



Slovenia

**NATIONAL ACTION PLAN
ON SOCIAL INCLUSION (NAP/inclusion)**

(2004 – 2006)

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CONTENTS

Chapter 1: Major trends and challenges.....	1
1.1. Social and economic overview	1
1.2. Groups with the greatest risk of poverty and social exclusion	5
1.3. Key challenges.....	6
Chapter 2: The strategy, main objectives and target groups.....	8
2.1. FACILITATING PARTICIPATION IN EMPLOYMENT.....	8
2.1.1. Active employment policy (APZ) as an instrument of social inclusion	8
2.2. FACILITATE ACCESS TO RESOURCES, RIGHTS, GOODS AND SERVICES.....	9
2.2.1. System of social protection	9
2.2.2. Housing	10
2.2.3. Access to health care	11
2.2.4. Access to social protection	12
2.2.5. Access to education	13
2.2.6. Access to judicial protection	14
2.2.7. Access to culture.....	14
2.2.8. Access to leisure activities.....	15
2.2.9. Reducing regional differences.....	17
2.3. PREVENTING THE RISK OF EXCLUSION.....	17
2.3.1. Promoting e-inclusion.....	17
2.3.2. Preventing exclusion from work.....	18
2.3.3. Preventing discrimination.....	18
2.3.4. Preventing other risks of exclusion.....	19
2.4. HELP FOR THE MOST VULNERABLE.....	19
2.4.1. Help in gaining employment.....	19
2.4.2. Help in education.....	20
2.4.3. Help with housing needs.....	20
2.4.4. Help with social inclusion	20
Chapter 3: Measures	21
3.1. FACILITATING PARTICIPATION IN EMPLOYMENT.....	21
3.1.1. Active employment policy (APZ) as an instrument of social inclusion	21
3.2. FACILITATE ACCESS TO RESOURCES, RIGHTS, GOODS AND SERVICES.....	22
3.2.1. System of social protection	22
3.2.2. Housing	23
3.2.3. Access to health care	24
3.2.4. Access to social protection	26
3.2.5. Access to education	27
3.2.6. Access to judicial protection	28
3.2.7. Access to cultural activities	29
3.2.8. Access to leisure activities.....	30
3.2.9. Reducing regional differences.....	31
3.3. PREVENTING THE RISK OF EXCLUSION.....	31
3.3.1. Promoting e-inclusion.....	31
3.3.2. Preventing exclusion from work.....	32
3.3.3. Preventing discrimination.....	32
3.3.4. Preventing other forms of exclusion	32
3.3.5. Use of means from European Structural Funds.....	33
3.4. HELP FOR THE MOST VULNERABLE.....	33
3.4.1. Help in gaining employment.....	33
3.4.2. Help in education.....	35
3.4.3. Help with housing needs.....	36
3.4.4. Help with social inclusion	36
Chapter 4: Institutional framework	37
4.1. The process of drafting the NAP/inclusion	37

4.2. Mobilising all actors.....	37
4.3. Monitoring implementation of the NAP/inclusion	38
Chapter 5: Examples of good practice.....	39
Example 1: Dispensary for persons without health insurance	39
Example 2: Old people's self-help groups.....	39
Example 3: e-School.....	39
Example 4: "Independent life for persons with handicap"	40
6. Statistical annex	41
Table 1: Gross domestic product by expenditure, real growth rates in %	41
Table 2: Volume indices GDP per capita in PPS, indexes: (EU-15=100).....	41
Table 3: Structure of GDP	42
Table 4: Productivity (GDP per employee) - real growth rates in %	42
Table 5: Employment rates by gender and age group (in %).....	43
Table 6: Employment rates by sectors of activity (15-64), in %	43
Table 7: Unemployment rates.....	44
Table 8: Persons in employment and unemployed persons by school attainment, in %, 2003	45
Table 9: Social protection expenditure and expenditure on social benefits by function, in % of GDP, 1996-2002.....	45
Table 10: Some demographic indicators of the Slovenian population and EU-15	45
Table 11: Projection of the population.....	46
Tabela 12: Some social cohesion indicators – income and poverty adopted at the Laeken Council - Slovenia and EU-15	46
Table 13: Social cohesion indicators – income and poverty adopted at the Laeken Council (at-risk-of-poverty rate) for Slovenia.....	47
Table 14: Regional data	49
Table 15: Structure of the recipients of financial social assistance*, v %.....	50
Table 16: ESF funds in the period 2004-2006, by SPD and CIP EQUAL measures.....	51

List of abbreviations

APZ	Active Employment Policy
CIPS	Centres for Education and Occupational Counselling
CSD	Social Work Centres
DURS	Tax Administration of the Republic of Slovenia
EES	European Employment Strategy
ER	Employment rate
SPD	Single Programming Document
ESF	European Social Fund
ESS	Economic and Social Council
GDP	Gross Domestic Product
ICT	Information and communication technology
JS	Guarantee Fund
MDDSZ	Ministry of Labour, Family and Social Affairs
MID	Ministry of Information Society
MK	Ministry of Culture
MOPE	Ministry of the Environment, Spatial Planning and Energy
MP	Ministry of Justice
MSZŠ	Ministry of Education, Science and Sport
MZ	Ministry of Health
NGO	Non-governmental organizations
NPSV	National Programme of Social Protection
NSVS	National Housing Savings Scheme
PS	Maintenance Fund
RDA	Regional Development Agency
RS	Court of Audit
SSRS	Housing Fund of the Republic of Slovenia
SUNEO	Council for Fulfilling the Principle of Equal Treatment
SURS	Statistical Office of the Republic of Slovenia
SVRP	Government Office for Structural Policy and Regional Development
UEM	Office for Equal Opportunities
URSM	Youth Office of the Republic of Slovenia
ZDIS	Association of Slovenian Working Disabled Persons
ZDR	Employment Act
ZDSS	Labour and Social Courts Act
ZDUŠ	Association of Pensioner Societies of Slovenia
ZEMŽM	Equal Opportunities for Women and Men Act
ZPIZ	Institute for Pension and Disability Insurance
ZPMS	Friends of Youth of Slovenia Federation
ZRSZ	Employment Service of the Republic of Slovenia
ZŠ	Institute for Sports
ZSGGS	Association for Social Gerontology and Gerontagogy
ZSVDP	Parental Protection and Family Benefit Act
ZUNEO	Act Fulfilling the Principle of Equal Treatment
ZZRZI	Employment Rehabilitation and Employment of Disabled Persons Act
ZZZS	The Health Insurance Institute of Slovenia

Chapter 1: Major trends and challenges

1.1. Social and economic overview

The Slovenian Government defined the policy of social inclusion as one of its priority policies back in 2000. On 18 December 2003 it signed with the European Commission (the EC) a Joint Memorandum on Social Inclusion (JIM), signifying the further enhanced fulfilment of this policy, and indicating its direct link to the social inclusion policy on the EU level. In April 2003 the Government, employers and unions signed the Social Agreement for the Period 2003 – 2005, which apart from the main objective of “balanced socio-economic development” sets out the joint partial objectives of the social partners in the area of high employment and an appropriate wages policy, active social policy, family policy and housing policy. In these activities the social partners are attempting to keep up with the strategic objective of a sustainable rise in the prosperity of the population through **balanced economic, social and environmental development**.

The moderate **economic growth** (2.3%) continued **in 2003**, although this was the lowest level since 1993 (a consequence of unfavourable conditions in the international environment¹, and excessively slow implementation of structural reforms, which restricted the more rapid growth of competitiveness). For the future, too, there is a gradual economic growth forecast (for 2004 at 3.6% and for 2005 at 3.7)². In 2002, GDP³ per capita in purchasing power parity amounted to 71% of the EU-15 (and 77% of the EU-25 average). Slovenia’s **economic structure**, measured by structure of GDP, is gradually approaching the structure of the advanced economies, with a decline in the share of agriculture and industry, and an increase in the share of services. Structural weaknesses have been identified in the excessively slow growth of market services, especially commercial and financial, and in the processing industries, where the processes of restructuring towards a strengthening of technologically more intensive activities are too slow.

Although Slovenia is a small country, **regional differences** are evident. In terms of attained level of economic development, mortality, level of Internet use, jobless numbers and so forth, the main problems are still in the Podravje, Pomurje and Spodnjeposavje regions, although regional differences in the unemployment rate for instance have persistently diminished for the third year in succession.

In the area of **environmental development**, the results are somewhat worse, indicating that in recent years economic development has been achieved partly at the expense of environmental development, something that is influenced by the country’s high energy intensiveness, which is only coming down very slowly, and the unfavourable growth rates of industries with most intensive emissions and intensive farming.

The slowdown in economic growth in 2001 had a decisive influence on the slower growth in employment. Despite this, registered unemployment has been falling, and this continued in 2002. In 2003 employment fell according to both register and survey data. According to the Labour Force Survey, in 2002 the employment rate (ER) amounted to 63.4% (64.2% in EU-15) and in 2003 to 62.6% (64.3% in EU-15). The ER of males, young people and old people are under, and that of females above, the comparable EU-15 averages. As in 2002, last year’s drop in the number of work-active persons was affected primarily by a reduction in the number of informally work-active persons, and in addition to this by a sharp reduction in the number of independent farmers, while the number of persons in employment again rose (albeit by a modest 0.3%). There would have been no increase in the number of persons in employment without active employment policy (APZ) measures; in 2003 around 12,500 job placements were made directly from APZ programmes. There was also an increase in the numbers of those included in educational and vocational training programmes, something that contributes to the further reduction in what is termed structural unemployment, whose main cause is

¹ In the EU countries economic growth last year was also the lowest since 1993, which had a major impact in Slovenia on foreign demand and consequently on the growth of Slovenian exports.

² Source: UMAR, Spring report, May 2004

precisely a lack of, inadequate or inappropriate level of education or vocational qualifications. Nevertheless in the first five months of 2004 we have recorded a 7% growth in employment, which indicates a renewed growth in ER and a further reduction in unemployment. Thus for the first time since 1990, the level of registered unemployment will this year fall below 10%. Owing to the pension reform implemented in 2000, the retirement age has already risen a little, and is gradually contributing to a higher employment rate of older people. The share of work-active people in the services sector, which amounted to 49.8% in 1995, grew continuously and reached 51.7% in 2002, and stood at 54.1% in the second quarter of 2003. Restructuring of employment is therefore continuing in favour of service activities.

The **unemployment rate**, measured by the Labour Force Survey, was 6.1% in 2002 and 6.5% in 2003, and despite the lower economic growth and unfavourable macroeconomic conditions, especially in the export markets, is lower than in EU-15 (7.7% in 2002, 8.0% in 2003³). Despite these positive figures, the structural problems of unemployment in certain target groups are still above the EU-15 average, although the structural variances have been diminishing continuously for two years now, which is a result of the specific targeting of active employment policy measures. The structural problems of unemployment are:

- **gender employment gap.** The annual unemployment rate for women (7.1% in 2003) is still higher than for men (6.4%)
- **unemployment of young people,** especially young women (18.7% (2nd quarter of 2003)), which is above the 13.1% rate for men
- **long-term unemployment.** The share of long-term unemployed, which did in fact fall in 2002 (a result of priority employment), is still high (52.2%), and amounted to 46% in 2003. The long-term unemployment rate amounts to 3.3% (3.0% in EU-15, 2002), while the very long-term unemployment rate is 2.5% (1.9% in EU-15)
- **low education of unemployed persons.** Among the registered unemployed, at the end of December 2002 45.6% and at the end of December 2003 42.8% had no basic occupational education, and with the restructuring of the economy into a society based on knowledge, they have more difficulty finding work.
- **registered unemployment of disabled persons.** The proportion of disabled persons in the total of registered unemployed amounted in December 2002 to 14.5%, and in December 2003 to 9.2%.
- **regional differences.** The registered unemployment rate fell again in 2003, but is still markedly higher in the eastern half of the country (in Pomurje it stood at 16.8% in April 2004).
- **position of the Roma.** The current situation in the Slovenian labour market is not especially favourable for the Roma (lack of basic qualifications, functional illiteracy, employer prejudices). Regular employment is rare, and irregular forms of work predominate (there are no exact data, and only estimates are available). The number of registered Roma job seekers is gradually rising.

The results of **social development** are favourable, since life spans are getting longer, the level of poverty risk is falling, and income inequality is not increasing. Major reforms have been carried out in the area of social protection, except for the area of health.

In 2001, according to the **human development index**, for the fourth successive year Slovenia occupied 29th place in the group of 175 countries, which indicates the relative stability of conditions in those areas that affect the value of the index. The gradual but continuous rise in the value of the index points to an improvement in the quality of life in Slovenia, as measured by the indicators included in this index.

In 2002 a total of 25.4% of GDP⁴ was allocated **for ensuring social protection**, and this is somewhat lower than the European average (27.5% in 2001). Calculations of funds for ensuring social

³ Source: Indicators for monitoring the Employment Guidelines 2004/2005 compendium (draft).

⁴ SURS made a new calculation of GDP which is higher than that used for the needs of the JIM, 2003. The share for social protection is therefore appropriately reduced.

protection per inhabitant by purchasing power indicate that in 2000 Slovenia allocated for this purpose 65.9% of the average for the EU countries (60.5 % in 1996).

Reform of the pension system has been carried out (gradual increase in retirement age, 61 years for women and 63 for men). With implementation of the reform, the average retirement age rose and in 2003 stood at 59 years and 11 months for men and 55 years and 8 months for women.

The **population is stagnating**, with a growth of only 0.04% in the last five years (low birth rate). The overall birth rate was 1,20 in 2003, which is less than in EU-15, and this cannot be compensated for even by positive net immigration (annually average for the period 2000 - 2002 was 2,500 persons). The main body of immigrants are from the countries that emerged in the territory of the former Yugoslavia (69% in 2002). The number of **households** is rising, but their average size is falling. The number of **families** is less than the number of households.

Life expectancy, which is at the same time an indicator of health (and a sub-index of the human development index) has been increasing since 1995, and in 2002 reached 72.3 years for men (in EU-15 75.5 years in 2001) and 79.9 years for women (in EU-15 81.6 years in 2001). The differences between Slovenia and EU-15 are gradually being reduced, but Slovenia currently still lags behind considerably. In comparison with the Central and Eastern European countries, however, Slovenia still has a greater life expectancy.

In terms of **infant mortality**, which is at the same time one of the most synthesised/composite indicator of the quality of life and health, in 2001 (4.2 per 1,000 live-born infants) and 2002 (3.8) Slovenia had already overtaken the EU-15 average. There are lower infant mortality levels only in Sweden, Finland and Spain. The level of maternal mortality (death during pregnancy, perinatal and postnatal death), however, is far above the EU-15 average in Slovenia. In 2000 maternal mortality was 27.8 women per 100,000 live births, while the average for EU-15 was 5.1. (Among the countries with the lowest maternal mortality rate is Ireland, with a rate of 1.8).

The decline in the birth rate and the increase in life expectancy are causing an **aging of the population**. The proportion of inhabitants aged 65 years and more is increasing; in 2003 it amounted to 15%, which is already equal to the proportion of inhabitants aged 0 to 14 years. Equally, the ratio of older people to inhabitants capable of work is increasing (coefficient of dependence). At the beginning of 2002, for every 100 people able to work there were 21 persons aged 65 or over (24 in EU-15 in 1999). An important consequence of the aging of the Slovenian population, which employers will have to take into account in the future, will be the reduction in the proportion of inhabitants able to work (aged 15 to 64 years), something that will be particularly intense after 2005. Aging will have a marked impact primarily on spending for health and social services, and will demand an adjustment of services and methods of financing.

