8%, Gender Equality Office becomes a small sector within Ministry of labor, without independent budget line for its work.

2012- 2014 Parliament with 35% of women MPs did not reestablish independent gender equality commission and two neoliberal governments

2012-2013, and a new one elected in 2014 did not renew gender equality mechanisms, new law on equal opportunities has been prepared and rejected from the parliamentary procedures. All attempts to enact ombudswoman failed.

REQUESTS OF THE FEMINIST MANIFESTO 2014

- Gender sensitive statistics and research on gender issues
- Ombudswoman
- Ministry for women and interministerial well resourced body for gender mainstreaming
- Gender sensitive budgeting
- Governmental support to NGOs and their inclusion in decision making of all policies and laws concerning development and gender equality
- Ban of the sexist use of language, fighting promotion of sexism and gender stereotypes in politics and media, equal representation of men and women in public discussions of all relevant political issues

LOBBYING INITIATIVES OF THE CONFERENCE OF WOMEN FROM SLOVENIA

- Lobbying for renewal of gender equality mechanisms in new 2014 government- First success: advisory civil society including Council to the minister of labor
- Ratification of Istanbul Convention before December 10, 2014 – advocacy for accompanying action plan
- Initiative for cross-cutting parliamentary women's caucus – start of the minimum platform of common action for gender equality in the parliament