

Input of Slovenia regarding the Working Group's Report on the Gender Lens to the UN Guiding Principles on Business and Human Rights

3. How to address sexual harassment and sexual or physical violence suffered by women in the business-related context, including at the workplace, in supply chains and in surrounding communities? Please share any good practices which have proved to be effective in dealing with sexual harassment and violence against women.

With a view to ensuring an appropriate working environment free of sexual and other harassment and mobbing, the Government adopted the Decree on measures to protect the dignity of employees of state administration in 2009. The Decree provides measures to prevent sexual and other harassment or mobbing and measures to be implemented in cases when sexual or other harassment or mobbing has already occurred. Each authority must designate a previously trained counsellor to provide assistance and information. Also Guidelines for the protection of employees against sexual and other harassment or mobbing in the workplace have been prepared. The Decree can also be applied in business environment therefore some companies have adopted internal rules and procedures how to tackle sexual harassment and mobbing.

4. Which State laws and policies or social, cultural and religious norms continue to impede women's integration into economic activities and public life generally?

Equal Opportunities for Women and Men Act, adopted in 2002, is a general law that specifies common grounds that guide the development of legislation in individual areas. The act introduces an integrated approach to establishing equal opportunities and promoting gender equality, the aim of which is to achieve sustainable development in this area. Equality of women and men means that women and men participate equally in all fields of public and private life, that they have equal status and equal opportunities to enjoy all rights and to develop personal potentials by which they contribute to social development, as well as the right to equal benefit from the results that development brings. The act also specifies equal opportunities for women and men as eliminating obstacles to the introduction of gender equality, in particular through the prevention and elimination of unequal treatment of the two sexes as forms of discrimination in practice, which derives from traditionally and historically conditioned different social roles, and creating the conditions for introduction of gender balanced representation in all fields of social life

6. How could policy coherence be improved between different government ministries or departments dealing with women issues and business-related matters?

The Equal Opportunities for Women and Men Act established a mechanism for gender mainstreaming into Government policies. Each ministry appoints a coordinator for equal opportunities for women and men who, in carrying out her or his tasks, cooperate with the ministry responsible for coordinating gender equality policy. Through this mechanism policy coherence between different government ministries could be improved, but only if gender equality is seen a priority and high on the agenda of the leading government.

9. What is the role of businesses in dealing with domestic laws, policies and societal practices which are discriminatory to women?

Representatives of business are members of governmental groups preparing legislative measures for tackling underrepresentation of women in boards and senior positions.