The **state of health** of Slovenia's inhabitants is similar to the situation in other developed countries. The majority of people die as a consequence of cardiovascular diseases and cancer, which together account for 67% of deaths. These are followed by injuries (8%) and respiratory diseases (8%). Injuries are the main cause of death for people up to age 45, neoplasms in the age group 45 to 64 and cardiovascular diseases for those over 65 years old. People's state of health is also affected by their socio-economic status. In eastern Slovenia, which has the lowest GDP per capita, the highest unemployment rate and the highest incidence of social assistance, life expectancy is also the lowest and mortality the highest. A Slovenian public opinion poll has shown that **socio-economic factors** have an important effect on the cause of death and on the age when premature mortality occurs, and that people with different educational structures **use health services in a different way**. Individuals with the lowest level of education visit health clinics less frequently compared to other educational groups, but they are more frequently hospitalised, which means that they decide to see their doctor relatively late, when their illness is already quite advanced and hospital treatment is required.

The existing system of insurance impedes access to health services. Under the current arrangements, for the majority of services, in addition to the compulsory component, **voluntary supplementary insurance** must also be paid. The level of premiums for voluntary supplementary insurance is the same for all, both for those with high incomes and those with low incomes. This causes an inequality in access to health services, since certain categories of patient can only pay for such insurance with difficulty. Limited access is also experienced by certain individuals that are not insured at all (homeless people, those without a permanent residence and so forth). Another major problem in ensuring access to health services is the **long waiting lists** for certain health services.

The **education level** of the population is improving, although in the proportion of the population with **college or university education** we are still a fair way behind the advanced European countries. Despite the fairly high number of enrolments (in 2002 a total of 42% of the population aged 19 to 23 were enrolled in college and university programmes), the number of those completing their studies is still relatively low. **Enrolment in secondary school** is also high. At the beginning of the 2002/2003 school year, 89.3% of young people aged 15 to 18 were enrolled; if we take into account adults of the same age enrolled in secondary education programmes, this percentage is 90.7. In 2001, 75.4% of the class finished secondary school. Every young person who drops out of education before acquiring an appropriate vocation is reducing their prospects for employment. Although the inclusion of young people in the education process is high (the net enrolment quotient in groups up to 29 years old is higher than in the EU), the **involvement of adults in formal education** is still low, especially for the older age groups. With the aim of improving the situation, the Slovenian Government has drawn up a National Programme of Adult Education, and this has already been confirmed by the Slovenian National Assembly. The net enrolment quotient in all three levels of education is below the EU average. The **level of lifelong learning** (structural indicator), measured through the inclusion of adults (25-64 years) in education and training, was 8.8%⁵ in 2002 and is below the EU-15 average, which is 8.4% and below the long-term objective of the EU-15 for 2010, which is 12.5%. **Analysis of access to educational opportunities for adults** has shown that opportunities differ relative to age and education already attained. The involvement of adults in education falls markedly after the age of 40. Education is most accessible to those that have finished secondary school, since these persons are offered the greatest financial incentives by employers and also by the state, while those least educated are to a large extent left to their own financial resources. The low level of lifelong learning is probably also the reason for the low level of **functional literacy**⁶.

The **spread of Internet use** increased in the period from 2001 to the end of 2003 from less than a quarter to almost half. According to definitions of Internet use comparable with the rest of Europe, the proportion of households with Internet access reached 45%, while individual Internet use grew to 47% among persons over 15. Penetration of the Internet in the entire population amounts to 35%, with around 710,000 Internet users in Slovenia at the end of 2003, which means that our growth trend follows the middle scenario. Slovenia's lag in household Internet access, expressed by the method of time distance, fell from 2.33 years in January 2000 to 0.67 years in April 2003. Upon accession to the EU, Slovenia ranked only a few percentage points below the EU-15 average, and on enlargement it may anticipate being positioned above the average for the enlarged EU. Among the new members⁷, Slovenia, together with Estonia and Malta, is occupying a leading position in the development of the IT society, but comprehensive exploitation of the advantages of ICT, especially as regards the potentials of e-learning in lifelong learning and the potential of teleworking for labour force mobility remain a challenge.

⁵ Source: "Education and training 2010" The success of the Lisbon strategy hinges on urgent reforms, Draft joint report on the implementation of the detailed work programme on the follow-up of the objectives of education and training system in Europe, Commission of the European Communities, Brussels, 2003, page 26

⁶ International research on literacy of the population aged 16 to 65 has shown that the majority (around 70%) have not attained a level that OECD experts assessed as suitable from the aspect of mobility, employability and the participation of individuals in social processes.

⁷ e-Europe+, Progress Report and Deiss, 2002

The acquisition of non-profit and social **housing** fell in 2001. Construction trends for non-profit housing indicate that from year to year the volume of non-profit construction is nevertheless increasing (538 apartments in 2002, 1140⁸ in 2003). Yet despite the positive trends of recent years, there is a shortfall of 8,500 non-profit apartments. Moreover there is no possibility for **emergency and temporary accommodation**, which would temporarily solve the housing problems for people who find themselves without a roof over their heads. **There is also a lack of housing for groups of the population with special needs**, including apartments for communal residence, such as residential communities, persons with disability and those with mental health problems.

The network of social services is relatively well developed. In recent years it has developed especially in adapting to the needs of its users, in expanding the scope of its services, in offering greater choice and in pluralising the network of service providers. In the past, service providers were mainly state institutions, but an important part of the network is now represented by non-governmental organisations and the private sector. In recent years the network has **expanded most in the area of care provision for the elderly** (old people's homes, home help, day centres), to persons with mental health problems, victims of abuse, drug addicts and disabled persons. Despite this the scope of services and access to programmes is still below the required level, so expansion will still be needed in the future, especially for the most vulnerable groups. Needs are evident in the introduction of new services, especially for persons with disability and with mental health problems, as well as for the elderly.

The level of poverty risk, taking into account income in cash and in kind, amounted to 10,6% in 2000, which is 2,3 percentage points less compared to the level of poverty risk taking into account only income in cash (12,9%), and is at the same time lower than the EU-15 average (15%). Reductions in the level of poverty risk are also assisted by reductions in unemployment, since losing one's job is precisely the main reason for poverty and along with it social exclusion. Inequality in income distribution, expressed by the **quintile class ratio S80/S20** and the **Gini quotient**, which are also calculated taking account of income in cash and in kind, amounted to 3.2 and 22. Even taking into account only income in cash, both indicators (S80/S20 in the Gini quotient) indicate less inequality than in EU-15. The threshold of poverty risk in Slovenia, measured in purchasing power parity, amounts to approximately 74% of that in EU-15 in 2000. **If social transfers are excluded from incomes**, the level of poverty risk increases sharply, which indicates how important an influence social transfers (including pensions) have in reducing the level of poverty risk.

The state allocates **cash social assistance** to those that cannot provide the means for themselves and their families to ensure a minimum income level (means of satisfying minimum needs for subsistence). In December 2003, 4.4% of the population were eligible for social assistance. The **structure of cash social assistance recipients** indicates that the majority of recipients were unemployed (85% of all are unemployed), 9% had no education, 46% were young persons (aged 18 to 26 years), 67% had no income and 72% were single.

1.2. Groups with the greatest risk of poverty and social exclusion

Groups most at risk include: certain groups of disabled persons (without status, with severe disability, unemployed, with unsuitable housing conditions), unemployed young persons (first time job seekers), children (where owing to poverty or social exclusion their physical, mental/emotional and social development are at risk, and this has negative long-term consequences), adolescents with developmental difficulties, homeless persons (health and housing problems), Roma (unemployment, low education level, poor housing conditions), people with low incomes (unemployed, lone parent families), other vulnerable groups (victims of abuse, addicts, persons with mental health problems, persons on probation, persons without work permits etc). In the majority of cases, women are in a worse position than men. What is common to individuals from these groups is that owing to various difficulties, usually in a pronounced and long-term bad social and economic position, they are

⁸ Estimate based on the plan, final data not yet available.

uncompetitive in the jobs market in view of their below-average employability, for which reason they find it very hard to obtain employment. Many of them become apathetic and unmotivated for employment, and thereby permanently dependent on social assistance. Within each observed group we find individuals with very diverse problems, in different stages of problems, with various life fates and experiences. It is often hard to categorise individuals in one single group, since the problems of the observed groups frequently overlap or are highly complex. These groups often face an accumulation of problems owing to social exclusion, which usually need to be dealt with at the same time through measures in the area of employment, housing policy and social services.

1.3. Key challenges

Social inclusion in Slovenia is faced with the following key challenges (listed in order of importance):

1. Further development of an inclusive labour market and promoting employment as a right and possibility for all

Promoting employment is of key importance for a way out of poverty and social exclusion. The main challenge is therefore to reduce structural imbalances, primarily **through an even greater emphasis on APZ measures** for the long-term unemployed, for the unqualified, young people (especially women), older unemployed persons and unemployed Roma. There is a need to eliminate the causes of unemployment (low level of education, inadequate vocational training) and problems linked to finding employment through a continued redeployment of funds aimed at passive forms of assistance towards active measures. Thus after 2000 the employment policy, by increasing the proportion of active measures at the expense of passive ones, succeeded in getting people dependent on benefits back to work, while economic policy will strive to create more numerous and better jobs. Special attention will be paid to **equalising opportunities and increasing the independence of disabled persons by exercising the Employment Rehabilitation and Employment of Disabled Persons Act**. Employment prospects must also be ensured for the **groups most at risk**, which are faced with a whole series of social exclusion problems, and which are therefore furthest removed from the labour market. Special emphasis will also be given to these groups through implementation of the Community Initiative EQUAL, which is starting this year.

2. Ensuring appropriate education

Alongside unemployment, low educational level is the main determinant of poverty and social exclusion. For this reason a further **increase in investment in education of the population** remains one of the key long-term policies for preventing poverty and social exclusion. Special attention must be devoted to **developing and expanding a culture of lifelong learning**. Inclusion of young people in education is increasing, but the drop-out rate is still relatively high, especially in lower-level vocational education. Young people need to be turned back from giving up on education and training, and kept involved in the processes of education or certified training. The further **promoting the use of information and communication technology must be continued**. In this way the risks of a digital divide will be reduced.

3. Ensuring suitable living conditions for all

Ensuring cost-acceptable accommodation possibilities is still a major challenge. **Access must be improved to housing for low income households** by increasing the number of non-profit housing units and implementing a new system of subsidising rents (help in paying rent), which has been set in law though the new housing act. In addition to this, suitable housing and living conditions must be provided for other at-risk groups.

4. Reducing regional differences

Reform of regional policy, which should reduce regional differences, began with the adoption of the Promotion of Balanced Regional Development Act (1999) and the Regional Development Strategy (2001). The reform served to establish an institutional structure on the regional and national level. There is a need to supplement the existing law and create the conditions for regional policy to become more effective. The main challenge of regional policy is guiding direct regional initiatives and coordination by ministries in guiding indirect regional initiatives. A positive example in this area is

provided by the APZ, which for the second year in succession has directed 70% of its funds to regions with above-average unemployment rates.

5. Improving the provision of services

The provision of social services will need even more to be **adapted to the needs of users**, and in some places we will also need to **expand the actual network**, in order to include the most vulnerable groups. Despite the rapid expansion of recent years, the existing capacities will not be able to satisfy the growing needs, which will require operations to be coordinated between the national and local level. Given that the existing provisions for health insurance (compulsory and supplementary) do not enable equal access to health services, preparations are in hand for a comprehensive reform of health insurance and health care in general, on the basis of analyses and conclusions from the White Paper. The objective will thus be to introduce a new system in which the majority of services that are of essential importance and benefit for health and treatment, will already be available in their entirety within the framework of compulsory health insurance, or as part of the system of supplementary health insurance, insured persons on low incomes will be exempt from surcharges, while other categories of insured persons will pay premiums depending on their income. The aging of the population presents society with special demands, since there is a steeply rising need for long-term care. The objective is therefore to regulate in law the issue of **insurance for long-term care** and to establish **integrated health and social care at home**, which will be a constituent part of providing long-term care. One of the ways of ensuring that people's everyday needs are satisfied will be provided through a system of **individualised financing** for providing social care services.

6. Ensuring income and means for a decent standard of living

Taking account of the relatively high proportion of spending on social protection, the level of poverty risk in Slovenia is relatively low. It has been falling ever since 1997 and is below the EU average. Poverty analyses indicate that social benefits are appropriately directed towards the lowest income groups of the population. In recent years the possibilities for receiving such benefits and their amounts have improved, especially in cash social assistance, certain family benefits and in state pensions. For this reason there is a growing proportion of people whose predominant source of income is social transfers. Since the difference between the level of income from social transfers and the lowest wages is not such that in itself it would stimulate work (and with a lower level of social rights the actual prospect of subsistence would be questionable), it is exceptionally important to provide these rights only to those that are not without any other income through their own fault. There is a need to verify the reciprocal effects of benefits, or to reduce their linkage, with the aim of reducing the poverty trap (the possible amassing of benefits by some and the dropping out from the system by others (as is the case with rent supplement).

Chapter 2: The strategy, main objectives and target groups

2.1. FACILITATING PARTICIPATION IN EMPLOYMENT

2.1.1. Active employment policy (APZ) as an instrument of social inclusion

For people who are capable of work, employment represents the primary solution to guard against social exclusion and poverty. In 2003 the **APZ programmes included almost 80% (77,206) of all registered unemployed persons**, mostly in education and training programmes. In the period 1998 – 2001 the activation rate rose from 53.6 % to 59.8%. Carrying out employment programmes in 2003 contributed to an improvement in the structure of unemployed persons, since there was a reduction in the proportion of long-term unemployed and unemployed persons without professional education, as well as the proportion of unemployed persons aged from 40 to 50 years, those older than 50 and long-term redundant workers, as well as those that lost their jobs owing to bankruptcy. Of those included in employment programmes, 12.500 participants of employment programmes found work in 2003. On the basis of data from previous years ZRSZ estimates that six months after the conclusion of the programme, around 19.600 participants will find jobs (2004/2005).

The strategic objectives adopted at the 2000 European Council session in Lisbon (full employment, improving the quality and productivity of work, and strengthening of social cohesion and inclusion) have become the key priority in formulating Slovenia's employment policy. Slovenia has committed itself entirely to achieving the mid-term and long-term objectives of the EES, which are also relevant in the Slovenian context. To this end, in December 2003 the Slovenian Government adopted a National Action Programme of Employment for 2004 (NAP/employment 2004), which defines the measures, means and mechanisms for fulfilling the EES objectives and the EU recommendations in the area of employment. The new feature brought by this document, is that it embraces all the policies that influence the situation in the area of the labour market and employment, and not just employment policy. NAP/employment for the period 2004-2006 is being drafted, and this will be completed by October 2004.

