



European network of legal experts in gender equality and non-discrimination

FLASH REPORT

Country:	Slovenia
Title:	Increased capacities of Slovenian equality body
Date:	17 July 2019
Expert:	Neža Kogovšek Šalamon
Update of flash report:	Slovenia - New equality body established and new advocate nominated (PDF 151 kB)
Context	
Issue at stake:	The Slovenian equality body with increased staff and budget
Grounds of discrimination:	All grounds
Field of application:	All fields
Source:	National equality body
Applicable law:	Protection against Discrimination Act, Official gazette of the Republic of Slovenia, No. 33/16

Content

Policy development: The Advocate of the Principle of Equality, the equality body in the Republic of Slovenia increased its capacity in terms of staff and budget allocated for 2019. Since October 2016 when the new equality body was established and the new chair nominated, starting with no employees, it currently (July 2019) operates with 20 full time employees and a budget of EUR 1,1 million per year. This capacity enables the Advocate to implement the majority of tasks allocated by the 2016 Protection against Discrimination Act (PADA), in particular providing independent assistance to victims of discrimination, deciding on discrimination complaints, preparation of recommendations for policy changes, systemic monitoring of discrimination, participating in international cooperation, in particular all Equinet working groups, and partly also conducting independent surveys, analyses and research studies. Independent assistance to victims is provided by email, in person and by phone via free of charge call line 080 81 80. The Advocate provides comments to legislative bills relevant for issues of equality.¹ In 2019 the equality body also started with field visits to local communities, meeting mayors, businesses, social and employment institutions and non-governmental organisations.² It also regularly conducts structured dialogues with the representatives of civil society organisations focusing on individual discrimination grounds, such as religious communities, Roma communities, ethnic minorities, LGBTI persons and others.³ The mandate of the Advocate is broad as defined with Article 21 of PADA, and covers all personal grounds and all fields, well beyond the material scope of the EU anti-discrimination directives 2000/78/EC and 2000/43/EC.

¹ Examples of commentaries include a commentary to a Disability Council Act, available at: <http://www.zagovornik.si/zagovornik-nacela-enakosti-v-mesecu-juniju-podal-komentar-k-dvema-zakonodajnama-predlogoma/>.

² See, for instances, the visit to Velenje on 6. 2. 2019, <http://www.zagovornik.si/zagovornik-nacela-enakosti-obiskal-salesko-dolino/>, to Goriška region on 4. 6. 2019, <http://www.zagovornik.si/zagovornik-nacela-enakosti-miha-lobnik-na-terenskem-obisku-na-goriskem/>, and to a Roma settlement on 23. 4. 2019 <http://www.zagovornik.si/zagovornik-nacela-enakosti-obiskal-romsko-naselje-brezje-zabjek/>.

³ The list of all meetings with civil society organisations is available at: <http://www.zagovornik.si/uporabne-povezave/nevladne-organizacije/>.

The statistical report for the work of the Advocate of the Principle of Equality shows that in 2018, the Advocate dealt with 223 cases, 149 of which were closed and 74 continued in 2019.⁴ In 2018, the Advocate received 93 new cases, while it still dealt with 130 on-going cases that were transferred to 2018 from previous years.⁵ The cases comprise both discrimination complaints as well as requests for assistance by victims of alleged discrimination. In 53 % of the closed cases the complainants did not state the personal ground, hence the case was not a discrimination case (but a case in which the complainant believed it related to discrimination). Out of 149 closed cases, 8,8 % referred to disability, 8,3 % to race, ethnicity or ethnic origin, 4,7 % to gender, 4,1 % to religion or belief, 2,9 % to age and 2,9 % to sexual orientation. In terms of fields of discrimination, 26,6 % of closed cases referred to employment conditions, 24,8 % to access to employment, 24,8 % to access to goods and services, 14,7 % to education, 6,4 % to social protection, including health care, 1,8 % to social benefits and 0,9 % of closed cases referred to memberships in workers' or employers' organisations.⁶

The Advocate runs a regularly up-dated website (www.zagovornik.si), and very active Facebook⁷ and Twitter⁸ accounts. These media outlets are used to raise awareness about the concept of discrimination, provide information about the Advocate's work and inform the general public about the ways to tackle discrimination.

Key points of analysis: Since October 2016 when the chair was nominated and the new equality body officially established, the body has showed an immense development of its structures, increasing its working capacities, hiring employees with expertise in discrimination law and social issues and strengthening its ties with communities exposed to discrimination, other state institutions, political actors and the media. It has become a visible stakeholder in the field of equal treatment in Slovenia.

Internet link source:

- Advocate of the Principle of Equality – Official Website: www.zagovornik.si;
- Annual Report of the Advocate of the Principle of Equality for 2018, <http://www.zagovornik.si/wp-content/uploads/2019/05/RS-Zagovornik-na%C4%8Dela-enakosti-Redno-letno-poro%C4%8Dilo-za-letno-2018.pdf>.

⁴ Advocate of the Principle of Equality, Annual Report for 2018, p. 94.

⁵ Ibid.

⁶ Ibid., p. 42.

⁷ <https://www.facebook.com/zagovornik/>.

⁸ <https://twitter.com/zagovornik>.