In line with the employment strategy and the long-term objectives up to 2010, the employment rate in Slovenia should stand at 70% in 2010, with the employment rate of women at 60%. The employment rate of older people, aged 55 to 64 years, should be 50% in 2010, but **forecasts indicate that this objective will be hard to achieve by then**, or we will be able to approach it **only by implementing the planned active employment policy measures and with appropriate economic growth**, which will enable the creation of new jobs, reduce regional differences and ensure appropriate macroeconomic and fiscal conditions for the stimulation of new investments and for the development of entrepreneurship. With a 58.6% **female employment** rate in 2000, Slovenia is close to the EU target for 2010 (60%). Like the other European countries, however, it is also encountering problems in the employment of women, especially for unlimited time periods.

An analysis of the situation in the area of employment has shown that the proportion of persons encountering difficulties in the labour market is greatest among the long-term unemployed. In order to reduce the variances in the structure of unemployed persons, the **fundamental objective of the APZ is to increase employment prospects for disadvantaged persons** (those hard to employ). This involves two sections of the population, those that are work-active or potentially work-active, and those that are work inactive, who must be ensured active inclusion in the life of society. Special attention will be paid to promoting social inclusion through an increase in the participation of people with special needs and difficulty in accessing the labour market (disabled persons and young adults who have dropped out of education before finishing, or who are employed and face various difficulties, and easing access to the labour market for persons at risk of social exclusion).

The priority objectives for the period 2004 – 2006 are:

1. raising the **educational** level and **training** of the active population,
2. reducing structural variances, which would be reflected in a **reduction in the proportion of long-term unemployed** to around 40% and the proportion of unemployed persons without vocational education to around 25%,
3. ensuring inclusion in employment programmes for **all young unemployed** persons who in 6 months from the onset of unemployment have not found jobs, and for all others who have not found jobs within 12 months,
4. improving the employment prospects of disabled persons and reducing the unemployment rate of disabled persons,
5. reducing **regional variances** in the labour market,
6. **employment growth**, which will on average in the period up to 2006 exceed 1% annually, alongside accelerated economic growth, which will enable a **reduction in the unemployment rate** to around 5% according to international methodology, or a registered unemployment rate of around 8% by the end of 2006,
7. further **development of social partnership** in the area of tackling the problem of unemployment and increasing employment.

2.2. FACILITATE ACCESS TO RESOURCES, RIGHTS, GOODS AND SERVICES

2.2.1. System of social protection

2.2.1.1. Ensuring access to appropriate resources for life

The social security of the individual and his family is ensured primarily through work or employment, and through appropriate pay for work performed. The state is therefore paying **special attention to protection of the lower wage level**, which is ensured in Slovenia through the institution of the minimum wage, something that has been in effect since 1995 and is the subject of agreement between the social partners. In line with the agreement between them, the minimum wage is also subsequently set in law. In this way, the Act Implementing the Agreement on Wages Policy in the Private Sector for the Period 2004-2005 provided the amount of the minimum wage for 2004 and 2005. The Government will also continue to **strive for a single legal determination of the minimum wage** for all employees in Slovenia.

Alongside the absolute level of the lowest wages, from the aspect of preventing social exclusion, the distribution of employees by salary level and the differences between the highest and lowest paid are also important. An important influence on the stratification of people can also be exerted by other income from employment, such as division of profits and business results in the form of cash or shares, various privileges and other. For a long time now, Slovenia has witnessed efforts by the social partners and Government to reduce the differences in employee wages under collective agreements. To this end the valid agreement on wages policy for this and the coming year also provides that employee wages under collective agreements be increased in equal nominal amounts, which contribute to reducing the differences between the lowest and highest paid under collective agreements.

As it has done to date, within the tripartite agreement of the social partners, the Government will encourage the bipartite negotiations during the conclusion of collective agreements to **pursue the objective of fairer distribution of achieved business results**, and at the same time to conclude agreements on a greater dependence of employee wages under collective agreements and on profit sharing to include employees. Such a wages policy will ensure a **reduction of social exclusion**, since it will enable those capable of work to provide for themselves, and pressure on public resources will be reduced. Through this we will strive to fulfil one of the objectives of the Lisbon strategy, that is, to make work pay.

Here attention will be needed in the future on reducing the differences in pay for equal work performed by men and women, and on preventing the separation into so-called men's and women's occupations; the former are generally better paid.

2.2.1.2. Protection of people with the lowest incomes

In all areas of social protection, **important changes have been adopted in recent years**, with special attention being devoted to **protection of people with the lowest incomes**. A further increase in the level of various cash social benefits is therefore not envisaged. We will need, through consistent fulfilment of the provisions that these benefits are intended only for those who for various justified reasons cannot provide their own income themselves, to prevent abuses in claiming these rights. In this way and at the same time by increasing the extent of employment it will be essential to reduce dependence on social transfers. There is also a need to eliminate the poverty trap, which derives from the current linking of certain social transfers to cash social assistance (CSA), where it was established that there exist certain such traps deriving from the fact that CSA recipients are also eligible to rent supplements, free school lunches and to the highest subsidies on the cost of preschool education, but that families whose own incomes slightly exceed the threshold for receiving CSA lose the above-listed rights. **Long-term objectives:**

1. if we wish to prevent the poverty trap, we need to eliminate tied benefits and seek new possibilities for a different definition of the upper income threshold for eligibility to individual benefits).
2. to verify the reciprocal effects and where needed to harmonise the effects of various transfers (child supplements, grants, cash social assistance);
3. continue through appropriate social transfers to ensure the means for socially at-risk groups of the population which cannot themselves secure the means for satisfying their minimum needs, and in this to maintain a combination of the universal and selective approach, since the latter has a strong impact on proper targeting and on reducing the level of poverty risk.

Priority objectives in the period 2004-2006 are:

1. less tax burdens on the weakest income groups, higher tax relief for children (by implementing the revised personal income tax act, adopted in 2004)
2. reducing dependence on social transfers
3. preventing abuse in obtaining social benefits

2.2.1.3. Social insurance

Up until 2014, reform of pension and disability insurance will be carried out through gradual implementation of the act adopted in 2000, and according to current estimates will facilitate suitable social security for older people and appropriate financial sustainability of the system.

Reform in the health sector is in preparation and should also bring changes in the payment of premiums for voluntary health insurance, since the weak income groups find it hard to cover the costs of supplementary health insurance. Preparations are also in hand for a project to introduce new social insurance, insurance for long-term care. The debates on this are only just beginning, and a decision has not yet been taken, but the fact remains that owing to the increased proportion of dependent elderly people, new features are needed in this area. **Priority objectives** in the period 2004 – 2006 are:

1. through changes to the payment of premiums, ease access to health services for people with the lowest incomes (study the possibility of exemption from payment of supplementary health insurance) and
2. adopt decisions on the future system of long-term care.

2.2.2. Housing

The main problem in the area of housing is the gap between demand and supply, or a lack of apartments and other forms of housing for vulnerable and at-risk groups of the population. Also in evidence is a large divergence between the price of property and purchasing power. The pressure is especially strong in urban and regional centres. The greatest decline has been in the construction of apartments for rent (the biggest shortfall is here, too). The reason for this is the reduced budgetary (municipality and state) financing of apartments and a lack of suitable building plots. **Priority objectives** in the period 2004-2006 are:

1. promote the provision of non-profit rental apartments (construction of 4,500 non-profit apartments in the period 2004-2006).

2. implement a reformulated rents policy, in line with the valid new housing act, in order to encourage investment in construction of new housing.
3. establishing more flexible verification of the capacity for paying rent relative to the specific circumstances of each tenant, and introducing an effective system of rent subsidy (rent supplement), which will enable the subsidising of rents at up to 80% of the total rent (currently up to 50%) as provided by the new housing act.

2.2.3. Access to health care

The health system in Slovenia is well organised, but it is also a subject of extensive reform. It is provided chiefly by public institutions and through concessions. In general, access to services is good, although for some services we observe **long waiting lists**. Persons **without voluntary insurance** receive only urgent treatment. Data indicate that there is a sharply increasing need for long-term care of elderly patients (from 18,500 in 1995 to almost 37,000 in 2003). **Cover of the population with compulsory insurance** is now formally universal. In practice, at any moment there are around 25,000 people without proper insurance cover.

There exists a high level of linkage between socio-economic indicators and lifestyle, mortality, sickness rate and life expectancy at birth. Socially and economically vulnerable groups of the population are markedly more at risk in terms of health. They die earlier, they contract more frequently and earlier heart and psychosomatic diseases, diabetes and mental disturbances. They also account for more frequent injuries and suicides. They are more often absent from work and hospitalised, and more frequently visit the doctor. They assess their state of health as worse than their better off peers. For this reason, reform of health care is envisaged.

Since the socially and economically vulnerable groups are also those most at risk in health terms, access to health care must be facilitated for all citizens, irrespective of their material status. (It would be appropriate to waive the payment of contributions for voluntary supplementary health insurance for vulnerable groups) The financing of health care must be founded on solidarity in collecting the means and fairness in allocating these means among providers. A greater role must also be taken on by the citizens using health services.

The long-term objectives of health care reform, founded on fairness, accessibility, quality and efficiency, and which are closely linked to social inclusion, are:

1. **achieving fairness in ensuring the funds for health care** – collecting funds from citizens in proportion to incomes, equal access to health services, distribution of the burden of costs among the healthy and better off
2. **fair allocation of funds according to the needs of citizens** – for years the system has been orientated towards providers and not citizens, it provided insufficient incentive for efficiency and entirely neglected the importance of good clinical practice.
3. **better access to health care** – as well as being accessible to all (universal accessibility), health care must take account of people's needs: those that have greater needs receive more than those that require less, and people with the same needs receive the same (fair access).
4. **strengthening the area of public health** – reform envisages the formulation of "healthy" public policies, enhancement of the role of local communities and non-governmental organisations in protection and strengthening of health and the ensuring of conditions for appropriate education and training of personnel in the public health area.

Priority objectives in the period 2004 – 2006 are:

1. **Reducing the differences** in the health care and state of health of the population
2. Ensuring a basic package of **health rights without additional private funds** (without surcharges or else maintaining supplementary health insurance, whereby insured persons on low incomes will be exempt from surcharges, while other categories of insured persons will pay premiums depending on income)
3. **Shorter waiting lists** for complex forms of treatment (where waiting for an operation or other forms of treatment can significantly exacerbate the prognosis; in 4 years the waiting lists will be reduced for all other operations and other forms of treatment, which will be set out on a list of rights deriving from compulsory insurance and for which indications exist, to less than 18 months).

4. Increasing the extent of treatment and care at home.

2.2.4. Access to social protection

The increasing proportion of elderly people, inadequate prospects for disabled people to lead independent lives, unemployment, various forms of addiction, increasing levels of difficulty with mental health, increased violence and other phenomena that accompany developed societies, including in Slovenia, have a major impact on the development of social protection. The network of various services required in this area by people in need, will have to be further expanded, and the quality improved and in particular adapted to the individual needs of users. In place of the development of large institutions, there will be a need to promote in particular community forms of support for users, and instead of institutionalisation, support will be needed especially for the integration and activation of users. Particular concern will be needed for children, the elderly and disabled persons.

The ZSVDP offers numerous rights that enable parents more easily to coordinate their parental and occupational duties (parental leave, parental supplement, part-time work owing to parenthood). For children that require special care, under the ZSVDP the following rights may be claimed: longer leave to care for the child, part-time working hours in order to care for a child with severe motor impairment, or for a child with moderate or severe mental impairment.

It is also important to draw attention to the at-risk group of children and adolescents who have developmental difficulties and who require access to appropriate social protection. The results of numerous surveys indicate that:

- the possibilities and risks on the route to adulthood have become particularly acute
- a disadvantaged social and economic position pushes young people to the margins of society and generates insecurity
- social vulnerability and life-threatening risks are no longer a feature of the aforementioned section of the young population, but are becoming the predominant social and cultural reality of the majority of modern adolescents.

Inclusion of the population in the labour market is also influenced by appropriate **care for the elderly** and other dependent family members. In the past Slovenia had relatively well developed institutional care for the elderly and for those that could not look after themselves. In recent years, however, non-institutional forms of care have been developed, especially help and care in the home, which is enjoyed by approximately 2% of elderly people.

With the aging of the population, which is a positive consequence of the higher quality of life, the requirements for elderly care are growing rapidly. There is a need to ensure the kind of conditions and possibilities for their lives whereby as many as possible of them will be able to live independently in their own homes and in the environment that they know and is dear to them. These needs cannot be dealt with simply by committing family members or through accommodation in social protection institutions, and it will be essential to establish a new and fairer system of long term care for the elderly.

In meeting people's everyday needs, there is a need to establish more appropriate assistance for disabled persons who wish to live outside institutions and in the community. These people require the services of integrated social and health care at home and personal assistance, which can also be provided via the system of individualised financing of social protection services.

The **long-term objectives** are:

1. through development of social protection services improve the quality of life
2. ensure active forms of care
3. develop a network that will be adequate relative to the needs of users
4. ensure plurality in the provision of services
5. ensure new approaches that will take account of individual needs.

Priority objectives in the period 2004-2006 are:

1. achieving better coordination of occupational and family life
2. improving the position of children
3. expanding the network and capacities of the public service of social protection services, promotion of the service of help in the home, introducing short-term and day care and expanding the crisis centres for children, adolescents and victims of abuse
4. expanding the network and adapting supplementary programmes aimed at the specific needs of users, especially programmes aimed at the social rehabilitation of addicts (therapeutic communities and communes) and the opening of reintegration programmes for addicts; opening of at least 2 safe houses (priority given to the safe house on the coast) and other programmes of help for victims of abuse, an additional 5 housing groups at least and at least 3 day centres for persons with long-term mental health problems; expanding the network of shelters for the homeless and homeless drug users (especially in regions where there are still no shelters), expanding programmes for reducing social exclusion of old people and programmes for reducing the social exclusion of children and adolescents with developmental difficulties.
5. preparation of a project on "Insurance for long-term care", which will integrate social and health services for the elderly and adults with special needs; with prior research into the possibilities for this, taking into account the prospects for introducing individualised financing of social protection services.
6. introducing new services (care homes, day centres, care in another family, distance help, apartments with care provided, care for the non-material needs of the elderly – preparation for old age, programmes for independent old people, intergeneration centres, prevention of violence against old people)
7. ensuring more appropriate possibilities for the independent life of disabled persons, with personal assistance and other rights better coordinated with each other

2.2.5. Access to education

Above all there is a need to ensure **equal educational opportunities**, which is an important condition for social equality in society. For this reason it will also be necessary in the coming years to strive for the fulfilment of material and other conditions that will enable the highest possible proportion of the population to achieve the highest possible – and internationally comparable – level of education, or so that everyone, regardless of social and cultural background, gender, ethnicity etc can achieve the kind of educational level of which they are capable in terms of their ability and effort invested.

2.2.5.1. Preschool education in kindergartens

If parents are to be included in the labour market, then suitable care for children must be provided, with a system of preschool education. **Objectives:**

1. to offer the greatest possible variety of preschool programmes in kindergartens, which will raise the proportion of children attending kindergarten, especially in the 3 to 6 age group;
2. for half day and shorter programmes, achieve an appropriately reduced price of the programme.

2.2.5.2 Primary and secondary schools (gymnasium-grammar school programmes)

Objectives:

1. maintaining quality and international comparability, and attaining standards of knowledge that will offer to all pupils equal opportunities for further education
2. ensuring possibilities for successful completion (by 2010 reducing the currently estimated drop-out rate from 13% to below 5%) and continuing of education at the appropriate level (for all pupils)
3. developing a free optional tenth year of primary education, which will facilitate an improvement and supplementation of knowledge lacking from primary school
4. ensuring the conditions for successful inclusion of pupils with special needs.

2.2.5.3. Vocational and professional education and lifelong learning

The **objectives** in the area of vocational and professional education are:

1. reduce the drop-out rate in vocational education
2. ensure adequate literacy (IT and so forth) and make IT accessible also to socially at-risk and vulnerable groups
3. provide an appropriate grants and student loans policy
4. facilitating for special needs pupils inclusion in the widest possible range of vocational programmes.

The concept of lifelong learning is already being implemented successfully. Progress will be achieved in this area in particular through the use of ESF funds, where Slovenia gives special emphasis to the development of human resources. Employer investments in the development of human capital are relatively low, since the costs of training and education are high, and the tax incentives (income tax breaks) are relatively low. The **long-term objectives** in the area of lifelong learning are:

1. improve the general education level of adults
2. raise the educational level, where at least 12 years of successfully completed school education would be the basic standard
3. increase employment capacities
4. increase the possibilities for studying and inclusion in education.
5. achieve at least a **15% level of lifelong learning** for adults by 2010.

2.2.6. Access to judicial protection

The right to judicial protection is well organised in the Republic of Slovenia, and for people on low incomes this is primarily **via the institution of free legal aid (BPP)**. Public funds are provided for BPP. This aid is intended for persons whose social position does not permit them without damage to their wellbeing or the wellbeing of their family to exercise their right to judicial protection. In 2002, there were 3,562 requests for BPP at all district courts in Slovenia, and 10,022 in 2003.

Priority objectives:

1. in connection with access to judicial protection in the sense of reducing social exclusion, the objective is primarily a **broader familiarisation of potential applicants for BPP** with the conditions, types and method of obtaining this relatively new form of legal aid (promotion of this service, since it has only been in use since 2002);
2. **ensuring funds for providing BPP** in sufficient amounts and monitoring the provision of BPP (eliminating possible difficulties that arise here in practice);
3. **harmonise real jurisdiction and court procedures** for labour and social disputes with the new legislation in the area of employment, social security and civil proceedings;
4. **ensure more rapid and more effective** judicial protection in labour and social disputes by changing the existing and introduction of new procedural institutions (along the lines chiefly of the German and Austrian systems), which will prevent the risk of social exclusion owing to sometimes lengthy court procedures.

2.2.7. Access to culture

Ensuring access to cultural assets and the conditions for creativity derives from the cultural dimension of human rights, and the state is therefore implementing activities to enable all kinds of access to cultural assets and creativity in all the areas of culture that it covers.

Through its branches throughout the country, the Public Fund for Cultural Activities (JSKD) makes up an extensive network that covers cultural and creative events and promotes and enhances regional cultural links and development. In this way it contributes to greater social inclusion of different social and age groups. The activities of the JSKD usually comprise events (concerts, competitions, exhibitions, literary evenings etc) and education (in seminar form, workshops, colonies etc). Inclusion in cultural groups has a strong **socialisation significance**, since it enables the self-assertion of those groups of society and individuals that in their everyday working or family environment do not achieve personal satisfaction and affirmation or for biological (youth, old people, disabled), age or other

reasons are pushed to the margins. Cultural appreciation programmes act in the function of **social cohesion**. This is manifested primarily in the form of social life accompanying cultural activities, as a counter to the growing trends of alienation.

In 2002 an Analysis of the situation in the area of protecting the cultural rights of minority ethnic communities, children as vulnerable groups and disabled persons as challenged groups was carried out, and this indicated the need for supplementation of the MK measures. The analysis in fact demonstrated that not everywhere is there satisfactory provision of access to cultural institutions for disabled persons, that their active participation in formulating cultural policy is not ensured, and further that there is no systematic monitoring of the inclusion of the cultural activities and cultural creativity of disabled persons and children in cultural life and insufficient account is taken of the specific circumstance in which vulnerable groups are culturally active. Cultural policy can contribute creatively to the quality of life of special needs people and to their social inclusion through the understanding of their special nature and by means of their expression of experiencing social reality. For this reason the basic objective is to eliminate the deficiencies identified in the analysis.

The **long-term objectives** are:

1. promoting cultural diversity in public institution programmes and raising the share of programmes for ethnic minorities supported by the MK
2. maintaining the dynamic of developing amateur culture and increasing the number of cultural societies and the average number of those attending by 10% by 2007.
3. increasing organisational efficiency in the area of amateur cultural activities.

Priority objectives in the period 2004 – 2006 are:

1. ensuring the conditions for special treatment of the cultural rights of ethnic minorities and disabled persons as challenged groups, and children as a vulnerable group
2. promoting the development of minority cultures and better provision of information
3. promoting cooperation between the MK and local communities
4. supplementing the regional network of cultural links
5. raising awareness of affiliation to society and moving beyond differences
6. improving access to cultural benefits and conditions for creativeness irrespective of the location (plus further building of the JSKD Internet portal).

2.2.8. Access to leisure activities

2.2.8.1 Access to sports and leisure activities for children and youth

The MŠZŠ and the Institute for Sports of Slovenia organise the following special interest programmes of sports for children and youth as defined in Slovenia's National Programme of Sports:

- The "Golden Sun" sports programme (children aged 5 to 8) and "Krpan" programme (from 9 to 11 years).
- The programme "Let's learn to swim" (for preschool, primary and secondary children).
- The programme of school sports competitions and events (primary and secondary schools).
- The programme "Hooray, free time" is aimed at children and young people up to 22 years.

For the majority of programmes children should have the possibility of participation **without charge**. This year's tender selected 89 schools, societies and other organisations from across Slovenia, which applied with the best (and free) programmes.

Long-term objectives are:

1. beneficial and healthy spending of leisure time for children and youth,
2. increasing the number of active participants in special interest sports programmes for children and youth,
3. greater access to programmes irrespective of knowledge, ability and social status of participants.

Priority objectives in the period 2004 – 2006 are:

1. implementing 215 programmes in which almost 23,000 participants (children and youth) will be included.
2. attracting even more cooperation from the heads of schools and kindergartens which in addition to suitable sports facilities and organisational experience, have professional staff trained to work with young people.
3. expanding the programme (enabling a greater number of participants to make beneficial use of their free time).

The Slovenian Youth Office holds an annual tender aimed at cofinancing the activities of youth organisations and youth centres, and cofinancing programmes including those for the fulfilment of numerous extramural activities for youth and children. These tenders enjoy the participation usually of voluntary and non-profit organisations which provide various programmes and projects of local, regional and national importance for young people. The **objectives** are: greater participation of young people in everyday life, informal education, mobility of young people, international youth work, young people's research work, reducing the effects and consequences of risk-taking behaviour, better provision of information for young people and promoting voluntary activities among young people.

The Friends of Youth Federation of Slovenia (ZPMS) coordinates summer holiday programmes and holiday care for children. The summer holidays are provided by local societies and friends of youth associations at 14 centres by the sea and in the mountains, with the aim of children and adolescents spending high-quality free time. This year for the first time family summer holidays were organised. The holidays are provided through the principles of equal opportunities for families and children from all over Slovenia. Around 35,000 children have holidays each year in this way. And within this system, around 600 children have holidays each year **free of charge**. Summer holidays are also organised by the **Red Cross of Slovenia**, aimed primarily at children whose health and social welfare are at risk. Certain CSD also participate in the organisation, and numerous local communities with funding.

2.2.8.2 Leisure time and culturally linked activities for families

The Association of Families, a non-governmental, non-partisan, voluntary and non-profit movement of parents, children and whole families, has for some years on 15 May, the International Day of Families, organised a special all-Slovenia action entitled "FREE FOR FAMILIES", which allows families free entry to museums, galleries, theatres and other temples of the arts. Through this action they are pursuing an important objective: expanding and strengthening cultural values. Thus together with cultural and artistic institutions they inform parents about the importance and role of culture in raising children and about the possibilities for spending quality leisure time in cultural establishments. With the help of this action, the International Day of Families has been extended into a "week of families", with various events for families taking place on the local level (excursions, meetings, presentations, round tables, creative workshops, entertainment programmes for children and parents and so forth). The project "FAMILIES PRESENT THEMSELVES" is also country-wide, with the aim of promoting and presenting the leisure time artistic creativity of Slovenian families, which is often unjustifiably hidden away at home. So every autumn the Association of Families organises a special event where families present their musical and dance creativity, and present their fine art products at an exhibition accompanying this event.

2.2.8.3 Leisure activities for the elderly

The ZDUS, which brings together around 250,000 elderly people in Slovenia, organises social, cultural, recreational, sports, sociable, excursion and walking programmes and interest activities, which facilitate for the elderly greater inclusion, active aging and access to services in their close vicinity. It also organises forms of group holidays, in which around 10,000 elderly persons participate each year. The ZDUS also puts together a social programme "Elderly for the Elderly", which is aimed at helping old people at home, especially those alone, sick or otherwise at risk.

2.2.9. Reducing regional differences

The report on regional development for 2003 indicates that in recent years, while regional differences have stopped growing, they are unacceptably high (almost 2:1 between the most and least developed statistical regions). The identified deficiencies in the valid law need to be eliminated, and institutional structures on the national and regional level need to be fleshed out. A more comprehensive determination will be needed for the role and substance of joint development programmes. The drawing up of Regional Development Programmes (RDP) is being concluded. The large number of various types of target areas of regional policy (the so-called regions A and B, which lag most in development, municipalities with special developmental problems, ethnic community areas, border regions) creates a lack of transparency and impedes the target orientation of regional policy. **The entire system of regional incentives needs to be simplified.** In 2003 there were 81.6 bn SIT worth of direct and indirect regional incentives, which we can count as financial potential for state cofinancing of regional development programmes.

In allocating regional incentives **priority needs to be given to areas whose development lags most.** This can be achieved through wider use of the programme approach in financing, through technical and financial assistance to regions in drawing up projects, through the consistent implementation of the Government regulation, which provides that in selecting projects in public tenders, more points must be awarded to projects that come from less developed regions, and through the identification of region-specific objectives. In pursuing departmental policies, ministries should implement them in such a way that will meet the expressed specific needs in individual regions. The **long-term objective** is to achieve a high standard of living and quality of life and better health for the inhabitants of all Slovenian regions, with accelerated development of environment friendly business through the formulation of an all-Slovenian economic development pole with economic enhancement and good transport links for regional centres.

2.3. PREVENTING THE RISK OF EXCLUSION

2.3.1. Promoting e-inclusion

The rapid development of ICT and information society services increases the risk of IT exclusion of an individual or region as a whole. **IT literacy** at various levels is a precondition for inclusion and participation in the information society. At the same time, ICT offers new opportunities for mobile and innovative forms of work, which increases the mobility of the labour force and the availability of instruments and methodologies for inclusion in the labour market for people with poorer prospects and with special needs. In this area the situation in Slovenia has changed rapidly in the last few years. The following data are available regarding the furnishing of schools with ICT: the results of the RIS 2003 survey indicate that in the period 2000/2001 to 2002/2003 the number of personal computers for pupils has grown at an annual rate of around 20%; there has been an especially high growth in secondary schools. On the conclusion of the 2002/2003 school year, for every 100 primary school pupils there were on average 6.5 computers (basic eEurope indicator 2005). All primary schools have Internet access, and a third of them also provide free access for pupils outside school hours. Over 90% of primary schools have a full or part-time employee who ensures the uninterrupted operation of hardware and software. A quarter of teachers regularly use computers together with pupils for at least one hour a week and two thirds do so at least occasionally. A total of 12% of teachers regularly use the Internet together with pupils at least one hour a week, and 50% do so at least occasionally. More than 80% of primary school teachers have already participated in at least one continuing professional training in the area of ICT use in studying and teaching.

For groups of the population that cannot afford a computer, the existence of **public Internet access points** is exceptionally important. At the end of April 2004 Slovenia had 273 **publicly accessible Internet points**, which is still insufficient, but considerably more significant is the establishing of publicly accessible points with added value, which includes in particular e-schools and libraries, which in addition to actual access, offer to visitors training and education. There are not in fact very many visits to ordinary publicly accessible points, but on the other hand visits to e-schools are highly encouraging, with almost 100,000 visitors being recorded at 22 e-schools in 2003. According to SIBIS survey data, in 2003 the proportion of all teleworkers in Slovenia within the working population was 8.6%, which places us in the average between the new (5.4%) and old (13.6%) EU member states.

We have no developed network of **advisers** who could help Internet users, which is especially important for people with restricted capacity. Neither does Slovenia have an appropriate number of **places for acquiring knowledge in the field of ICT**, which would offer specific courses for progressing to a society based on knowledge.

Long term objectives:

1. enabling access to information society services to the widest circle of people, training and creating new methods of work (every year either to create or adequately upgrade at least 20 public Internet access points or at least 100 access terminals).
2. reducing the digital divide by ensuring inclusion of all inhabitants, especially those that represent in the labour market marginalised and socially excluded groups or groups with special needs (blind and deaf).

The **priority objectives** in the period 2004 – 2006:

1. development of information infrastructure (e-contents, e-services)
2. to ensure education and training for the usage of IT services
3. to improve IT literacy of the unemployed persons

2.3.2. Preventing exclusion from work

The loss of a job or accidents at work often lead to temporary or longer-term exclusion. The risk of exclusion is especially a danger for persons without education or with a low educational level, or those that do not obtain sufficient professional training. **Objective:** reduce the risk of firing and discrimination at the work place.

Employers caution that despite safety measures, serious accidents at work can cause absence from work and thus also exclusion, and that more needs to be done to develop responsibility towards the job, and that workers themselves also do everything necessary and thereby reduce the risk of exclusion and keep their jobs.

2.3.3. Preventing discrimination

Various forms of discrimination can be the cause of social exclusion, and this must be prevented to the greatest possible extent. For this reason the following **long-term objectives** are envisaged:

1. Encouraging **respect of differences** in all areas of life in society.
2. Creating the conditions for fulfilling the principle of equal treatment of everyone in all areas of life in society⁹
3. Establishing an institutional framework for preventing discrimination¹⁰.

Priority objectives in the period 2004-2006 are:

1. Establish a Slovenian Government Council for Fulfilling the Principle of Equal Treatment (SUNEO).
2. **Employment of an advocate** of the equality principle for dealing with suspected violations of the prohibition on discrimination at the UEM.
3. Define the framework for the fight against discrimination owing to personal circumstances in employment and work.
4. Implement an **awareness-raising campaign** as part of the EU anti-discrimination campaign "For diversity – Against discrimination".
5. **Establishing a network** among all those that work in the area of preventing discrimination.¹¹

⁹ Especially in the area of jobs, employment, joining unions and interest associations, education, social security, access to benefits and services and the provision thereof.

¹⁰ Owing to personal circumstances such as nationality, race or ethnic origin, gender, state of health, disability, language, religious or other belief, age, sexual orientation, education, material standing, social position or other personal circumstance.

¹¹ competent ministries, government services and other state bodies, local community bodies, social partners, professional institutions and NGO's.

2.3.4. Preventing other risks of exclusion

The risk of exclusion is very often generated by the fact that people on low incomes find it substantially harder to pay certain costs which by nature are not in fact public services, but are nevertheless essential for ensuring the social inclusion of each individual in today's society. Among such services could be ranked **access to the public telephone network, provision of transport to school and ensuring the essentially needed level of electricity supply**. Such services must of necessity be ensured for all, since otherwise the risk of long-term exclusion increases significantly.

2.4. HELP FOR THE MOST VULNERABLE

2.4.1. Help in gaining employment

2.4.1.1. Employment of disabled persons

The area of employing persons with disability has in recent years been regulated in Slovenia primarily via the APZ and the establishing of companies for disabled persons (sheltered workshops). **Sheltered workshops** (condition: 40% disabled persons in the total staff) train and employ disabled persons, who owing to their disability and reduced work capacity cannot participate in training and find employment under the same conditions as other disabled persons. Sheltered workshops are exempt from paying contributions for pension and disability insurance and contributions for health care for all employees. These funds are managed in a special account and are used for the material development of the company. Disabled employees are eligible for wage subsidies in the amount of 25%, 50% or 75% of the minimum wage.

As many as **76% of unemployed disabled persons are long-term unemployed** (over 24 months), 36% are between 40 and 50 years old, and as many as 38% are older than 50 and more than half of them (55%) only have the first level of education. In May 2004 the National Assembly adopted the **Employment Rehabilitation and Employment of Disabled Persons Act**, which provides new solutions in the area of disabled employment (supported and protected employment etc), so the **objective** is aimed at implementing the provisions of the act in practice, since through its fulfilment the situation will be improved in the area of disabled employment.

2.4.1.2. Employment of Roma

Unemployment among Roma¹² is increasing in all the local communities where they live¹³. The majority of Roma (90 %) live on cash social assistance, child supplements and family benefits, which leads to additional friction with the local residents. The number of registered Roma job seekers is gradually rising, but their actual number does not exceed 2,300 persons (estimate from February 2003). The Roma therefore fall within those groups of society with the highest risk of poverty and social exclusion, which is a consequence of unemployment and low education. In recent years the Roma have been increasingly included in various public works programmes organised as part of the regional services of the ZRSZ, which have the **objective** of raising the employment prospects of the Roma and reducing the number of unemployed Roma. A National Action Programme for Employment and Social Inclusion of Roma is being drawn up, and this envisages a range of measures to improve the social inclusion and employment prospects of Roma, while also envisaging a re-deployment of appropriate financial means for the implementation of measures and achieving of objectives.

2.4.1.3. Employment of other vulnerable groups

Alongside disabled persons and Roma, special problems in gaining employment are encountered by other vulnerable groups, such as the homeless, victims of abuse, persons with mental health problems, addicts, persons on probation, persons without work permits etc.

Objective: there is a need to promote social inclusion of unemployed persons from vulnerable groups and to improve the possibilities for their employment through economic activities in a protected or adapted working environment (e.g. part-time work, flexible hours, job sharing and similar).

¹² According to data from the population census in 2002, 3,246 persons declared themselves to be Roma (0.17 % of the entire population), while estimates indicate that between 7,000 and 10,000 members of the Roma ethnic community live in Slovenia.

¹³ In August 2002 there were 899 Roma registered at the ZRSZ Regional Office in Novo mesto, which is 69% of all the work-capable Roma; in comparison with 1997, when 732 Roma were registered, the number of unemployed Roma increased by 18.6 %.

2.4.2. Help in education

2.4.2.1. Including Roma in education

Members of the Roma community are characterised by a low level of education and inadequate functional literacy. Owing to their deficient knowledge of Slovenian, Roma children have difficulties as soon as they enrol in kindergarten or primary school. All of this creates problems with inclusion in society. Slovenia will try to invest greater effort in including Roma children in full-time education.

The **objectives** are primarily:

1. ensuring the conditions for attaining standards of knowledge that are needed for further education (a reduction of or variance from the standard for Roma is not acceptable)
2. exercising the right to maintain respect for the Roma language and culture
3. inclusion in the majority society whereby education in the curriculum ensures the principles and values of equality in connection with social justice (fighting prejudices, approaching universal values)
4. promoting education for adult Roma.

2.4.3. Help with housing needs

In Slovenia there are various forms of dealing with the housing needs of vulnerable or other groups that are in some way at risk (natural disasters, waiting for non-profit apartment, eviction etc). There is therefore a need to ensure temporary accommodation units on the local and regional level, which will facilitate a bridging of the housing gap until an appropriate longer-term solution is found. According to estimates, in the period up to 2006 we need around 500 temporary dwellings. In addition to this we need to ensure a long-term solution to housing needs within the framework of non-profit rented housing.

The housing conditions for **Roma** are in general considerably worse than for the rest of the population. In some communities, unsuitable residential buildings are still in use, without sanitation, electricity, mains water, sewerage or waste removal. **Objective:** to tackle the problem of Roma settlements – help from municipalities and the state for purchase of land (where this is needed) and legalisation of existing buildings, plus the provision of appropriate infrastructure.

2.4.4. Help with social inclusion

Persons from vulnerable groups (Roma, the homeless, victims of abuse, persons with mental health problems, addicts, persons on probation, persons without work permits etc) need to be accorded greater attention in eliminating the acute difficulties that are also the cause of their problems in gaining employment and entering the labour market. These groups often encounter a mass of problems owing to social exclusion, so the **objectives** are:

1. promote (and finance) integrated programmes of social re-integration for individuals from vulnerable groups, which would raise and maintain the motivation of these persons, teach them ways of participating in society and help them to raise their self-confidence.
2. promote motivation for education as an activation.
3. also encourage self-organisation of individual vulnerable groups and advocacy, and
4. support initiatives which the users themselves initiate.

Chapter 3: Measures

3.1. FACILITATING PARTICIPATION IN EMPLOYMENT

3.1.1. Active employment policy (APZ) as an instrument of social inclusion

In the entire structure of funds in the area of employment, the proportion of funds for active measures, compared to funds for passive measures, is increasing (in 1998 the ratio of passive to active assistance for the unemployed was still 3:1, while in 2003 it was only 1.5:1). First place in the APZ measures is taken by public works, which account for 32.8 % of all spending, followed by subsidised social contributions (26.5%) and education and training for the unemployed (17.6%). Spending on APZ programmes in 2003 amounted to a total of 16.6 bn SIT.

Programmes of **information provision and occupational guidance** are aimed at all unemployed persons, and **programmes of development and training** are aimed at unemployed persons with major realistic prospects of employment, while **individual programmes** of the APZ are aimed at the following basic target groups: young people under 26, women, disabled persons, disadvantaged persons (older than 50 and already registered at the Employment Service for more than six months, older than 45 with secondary education and already unemployed for more than a year, lone parents or persons with unemployed partners, and persons without professional education or work experience), and redundant workers. APZ programmes are also formulated in such a way as to eliminate **regional imbalances** in employment, which are relatively high but falling.

Instruments and institutions

The main instruments of the policy which ease participation in the labour market and employment, are set out in the National programme for development of the labour market and employment up to 2006, the National action programme of employment for 2004 and the Active Employment Policy Programme for 2004. All these instruments were created in line with the European Employment Strategy (EES) – the “Strategy for full employment and better jobs for all”, which plays a leading part in fulfilling the objectives in the area of the labour market and employment. Implementation is the job of the ZRSZ, while policy is formulated by the MDDSZ.

The **new Employment Act** makes possible a more flexible labour market and more flexible employment. The act provides a legal basis for part-time work, a more transparent system for fixed term employment, and employment at home. A special quality of the act is the shared obligation of the worker and employer regarding education and training, which in the event of a loss of job provides the unemployed worker with greater prospects for re-employment.

Measures and priority tasks¹⁴

Slovenia will fulfil the EU recommendations regarding employment policy as a means of social inclusion within the framework of the EES guidelines through APZ measures and activities, which are set out in detail in the APZ Programme 2004. In the area of promoting social inclusion (measure 2.2 in the SPD) the following programmes or measures are envisaged:

- a. project learning for younger adults
- b. programme of education and acquisition of national vocational qualifications – certificates – for unemployed persons – “*Program 10 000*”
- c. promoting new employment for long-term unemployed persons who are receiving cash social assistance – lump sum subsidy
- d. exemption from payment of employer contributions on employing an unemployed person over 55 years old
- e. promoting the transfer of personal supplementary work into regular forms of employment
- f. reimbursement for part of the costs of sheltered workshops
- g. employment rehabilitation for persons with disability

¹⁴ All measures in the area of employment are set out in detail in the NAP/Employment 2004, which also determines target groups and indicators.

- h. work inclusion programmes for persons with disability
- i. exemption from paying tax on wages and reimbursement of employer contributions on the employment of an unemployed person with 4-year university level education
- j. local employment programmes – public works
- k. programmes under the EQUAL CIP

Measures for the most vulnerable groups are set out in more detail in chapters 3.2.5.2 and 3.4.

In the context of fulfilling the policy of **equal opportunities and gender equality**, in the framework of the NAP/employment 2004 Slovenia did not opt for the formulation of special programmes aimed only at women, but envisaged the provision of gender equality as a horizontal measure within the framework of all programmes. This means that **within each measure there is a specified proportion of women that must be included in the measure**, and that women are one of the primary target groups, relative to which the success and effectiveness of the measure is gauged. Moreover, women belong to the group of disadvantaged persons to whom special attention is paid.

3.2. FACILITATE ACCESS TO RESOURCES, RIGHTS, GOODS AND SERVICES

3.2.1. System of social protection

Instruments and institutions

- **Cash social assistance** is aimed at persons at risk with the intention of ensuring that they have the means for meeting their minimum essential needs.
- The Parental Protection and Family Benefit Act (2002) newly defined: the right to **parental supplement** (cash assistance to parents who do not meet the conditions for receiving parental benefit deriving from insurance) **assistance on the birth of a child, child supplement** (higher for lone parent families and preschool children who are not included in preschool care) and **child care supplement**, and added two new rights, **the large family supplement and partial payment for loss of earnings**.
- Via compulsory pension and disability insurance, insured persons receive pensions (**old age pensions, disability pensions, widow's pensions, family pensions**) and exercise their rights deriving from disability insurance (**the right to occupational rehabilitation, and various benefits**) and additional rights (**supplement for help and assistance, care supplement, severance pay, care allowance, recreation supplement**).
- Within the framework of **compulsory insurance**, payment for health services is provided for insured persons only for a certain percentage of the costs of the service, while the remainder must be paid (surcharged), either themselves or on the basis of **voluntary health insurance**. The full cost of health services is covered only for certain groups of the population (children, school pupils, students, pregnant women, persons with impaired mental and physical development), and for patients with specific chronic diseases and functional states. Both areas are governed by the Health Care and Health Insurance Act.
- The Employment and Insurance Against Unemployment Act governs **unemployment benefit, assistance for unemployed persons and state grants** (for trainees, pupils and students from low income families, student loans – reimbursement of real interest rates by the state, postponing repayment of loans until employment).
- **Subsidising school meals** (by MSZS) and **student meals** (by MDDSZ) is also important for the education of young people.
- The Public Guarantee and Maintenance Fund Act established two important institutions aimed at social protection (The **Maintenance Fund** plays an important part in improving the financial position of children for whom maintenance has been determined but the person obliged to pay maintenance is not doing so; The **Guarantee Fund** for settling obligations arising towards employees on the part of employers, which owing to insolvency could not provide these for their workers).

The policy in this area is formulated by the MDDSZ and MZ, and implemented by the ZPIZ, ZRSZ, ZZZS, CSD, PS and JS.

Measures and priority tasks

Proceeding from the previously defined principle that the primary method of ensuring access to sources of funds for everyday needs and in this way to ensure social security for the individual and his family is appropriate employment and adequate pay for work performed, the Government will continue to promote social dialogue between the partners, which is a basis for regulating an appropriate wages policy that will ensure a fair division of the results among employees, and a greater dependence of the wages of all employees on business results achieved. The Government will also continue to ensure a **legal provision of the minimum wage**, which must apply for all employees in Slovenia. In compliance with the adopted social agreement for the period 2003-2005, it will continue drafting appropriate legislative bases for promoting the participation of employees in company profits.

In all areas of social protection, in recent years important changes have been carried out (except health reform, which is being prepared), so that **no major changes in legislation are expected in the future, but it will be necessary to monitor closely the implementation of legislation and its effects**. The Personal Income Tax Act, adopted in May 2004, is orientated more than hitherto towards **relieving the tax burden, especially for persons in low income brackets**, who will be exempt from all burdens. The objectives of tax breaks for people on low incomes and in this way increasing disposable income will therefore be achieved by changing the scale for assessing income tax and changes to tax relief.

Through **subsidies for employment and relief on the payment of contributions for certain groups of unemployed people**, the state will attempt to reduce dependence on social transfers. In 2004 a special right to subsidy for employing long-term recipients of social assistance started to be implemented (employment of 300 recipients envisaged for 2004, with gradual increases in 2005 and 2006). Reducing dependence will be achieved through the inclusion of recipients of various transfers in APZ programmes and in various forms of employment on the basis of the Training and Employment of Disabled Persons Act.

The mutual linking of information systems on various benefits will increase the transparency in obtaining them. This measure is also aimed at preventing abuses. In 2005 the right to rent subsidy will no longer be tied to cash social assistance, which should remove one of the poverty traps.

3.2.2. Housing

Instruments and institutions

The Housing Act (2003) is the main legal instrument. The MOPE is competent for formulating policy. Implementation is the job of local authorities, with an important role being played by the SSRS.

Measures and priority tasks

With the aim of reducing the large shortfall in housing, in 2000 the National Assembly adopted the **National Housing Programme (NSP)** for the period 2000-2009. The programme envisages budget support for housing, but this will depend on actual budget capacities and on a simplification of procedures for obtaining the necessary permits for construction and renovation of housing, which will promote non-profit construction. One of the forms of housing saving remains NSVS, which will be supplemented, while at the same time new forms of promoting saving will be introduced in this area (mortgage accounts). The SSRS and local communities are co-investing in acquiring building plots and in construction of rental apartments, **especially non-profit**. The NSP promotes in particular the acquisition of non-profit apartments for young families, low income families and families with large numbers of children.

Gradually, by the end of 2006, a **new standardised method of determining non-profit rents** will be introduced, and this should promote investment in the construction of new apartments. In addition to this, the Housing Act re-introduces the category of **temporary or emergency accommodation**, which is provided by the municipalities as a temporary solution for acute housing problems. Under the new housing act, municipalities, the state, the public housing fund or non-profit housing organisations may rent out such a housing unit without a public tender to women and women with children who have suffered abuse. In addition to them, eligibility is also held by persons from various social strata, who owing to eviction (personal bankruptcy or similar) or owing to the sudden destruction of their

home are without accommodation. A proposed set of rules on the minimum technical requirements that must be met by accommodation units intended for temporarily solving the housing needs of socially at-risk persons has already been drafted.

All tenants on low incomes will benefit from a **new and effective system of rent subsidy (rent supplement), which will enable the subsidising of rents at up to 80% of the total rent (currently up to 50%)**. This is one of the key new features brought by the Housing Act **to ensure social inclusion**. The proposed system of subsidies is planned in such a way as to provide tenants with an appropriate subsidy relative to their income.

The estimate is that such rent subsidies will be received by between 10,500 and 12,000 tenants, which is a marked increase in comparison with the previous number of recipients (2,700), and that subsidies will be markedly higher than previously. The new system of subsidies will be implemented on 1 January 2005, but the estimate is that municipal budgets will need to provide 1.6 bn SIT in 2005 and 1.9 bn SIT in 2006.

3.2.3. Access to health care

Instruments and institutions

The MZ is competent for the formulation of policy in this area, while implementation of measures is the job of health institutions and the ZZZS. Fulfilment of the strategic objectives will require changes to the sectoral health legislation and adoption of a new health programme for the next mid-term period (the actual National health programme of the Republic of Slovenia – “Health for all” was adopted for the period 2000 – 2004). The programme will focus on health determinants and the main public health issues, with emphasis on activities for easing the difficulties of the socially weakest persons.

Measures and priority tasks

New legislation will provide that **all citizens of the Republic of Slovenia are insured**. By no longer tying the status of insured person to individual groups of citizens, this will remove the reasons for certain groups not having compulsory health insurance. **Provision will also be made for the insurance of persons who were erased in 1992** from the register of inhabitants and as such cannot be insured under the compulsory provision.

The measure that should **reduce waiting lists** includes additional investments (based on higher GDP by 2008) and a reallocation of funds to those areas and for those health services where demand or waiting lists are biggest (open heart surgery, cataracts, hips; the Health Council will decide on reallocation). For operations and other treatments where waiting can endanger life (cancer, cardiovascular diseases) a measure will be introduced for determining the longest permissible waiting period. In other areas the possibility of reducing waiting lists may be sought primarily in a rationalisation of programme implementation and in better organisation of the health service.

Primary health care. Good and equal access to primary health care will be ensured through the **balanced deployment of physicians throughout the country**. In new employment, priority provision will be made for areas where there is a lack of doctors. As part of the allocation of funds, the MZ will strive to ensure new funds for providing the population with family practitioners through the exercising of socio-economic and demographic criteria (population density, average distance of all settlements in a municipality from an emergency medical attention unit, standardised mortality for all causes of death and for all age groups, a gross basis for income tax by municipality of residence, and the level of registered unemployment by municipality of residence). A further 20 general clinic teams were provided in 2004, with the aim of equalising cover, and this translates into 100 m SIT on an annual basis. Our estimate is that by taking account of criteria in the next 5 years, provision of cover for the population will be improved along with access to primary health care.

Changes are being drafted to legislation in the area of **health insurance**, which should relieve the requirement for surcharge payments for the majority of rights, which will be included in the package of rights deriving from compulsory insurance, and for the majority of people will suffice for their health security, or else supplementary health insurance will be maintained, whereby insured persons on low incomes will be exempt from surcharges, while other categories of insured persons will pay premiums depending on income. In allocating funds priority will be given to waiting lists for diseases where waiting for operations or other forms of treatment may significantly exacerbate the prognosis.

The scope of treatment and care provided at home will in future be significantly increased.

Services and treatments (occasional check ups of chronic and older patients, check ups after surgery, and also complicated treatments, such as dialysis or intravenous treatment), which until recently were still only possible in hospital, doctors' surgeries or old people's homes, will in future become accessible also at home. In this way, people who would otherwise have to be institutionalised, will maintain with the help of others an independent life in their own homes. A law is being drafted that will respond to the question of how to ensure the funds for this activity. The priorities are: treatment at home or in the community for people with mental illness, and treatment at home directly after release from hospital.

Pilot programme for developing palliative care in Slovenia is devised. It will be financed by the MZ in the amount of 8 m SIT in the first year of operation. After one year the pilot project will draw up a plan for transferring to permanent financing of palliative care in Slovenia through compulsory health insurance.

A proposal is being drafted for compulsory "**insurance for long-term care**". Such insurance should include all citizens of Slovenia. The project envisages a **link up of social and medical care**, which through appropriate sharing of work should ensure the most effective and rational help possible in treating and caring for persons who cannot take care of themselves owing to illness, disability, incapacity or other causes. It also includes help in personal care, housework and movement. Beneficiaries could thus live for a longer time in their home environment (better quality of life, less costs of new investment in old people's homes). It is envisaged that services would be provided to insured persons in kind or through financial means with which insured persons would themselves secure the services of long-term care.

Implementation of organised preventive programmes for detecting early forms of cancers and cardiovascular diseases for **all** inhabitants in certain age groups, will enable better access to preventive services **also to the most vulnerable groups, who themselves have not actively sought such care, but whose health is most at risk**. Organised screening¹⁵ is currently in progress for early detection of cervical cancer, and 2005 will see the first implementation of organised screening for early detection of breast cancer. General clinics are conducting programmes to detect those most at risk of cardiovascular diseases.

In order to **reduce the social and economic burden of illness** and the differences in health, it will be necessary to strengthen institutions in the area of public health. Regional health care institutes will as part of the provision of public services be more active in the area of protecting and strengthening health for the most vulnerable groups of the population in local environments.

The Government's **project group for the health and sustainable development of Pomurje** encouraged the preparation of programmes and projects within the framework of regional development plans, which the state finances through indirect and direct regional initiatives. The **Mura – health and development project** is a pilot project that promises economic, social and at the same time also significant health effects on the broader group of inhabitants in the region. The purpose of the pilot project is to develop and test mechanisms and procedures that would be used systemically for achieving synergy between developmental decisions on all levels and improving the population's health. For implementation of the project in 2004 and 2005 the MZ allocated 50 m SIT annually.

Non-governmental organisations are becoming important partners for government institutions in helping to formulate policies that affect the health of the most vulnerable groups of the population and are providers of those measures and activities not provided by the state. To this end the MZ provides financing as part of the annual public tenders.

¹⁵ Targeted checking and testing of the entire population in a specific age group

3.2.4. Access to social protection

Instruments and institutions

The social protection development policy is defined in the NPSV for the period up to 2005. The fundamental laws in this area are: the Social Protection Act, Parental Protection and Family Benefit Act, Marriage and Family Relations Act, Fostering Act, and the Act Concerning Social Care for Mentally and Physically Handicapped Persons. The providers are public social protection institutions, NGO's, and private providers with concessions. The policy is formulated by the MDDSZ together with certain other departments and local communities.

Measures and priority tasks

For the period after 2005 we will need to draft and **adopt a new NPSV**, and on this basis to continue the modernisation in this area. The MDDSZ will continue intensively with the pluralisation of the providers network, such that each year it will expand the network of providers especially through concession tenders for providing public services, and will increase the extent of long-term financing for NGO's. It will also ensure the monitoring of the quality of service provision, with the introduction of external evaluation and through the establishing of social inspection.

An important change in the system could be carried out on the basis of changes to the system of financing. A pilot project will therefore be implemented for individualised financing of services, with the aim of redirecting institutional forms of service provision into community forms of care for users. Work will continue intensively on the project "Insurance for long-term care". In cooperation with the MZ and MOPE, in the MDDSZ will embark on drawing up the "Strategy of protection for the elderly for the period 2006 to 2010".

In the period 2004 – 2006 **the network of social protection services will be extended:**

- institutional protection for the elderly: by awarding concessions and construction of homes, the provision of about 1000 new places is planned.
- help in the home services: local communities in cooperation with the MDDSZ should ensure the inclusion of 2000 new users of services.
- the services of protection and work centres for adults with physical and mental impairment – each year around 150 new inclusions, and expansion of the network of residential communities through concession tenders and expansion of public institutions
- expansion of the programmes of social rehabilitation for addicts, programmes for victims of abuse, persons with mental health problems, the elderly and for children with developmental difficulties, primarily through the ensuring of a greater extent of financing for NGO's
- transforming the CSD through their founding and incorporation into regional centres with preliminary trials of more efficient organisation on the basis of two pilot projects of regional CSD.

The ZSDVP, which began to apply on 1 January 2002, brought in an important new feature for **coordinating working and family life**. The mother has the right to maternity leave (only in exceptions, and in legally defined cases, can this right be exercised by the father). Both mother and father have the right to leave to care for a child, and must agree between themselves on how this is taken.

The law also introduces a new right, whereby the father has the right to 90 calendar days of paternity leave (for the first 15 days, which must be taken during the mother's maternity leave, he receives a 100 per cent payment in lieu benefit (paternity benefit), and for the remaining 75 days, which must be taken before the child is 8 years old, he is eligible to the payment of contributions for social security from the minimum wage). This exclusive right of the father, which cannot be transferred to another person, will be gradually introduced up to 2005, for which we are planning around 280 m SIT for 2005.

The law also introduces a new right to work part-time owing to parenthood, with one parent being able to work part-time up to the child's 3rd birthday, or up to the 18th birthday for a child that needs special care. For exercising this right in 2004 we are planning 298 m SIT, and a similar amount is planned for 2005.

For **cofinancing family support programmes** (preventive programmes against domestic violence, for at-risk groups of children and adolescents, for the support of various forms of family) the state will allocate each year about 20 m SIT more than in 2003.

In 2004 a "**Child observation post**" will be set up as a special unit within the national Social Protection Institute, and this will monitor and study the position of children in this country.

The **position of children** will be improved through the drafting and adoption of the National programme for improvement of the position of children, which will also establish appropriate coordination of measures that affect the position of children and families.

An **equal opportunities for disabled persons act** will also be drafted, and this will introduce lacking elements for the independent life of disabled persons. On the basis of an individualised plan for the individual disabled person, their rights will be defined for the services of a personal assistant, a rehabilitation counsellor (new occupational standards), adapted transport, advocacy and so forth. The law will lay down measures in the environment of the disabled person and will thereby create the conditions for providing equal opportunities for disabled persons. The law is in the drafting stage.

3.2.5. Access to education

Instruments and institutions

Preschool education is provided in line with the **Kindergartens Act** (1996), and compulsory primary school education with the **Primary Schools Act** (1996). Policy in this area is formulated by the MŠZŠ. Secondary education and adult education are regulated systemically by the **Vocational and Professional Education Act**, the **Gimnazije Act** and the **Adult Education Act**. In 2004 the National Assembly adopted **National programme of adult education**. Policy in the area of lifelong learning is formulated by the MŠZŠ. The MDDSZ also formulates certain policies that are linked to lifelong learning and the re-qualifying of employees or unemployed persons for the requirement of keeping or obtaining new employment. Implementation is the job of various educational institutions, the ZRSŠ and ZRSZ.

3.2.5.1. Preschool, primary and secondary school education

Measures and priority tasks

Preschool education in kindergartens

- formation of a network of public kindergartens as needed (influence for better access and easier coordination of working and family life)
- from January 2004 new **Rules for formulating prices of programmes in kindergartens** have been applied, where the method for calculating the price of programmes has been standardised. Differences have been removed in the price of the same programme between municipalities, and this is also fairer for parents
- permanent monitoring of the criteria determining payments by parents (especially in the lower wage brackets)

Primary and secondary school education (gymnasium – grammar school programmes)

- developing a network of primary and secondary schools (contributing to better accessibility and easier coordination of occupational and family life)
- through an **appropriate competition policy for enrolment places in schools**, ensuring the enrolment of the majority of young persons in their desired education programme at their chosen school (reduce the drop-out rate)
- changing education programmes in such a way that they are adapted to the target population (reduce the drop-out rate, since the highest dropping-out is in programmes of lower and secondary vocational education)
- introducing the project of quality of education, where the emphasis is also on reducing the drop-out rate and so forth
- high-quality implementation of the Placement of Children with Special Needs Act
- continuing the support of socially weaker pupils: text book funds, subsidising meals (since January 2004 the MŠZŠ has subsidised meals for 33.42% of pupils, and April 2004 saw the adoption of the **Rules on subsidising school food for primary school pupils**) and individual activities within the expanded programme (e.g. open-air school)

3.2.5.2. Vocational and professional education and lifelong learning

Measures and priority tasks

In order to prevent exclusion from the labour market, **continuous (professional) training** is needed at the work place. Adults need to be included in programmes of education and training in order to attain a higher level of education, which will lead to greater flexibility of the labour force (easier adjustment to new requirements).

Promotion of **lifelong learning** and **vocational training** needs to be continued:

- development of possibilities for learning in non-educational organisations
- continued development of alternative programmes such as project learning for young people (PUM) or production school
- developing the possibility of gaining national vocational qualifications under the certificate system, which facilitates proof of knowledge, skills and competence obtained in non-formal ways of lifelong learning, under a standardised procedure which is mutually comparable in the EU. Such a system will reduce the number of unemployed persons without any basic vocation, which includes for the most part young who have abandoned education. Another important reason for introducing the certificate system is to reduce the gaps between knowledge and skills that can be obtained within the normal school system, and those that employers need and seek. In this way the system would also offer the possibility for reducing the high drop-out rate.
- in order to ensure possibilities for e-learning and distance education to obtain general education for socially at-risk and vulnerable groups, expansion is being planned for the network of ICT supported **general education centres for independent study** (primarily adults); in the period 2004-2006, the establishing of 6 new centres is envisaged.
- in order to facilitate an improvement in and supplementation of deficient primary school knowledge, plans are in motion to introduce a free optional tenth year of primary education (it is envisaged by the Primary Schools Act; a programme document has been drafted, and is awaiting perusal at the Professional Council for General Education).
- **Lifelong learning** is a measure envisaged within the framework of the 2nd priority task of the SPD ("Knowledge, development of human resources and employment"), which is cofinanced by ESF funds. The anticipated activities and programmes are:
 - o Educating educators,
 - o Modernising and developing programmes of education and training,
 - o Developing and expanding the network of ICT supported local/regional advisory centres and vocational counselling centres,
 - o Expanding the system of ensuring quality,
 - o Reducing the educational shortfall among adults and education and training for drop-outs.

Funds envisaged for the period 2004-2006 amount to 7.1 bn SIT.

The measures envisaged in the area of help in dealing with the education needs of the most vulnerable groups have already been covered in chapter 3.4.

3.2.6. Access to judicial protection

Instruments and institutions

The **Free Legal Aid Act (ZBPP)**, which entered into force in 2001, is a systemic law that governs the allocation of free legal aid. In formulating the provisions of the ZBPP, account was taken of the legal remedies and recommendations of the Council of Europe. It is implemented by the courts – **expert services for BPP** – which offer those eligible their initial legal advice and necessary information on obtaining other forms of BPP, as well as attorneys and notaries, while certain forms of BPP such as the initial legal advice and partly free advice are provided to eligible **persons by persons who perform this activity without the intention of obtaining a profit**.

The **Labour and Social Courts Act (ZDSS-1)** was adopted in December 2003, and this introduces measures for speeding up procedures in labour and social disputes. Policy in these areas is formulated by the MP.

Measures and priority tasks

In April 2004, under an emergency procedure, the Slovenian National Assembly adopted the **Act Amending the Free Legal Aid Act (ZBPP-A)** which in line with Council Directive 2002/8/ES of 27 January 2003 introduced a wider circle of eligible persons, for which reason the number of requests for BPP will undoubtedly also increase. This also involves an expansion of the extent of BPP to persons who are eligible under the existing provisions, since in line with the aforementioned directive the Slovenian state must ensure for example the initial legal advice also in cases where those eligible actually request BPP in another EU member state, if the court that decides on the case is in the territory of that state. In view of the adopted system, access will be improved to judicial protection in domestic and foreign transboundary disputes.

Owing to the difficulties which arise in practice in connection with implementation of the ZBPP provisions, and for the proper implementation of the provisions of the law, which newly regulate the allocation of BPP in domestic and foreign transboundary disputes, in future the MP, together with the BPP services that operate in the courts, will organise consultations and seminars. In addition, as the competent departmental body, the MP will draft appropriate legislative solutions depending on the determination of their urgency for more appropriate and easier allocation of BPP, taking into account experiences and practices. At the same time, by preparing a **supplemented brochure on BPP**, the ministry will ensure the wider familiarity of potential BPP applicants with the procedure, types, conditions and methods of obtaining such legal aid, with the aim of ensuring the greatest possible access to judicial protection.

The Supreme Court of Slovenia, which in compliance with the law is allocated budget funds for providing BPP, will be allocated increased funds (125 m SIT for 2004, and almost 129 m SIT for 2005).

The new **Labour and Social Courts Act** introduces significant new features in court procedures, with the intention of speeding up procedures in labour and social disputes:

- greater exercising of the investigative principle in gathering evidence, and thereby emphasis on a more active role of the judge in the procedure;
- emphasis on the principle of concentrating the main hearing, meaning that all essential procedural material must be gathered prior to the start of the main hearing; this will prevent postponement of hearings and consequent lengthening of procedures;
- a requirement for greater procedural discipline from parties in the procedure; if parties fail to appear at hearings without justification, they face procedural sanctions; in this way the dragging out of procedures is prevented;
- introduction of the institution of sample procedures, which will contribute to more rapid resolving of mass disputes;
- introduction of full appeal hearings: this is a significant new feature in the procedure, meaning that challenged judgements of the court of first instance can only in exceptions be annulled and sent back for re-trial;
- special acceleration of procedures in disputes over the existence or termination of employment relations (these disputes take precedence, the deadline for responding to a suit is short, and the court must hold the first hearing no later than two months from receipt of the response to the suit).

These measures will begin to apply from 1 January 2005, when the ZDSS enters into force.

3.2.7. Access to cultural activities

Instruments and institutions

The instruments used by the MK are not only financial but also regulatory and organisational. Attention to ensuring the accessibility of cultural assets and the conditions for creativity is needed in all areas of culture. In the area of ethnic communities, the Roma communities, other minority communities and immigrants this involves the development of instruments orientated towards their increasing specialisation, in the sense that account is taken of the specific circumstances in which minorities function culturally. The MK cooperates directly and will also continue to cooperate with the main organisations of the ethnic communities and the Association of Roma of Slovenia, and also with societies of other minority communities and immigrants. In 2005 at the latest it will establish

cooperation with disabled organisations (in line with the Disabled Persons Organisations Act) and non-governmental organisations in connection with the fulfilment of children's cultural rights. Ethnic community programmes are carried out by various providers, including public institutions: the Institute for the Culture of the Hungarian Community, which was founded by the Pomurje Hungarian ethnic community and other public institutions: general education libraries, the Lendava Museum Gallery Institute, and the Lendava Institute for Informative Activities. The MK creates and will continue in future to create the conditions for an increase in the number of public institutions that will include in their programmes minority programmes and projects.

Measures and priority tasks

The area of work of the **unit dealing with the protection of cultural rights of minority ethnic communities in the MK** will be expanded also to dealing with the cultural rights of other vulnerable groups. In the future, in addition to implementing measures from the National Programme for Culture 2004-2007, it will be necessary to develop special instruments for protecting the cultural rights of disabled persons, children and other special social groups and to fulfil the conditions for financing of what are called new minorities (for the most part comprising people who settled in Slovenia from the former Yugoslav republics). In the future it will be necessary to focus especially on fulfilling the concept of cultural diversity in the function of improving the quality of life for all. Measures will be orientated towards creating the conditions for complete fulfilment of cultural rights and towards the conditions for equal opportunities for participation in cultural life through the implementation of positive discrimination as needed and in the necessary extent, and through consistent fulfilment of the principle of non-discrimination.

3.2.8. Access to leisure activities

Instruments and institutions

Access to leisure activities is ensured by numerous governmental and non-governmental organisations, special interest associations and societies, clubs and so forth. Many activities are covered by the MZŠZ, MK, ZPMS, ZŠ and UM.

Measures and priority tasks

For the period from 2004 to 2006 the following financial means and numbers of participants are planned:

Year	Financial means	Number of participants
2004	162 m SIT	221,000
2005	178 m SIT	225,000
2006	195 m SIT	230,000

In 2004 for various activities almost 272 m SIT of funds were allocated, including funds from the biennial tender for the activities of youth centres in Slovenia. These funds can be requested by youth and other NGOs – this year a public appeal was made for additional activities in youth centres, which are orientated primarily towards occupying the leisure time of young people in the summer, i.e. holiday months. Mention should also be made of the possibility of cofinancing leisure activities as part of the European **YOUTH** programme, where more than 1 m EUR are available to young people, the major portion of this being for youth exchanges and voluntary work.

The Institute for Sports of Slovenia and the Association for Sports for Children and Youth of Slovenia tendered in 2004, the European year of learning through sports, funds in the amount of 31 m SIT, which are intended for **cofinancing the professional** staff that organises, coordinates and implements sports programmes after classes, at the weekends and during holidays.

JSKD is planning the measures to increase the number of cultural societies and groups and to stimulate local communities and **offer expert help** in formulating programmes and ensuring the conditions for the functioning of amateur cultural societies and groups for all social, age and ethnic groups, as well as **to cofinance projects and investments** in premises and equipment for cultural societies.

3.2.9. Reducing regional differences

Instruments and institutions

SVRP policy. The implementing institution is the RDA on the national level and the network of development agencies on the regional level. The basis for implementing regional policy is the development plans of the individual region, which must coordinate the development policies in an individual region and national policies. In 2003 the Government adopted **the new proposed Balanced Regional Development Act**, which envisages a new organisation of the operation of regional policy and includes the principle of project financing.

Measures and priority tasks
Regional policy includes and stimulates individual ministries to direct their programmes and instruments into less developed regions (employment policy, investment in infrastructure and systems that enable greater inclusion of people in education and training, culture, health and social care). For the second year running the MDDSZ has allocated 70% of APZ funds to regions with above average unemployment rates. In the future it will be important to enable the stimulation of regions that may in an individual area be developed above the average but in a given sector be less developed.

3.3. PREVENTING THE RISK OF EXCLUSION

3.3.1. Promoting e-inclusion

Instruments and institutions

The Strategy of the Republic of Slovenia in the information society was adopted by the Government in February 2003, and in this it observed the methodology of the action plan e-Europe+. The MID is competent for the formulation of policy in this area.

Measures and priority tasks
<ul style="list-style-type: none">- Local, regional and national networks need to be developed in such a way that by means of information society services we link up work places, homes, schools and other IT centres. Such an infrastructure will ensure the flexibility of jobs (teleworking), which could also improve employment prospects for people with special needs.- IT literacy will be achieved through the establishing of a network of educational places in the area of computer skills, for which various education courses will be organised. Special courses will be prepared for various specific target groups, such as the unemployed, which should increase the level of e-knowledge and promote equal opportunities and social inclusion.- There is a need to develop public Internet access points. This would expand the possibilities of access to the Internet for unemployed persons and other socially excluded groups. These would receive support in Internet use from professional IT mediators, who would be employed at the access points. Operators at the existing and newly established public Internet access points will be systematically trained to help people who are not sufficiently skilled in using information society services. Multiplicative effects should be achieved through the use of capacities of the e-schools, libraries, cultural centres and labour offices, where premises and equipment will be available outside office hours.- Development of user-friendly applications, with an emphasis on specific target groups of users, including disabled persons, is also a long-term process which must make use in its entirety of information and communication technology.- E-schools are being set up in all regions, and they provide infrastructure for extensive programmes of education and training.- Preparation and performing the project PHARE-ESC-2003 (improving IT literacy of unemployed persons)

3.3.2. Preventing exclusion from work

Instruments and institutions

Important measures in this area are contained in the new Employment Act and the Occupational Safety and Health Act. Policy is formulated by the MDDSZ, while employers, employees and labour inspectors have the duty of ensuring proper implementation.

Measures and priority tasks

Before cancelling an employment contract for commercial reasons or because the worker is not achieving the expected results, the **employer must verify** whether the worker can be employed under different conditions, perhaps be additionally trained for the existing job or re-qualified for another job. Older workers and workers with disabilities enjoy special protection against dismissal. In order to prevent exclusion at the work place, the ZDR contains an important provision **prohibiting discrimination** at the work place.¹⁶

3.3.3. Preventing discrimination

Instruments and institutions

The Slovenian National Assembly, the Government, ministries, government services, other state bodies and bodies of self-governing local communities create, within the frame of their competence, the conditions for equal treatment of persons irrespective of any personal circumstance, through the spreading of awareness and monitoring the situation in this area. The UEM coordinates the activities of individual ministries and government services that relate to implementation of the systemic ZUNEO (Uradni list RS, no. 50/04) and performs technical and administrative tasks for the SUNEEO. Operating within the UEM is an equal opportunities advocate, who deals with cases of suspected violation of the prohibition on discrimination owing to gender. Direct and indirect discrimination are prohibited by law: the ZUNEO, ZEMŽM, ZDR and ZZRZI.

Measures and priority tasks

The ZUNEO envisages the following measures:

- offering assistance to suspected victims of discrimination;
- dealing with cases of suspected discrimination;
- protecting victims of discrimination from further victimisation;
- referring cases to the competent inspectors, if a suspected violator does not eliminate the consequences of unequal treatment;
- sanctioning violators in compliance with the relevant laws (see also chapter 3.3.2).

3.3.4. Preventing other forms of exclusion

3.3.4.1 Ensuring a minimum selection of electronic services

Instruments and institutions

Article 11 of the Electronic Communications Act provides that there is a need to ensure for end users a certain minimum selection of electronic services of prescribed quality at an accessible price and irrespective of their geographical position in the country. The MID is competent for formulating policy.

Measures and priority tasks

One of the most important services in this selection is the possibility of connection to the public telephone network and access to publicly accessible telephone services, since this contributes directly to reducing social exclusion, enables the establishing of links to the most urgent health care, and within technical capacities also to education. The law therefore envisages that the agency competent for regulation of the electronic communications market may, under certain conditions, require from the provider of a universal service, that **for users with low incomes or special needs it envisages a different pricing option or package** from that provided under normal commercial conditions.

¹⁶ It is impermissible to effect any unequal treatment on the basis of gender, race, skin colour, age, state of health or disability, religious, political or other beliefs, membership of a union, national and social origin, family status, material standing, sexual orientation or other personal circumstance.

Preparations are in hand for a set of **rules**, where the MID in agreement with the MDDSZ will determine the categories of those eligible, and the consumers deemed to be persons with low incomes or special needs.

3.3.4.2. Ensuring access to school, safe transport or care

Instruments and institutions

Schools and local communities are in charge of implementing the measures described below. The MŠZŠ is competent for formulating policy.

Measures and priority tasks

Lack of provision for **transport to school** also represents a risk of exclusion that must be prevented. For this reason pupils who live more than 4 kilometres from school, and all pupils of the first grade, are ensured the **right to free transport to school**. Free transport is also provided to pupils in the event that the competent body determines that their **safety on the way to school** is threatened. The primary school agrees with the parents and local community on the means of transport. If there is an interest, the school organises supervision of commuting pupils, this being a special form of educational work which provides for pupils while waiting for their transport a safe environment and where desired the possibility of resting, relaxation or conditions for studying. If pupils cannot be provided with transport, they have the right to **free care** in the place of education in homes for pupils or foster families, and the right to free transport home on days without classes.

3.3.4.3. Ensuring the supply of minimum quantities of electrical energy

Instruments and institutions

This area is governed by the energy act, while policy is in the competence of the MOPE and system operators are in charge of implementation.

Measures and priority tasks

Given that electricity is an essential living requirement, in 2004 through amendments to the energy act a **decision was adopted** that the system operator **cannot stop the supply of energy** below an amount that in respect of the circumstance (season, housing conditions, location of residence, assets) essential **to prevent a threat to the life and health** of the consumer and the persons living with them.

3.3.5. Use of means from European Structural Funds

To achieve the objectives in the area of social inclusion, in addition to domestic resources, finance from the European Structural Funds will be used, specifically the **ESF**. In the SPD, funds for this purpose are envisaged as part of the 2nd priority task "Knowledge, development of human resources and employment". For this purpose the aforementioned sources will provide about 18 bn SIT (73 m EUR, SPD) of which approximately 10% will be aimed at measure 2.2. "Promoting social inclusion". The funds envisaged in the EQUAL are about 1,4 bn SIT (5,7 m EUR, EQUAL). Part of all mentioned funds will be used in the period 2004-006. For more detailed information see chapters 3.2.5.2 and 3.4 and Table 16 in Statistical annex.

3.4. HELP FOR THE MOST VULNERABLE

3.4.1. Help in gaining employment

Alongside the existing APZ programmes, plans are in hand for **special programmes for employment and social inclusion** which will respond to the needs of disadvantaged persons, especially those with disabilities, Roma and other vulnerable groups. In the period 2004-2006 the employment of disadvantaged persons is also being stimulated through means from **ESF** and **CIP EQUAL**, which through transnational cooperation attempts and promotes new forms of combating all forms of discrimination and inequality in the labour market, and this is implemented by what are called development partnerships. The MDDSZ is in charge of implementing the CIP EQUAL and interdepartmental coordination.

3.4.1.1. Employment of disabled persons

Instruments and institutions

In order to improve the position of one of the weakest groups in society the Employment Rehabilitation and Employment of Disabled Persons Act was adopted in 2004 and the MDDSZ has already drawn up a special **Strategy for training and employment of disabled persons for the period 2003-2006**. Various institutions are in charge of implementing measures (sheltered workshops and NGOs organisations which through programmes cofinanced by the state help disabled persons etc), while policy is formulated by the MDDSZ. Disabled persons also represent one of the target groups of CIP EQUAL.

Measures and priority tasks

The new Employment Rehabilitation and Employment of Disabled Persons Act introduces the following new measures:

- **employment rehabilitation**, which will be provided by regional centres for rehabilitation,
- **protected employment** at protected jobs for disabled persons (employment under certain conditions, regional employment plans up to 2006)
- **supportive employment** with professional, technical and material help to disabled employees and employers that employ disabled persons, and subsidising disabled person wages,
- **system of quotas** (the duty of employers to employ a certain number of disabled persons)
- **the Fund for Promoting Employment of Disabled Persons** (funds from employers that do not employ a certain number of disabled persons under the quota system and other funds)
- continued introduction of **teleworking** for the employment of disabled persons in certain jobs.

3.4.1.2. Employment of Roma

Instruments and institutions

The ministries competent for individual areas (employment, education, housing) are responsible for formulating programmes and measures for implementing these programmes. The Slovenian Government Office for Nationalities is competent for monitoring and coordination. Equally, in 1999 the Slovenian Government adopted decisions whereby ministries and government services which within their competences encounter Roma issues, should focus special concern on these issues and include them in national programmes they prepare in their working area. The Roma also represent one of the target groups of CIP EQUAL.

Measures and priority tasks

An **Action programme for employment of Roma 2003-2006**, harmonised with the EES, has been adopted. The programme envisages the following measures:

- inclusion of young unemployed Roma in primary and vocational schools (gaining an education opens up greater employment prospects)
- inclusion of adult Roma in programmes of subsidised jobs (in cooperation with Roma societies and local communities),
- creation of public works (for help in learning) to reduce the school drop-out rate,
- employment of Roma advisers at ZRSZ offices.

3.4.1.3. Employment of other vulnerable groups

Instruments and institutions

Measures are planned in laws (Social Protection Act – ZSV (January 2004), Budget Implementation Act) and the **SPD 2004-2006** and in the **CIP EQUAL**.

Responsibility for implementing of the 2nd SPD priority task lies with the MDDSZ, ZRSZ and MŠZŠ. An important place is also occupied by NGOs, which through programmes cofinanced by the state help vulnerable groups. Policy formulation and interdepartmental coordination is provided by the MDDSZ.

Measures and priority tasks

Article 36a of the ZSV introduces the measure of **subsidising employment** for long-term unemployed recipients of cash social assistance. Funds envisaged for this measure in 2004 amount to 163 m SIT, while funds for 2005 and 2006 will be determined subsequently (based on findings from implementing the measure in 2004).

Promotion of social inclusion is a measure envisaged under the 2nd SPD priority task ("Knowledge, development of human resources and employment"), which is cofinanced from ESF means. Activities and programmes envisaged under this measure are:

- **-Help on the path to inclusion** (information, counselling, guidance, training and education)
- **-Help for employment** (local employment programmes for employing unemployed persons who are encountering problems entering the labour market).

Funds envisaged for the period 2004-2006 amount to 2.7 bn SIT.

CIP EQUAL promotes the seeking and testing of innovative solutions or new ways of combating all forms of discrimination and inequality in the labour market, and envisages four measures:

- Enabling easier access to the labour market and the return to it by those that have difficulty in inclusion or renewed inclusion in it, since it must be open to all.
- Promoting lifelong learning and inclusive working practices that promote the employment and retention of persons that have been victims of discrimination and inequality in connection with the labour market.
- Reducing the differences between genders and supporting equality at work.
- Support for the social and vocational integration of asylum seekers.

Funds envisaged for the period 2004-2006 amount to 2 bn SIT.

3.4.2. Help in education

3.4.2.1. More successful inclusion of Roma in education

Instruments and institutions

In June 2004 all the professional councils (for general education, vocational and professional education and for adult education) had adopted the **Strategy for education of Roma**, the strategic document on the more successful inclusion of Roma in education. For tackling issues that go beyond the area of education, but still affect education, the MŠZŠ will link up with other line ministries, primarily the MDDSZ and MZ.

Measures and priority tasks

- early inclusion in the education system: **inclusion of Roma children in preschool education in kindergartens** at least two years before the start of primary school, i.e. when they are four years old at the latest; the purpose of inclusion in kindergartens is primarily language learning (both Slovenian and Roma) and socialisation, which provides experiences and patterns that help children to start primary school more easily
- **Roma assistant**: lack of knowledge of Slovenian and unsuccessful integration of children can be eliminated or mitigated through the introduction of Roma assistants, who will be able to help children to overcome the emotional and linguistic barrier and will represent some sort of bridge between kindergarten/school and the Roma community
- **introduction of the Roma language** (optional subject) in primary schools, development of methods for teaching Slovenian to Roma pupils, inclusion of Roma culture, history and identity in the implementation of curriculums
- special attention will be paid to education of adult Roma, to raise their educational level and develop the labour force, to **development of advice centres or networks in environments where Roma live, and to the institutions of a Roma coordinator**, to financial support or assistance from the ministry and to ensuring funds for the possibility of free participation in programmes and free study help.

3.4.3. Help with housing needs

The measures envisaged in the area of help in dealing with the housing needs of the most vulnerable groups have already been covered in chapter 3.2.2.

3.4.4. Help with social inclusion

Instruments and institutions

Policy formulation is provided by the MDDSZ, implementation is responsibility of CSDs.

Measures and priority tasks

With the aim of achieving even better solutions to the Roma issues, and in this way facilitating their greater social inclusion, the MDDSZ adopted a measure whereby the CSD that are competent for areas in which Roma live and where an even more active approach is needed in dealing with open questions, will in 2004 through the public works scheme **employ one worker each, if possible a Roma (9 new jobs)**, who will be in charge of programmes for socialising Roma and for an acceptable level of integration for them into the local community (motivation, counselling and other forms of necessary help), and those CSD that deal with the largest numbers of Roma have been ensured the additional full-time employment of a professional worker.

Other measures envisaged in the area of help in social inclusion of the most vulnerable groups have already been covered in chapter 3.2.4.

Chapter 4: Institutional framework

4.1. The process of drafting the NAP/inclusion

For the drafting of the **NAP/inclusion** a special working group was set up, and this comprised representatives of government bodies, employers and employees, non-governmental organisations and associations of Slovenian municipalities. Representatives of departments and sectors actively participated in drawing up the plan. The working group met several times and addressed open questions and coordinated the structure and content of the document. Coordination and guidance in drawing up the document was provided by the MDDSZ, which also performed a range of direct coordination work with individual ministries. It also organised a public debate and seminar, at which the NAP and examples of good practice were presented. The seminar was attended by around 70 participants, including representatives of the European Commission. The final version of the document was discussed at the **ESS**, which entirely supported all the essential orientations and measures for implementing the plan.

The document NAP/inclusion was also sent for deliberation to the Slovenian Government's Council for Social Security, which comprises in addition to government representatives, representatives of the civil society and user (interest) associations. The Council assessed the document as of good quality and supported it.

While the NAP/inclusion was being drafted, work was also underway on drawing up the Development Strategy of Slovenia for the period 2004-2013. The strategies and objectives drawn up in connection with the NAP/inclusion were also taken into account in preparing the state's fundamental development document for the coming ten-year period.

4.2. Mobilising all actors

The Government supports the **social dialogue** on all levels. One of the latest achievements on the national level was the signing of the social agreement between the Government, employees and employers in April 2003 (the last one was signed in 1996). Social partnership is exercised on a bilateral and trilateral level. **Employees** are well organised in numerous union organisations. On the national level there are six representative union federations and confederations: the Federation of Free Unions of Slovenia, the Confederation of Unions of Slovenia – *PERGAM*, the Confederation of Unions '90 of Slovenia, the Confederation of New Unions of Slovenia – *NEODVISNOST* (INDEPENDENCE), the Slovenian Federation of Unions – *Alternativa*, and the Union of Workers of Slovenia – *Solidarnost* (Solidarity). The public sector unions are not linked into any federation or confederation, but function through the coordination of non-commercial sector unions. Since 1990, **employers** have had increasing importance in the negotiations for collective agreements, the social agreement and other tasks in social partnership, industrial relations and international relations. On the national level, employer interests are represented by the Association of Employers of Slovenia, the Chamber of Commerce and Industry of Slovenia, the Chamber of Crafts of Slovenia and the Association of Craft Activity Employers of Slovenia. Under the **social agreement**, which was signed under the aegis of the ESS, a special chapter is focused on social protection, while efforts to raise the social level of all inhabitants of Slovenia are included in various chapters, such as: in the chapter on employment policy, which is in part orientated towards improving employability through education and further training, in the chapter on wages through the determining of a minimum wage, in the chapter on health, where the objective is to increase the efficiency, solidarity and transparency of the public health system, and in the chapter on tax policy, whereby the proposed new legislation should ease the burden on those in the lower income brackets and ensure more equitable and transparent taxation of income.

The **ESS** is a tripartite body (Government, employers and unions), which was set up in 1994 and in which each group is represented by five representatives. It is the highest body of social dialogue and deliberates over all acts and other documents that affect socio-economic issues; it also has the role of monitoring fulfilment of the social agreement. An overview of the ten-year work of the ESS best reflects the **development of social dialogue in Slovenia**. Major laws adopted, their amendments and supplements, concluded or initiated reforms, and social agreements signed reflect success. The **annual debate on the Human Development Report** has redirected attention from economic

issues of development to the broader web of social issues for a higher quality of life. Through its broad debates and proposals, the ESS has contributed to the adoption and implementation of many national programmes and **action plans. Strengthening and development of social dialogue** has for a number of years been a constant theme in the work of ESS members.

The **Social responsibility of companies** was taken into account in the drafting of the social agreement, since the tasks of the partners (Government, employers and employees) in the area of economic and social development of the country are evenly shared and defined for each of them. Each party bears a certain responsibility for ensuring the basic conditions for development.

NGOs play an important role in social inclusion, both in organisation and in developing supplementary programmes to public services. The pluralisation of social services is an important part of the NPSV up to 2005. The MDDSZ is therefore giving increasing support to NGO's through cofinancing the implementation of social protection programmes. The number of programmes has doubled in the last few years. In individual areas both the quality of programmes provided and the diversity of programmes have increased. Some programmes are cofinanced on the basis of several-year contracts, especially in the area of social rehabilitation programmes, mental health programmes, development programmes and mothers' homes and shelters. NGO programmes are partly financed by the municipalities and partly through donations. NGO's can articulate more simply the specific needs of individuals and groups of the population, so they can help in dealing with the problems of excluded groups. In addition to this, they are becoming established as important representatives for excluded groups. In the past, NGO's did not act in a united way, and until now this was evident as a problem in establishing solid partnership between the NGO's and the state. During the process of association with the EU, however, awareness of the importance of partnership with NGO's grew, for which reason the Slovenian Government not only supported the idea of setting up a **Centre for Non-Governmental Organisations of Slovenia (CNVOS)**, but also committed itself to finance the centre in precisely determined and jointly agreed activities (strategy and partnership between the Government and NGO's). The CNVOS functions independently of the Government, and currently it includes only around 70 different NGO's. The CNVOS has also received certain funds from abroad for its operations, and this is an additional guarantee of the centre's independence. If we wish therefore to ensure an appropriate and satisfactory flow of information from the Government to NGO's and vice versa, we will need to establish a **more efficiently organised and coordinated network of NGO's** operating in the area of social inclusion, and continue **ensuring cooperation** between the Government and NGO's.

Since 2002 the **Roma ethnic community** has had the possibility of direct participation and decision-making in the wider political, social, economic and cultural area. Currently the Roma community has a councillor in the municipal councils of 19 municipalities.

In addition to this, there is a need to increase the **inclusion of regions** in resolving the problems linked to poverty and social exclusion, especially in the housing area and in devising and promoting programmes that are insufficiently developed in certain areas, or which despite an urgent need do not even exist there, such as programmes against drug addiction, programmes for persons with mental health problems and so forth. The regions are competent for formulating social inclusion policy in their territory, but in the formulation of a common national policy there exists a need for closer cooperation with the two associations of Slovenian municipalities. In line with Slovenian legislation, the **municipalities** have important jurisdiction in ensuring public services in the area of education, health, social protection and housing.

4.3. Monitoring implementation of the NAP/inclusion

For the requirements of effective monitoring of implementation of the NAP/inclusion, a special working group will be created (representatives of Government, local communities, social partners and NGO's). On the basis of reports received and bilateral meetings with those responsible for tasks, the group will verify implementation of planned actions and achievement of objectives, and in respect of its findings it will produce annual report and submit these to the ESS and the Government.

Chapter 5: Examples of good practice

Example 1: Dispensary for persons without health insurance

In the City of Ljubljana a dispensary for persons without health insurance began operating in 2002. On the City's initiative, the provider of the activity is the Ljubljana Health Centre, and cooperation was invited from two non-governmental organisations, Slovenska filantropija and the Štepanja vas Parish Caritas. The dispensary employs a **full time nurse and social worker, while other staff (doctors) are volunteers**. In general and numerous specialised dispensaries they provide health services for homeless people, aliens, asylum seekers, refugees and other persons without health insurance in the City territory. **Alongside health services**, socially at-risk persons are **helped with**: arranging accommodation, official status, insurance and social assistance. In addition to the dispensary, there are also consultation rooms, for general issues, children, pregnant women and diabetics. For persons without health insurance the dispensary offers a bathroom where visitors can wash and bathe, and a store room for clothes, where they can find clothing and footwear they might need. **Medications** are provided through donations from Lekarna Ljubljana, pharmaceuticals producers (Lek, Krka, Bayer), health centres and private physicians, individual donors, the Military Health Service of the Ministry of Defence, Caritas Sežana and so forth, while the cost of employing the social worker are covered by the MDDSZ and the remaining costs by the City. In the future, in the financing of the dispensary's work we will try to secure the participation of the Ministry of Health. In 2003 the dispensary was **attended** by a total of 8,101 persons, or 103 per cent more patients than in 2002 (when there were 3,988 visits). The dispensary is **most frequently** visited by persons with serious chronic illnesses, pregnant women, persons with chronic hypertension, circulatory problems and cancer.

Example 2: Old people's self-help groups

The ZSGGS, a non-profit NGO which operates in the public interest, is carrying out a programme of "Old people's self-help groups", which was planned on the following **basic principles**: the increasing number of old people, the crisis of the modern age is pauperising human relations, the social exclusion of old people, generational alienation, the satisfying of non-material needs in the background, state support for NGO's, and the influence of the civil society offers the possibility for greater choice of programmes. **Self-help groups** comprise a maximum of 10 persons over 65 years. Work in the group is organised and managed by a leader couple trained for this. The fundamental activity in the group is **conversation**. Parallel activities are: singing, reading, excursions, meetings with guests, creative workshops and walks. The **objectives of the programme are**: to link together members in a friendly group/substitute family, to satisfy their need for basic human relationships and experience what it means to be old, and to achieve a link of all three generations. The programme started in 1987, when the first self-help group was set up. **Effects** of the programme: resolving problems of loneliness, reducing social hardship, developing self-help, solidarity and mutual assistance, consolidating and expanding the social network, maintaining the psychophysical activities of old people, and improving the acceptance of old age and preparation for old age. The network of old people's self-help groups is made up of 493 groups comprising 5,202 persons over 65 years, 723 leaders/volunteers, 23 organisers of local networks, 2 organisers of regional networks, a national coordinator, other employees and young people involved in intergeneration camps and groups. The programme is supported **financially** by: the MDDSZ, numerous local communities, social protection institutions, the Foundation for Financing Disabled Organisations in the Republic of Slovenia and other organisations and societies.

Example 3: e-School

This is a project carried out since 2001 by the MID, and represents a publicly accessible Internet points **offering** the following: use of ICT for the needs of work and everyday life, access to the Internet in a public and free form, training in the knowledge required for effective inclusion in the information society, teaching people to live in and with the information society, facilitating the use of modern ICT for all, including those that do not otherwise have this possibility (social status, technical impediments etc). The project is carried out at locations with appropriate computer equipment and Internet access. The **activities of the e-School** are: presentations (presentation of the e-School project, presentation

of institutions), motivational and informational education (informational work on the Internet, work with the operational system, work with office and graphics programmes, presentation of novelties in the ICT area), independent use and work with computers, thematic classes, workshops, exchange of experience (videoconferencing). The **advantages** brought by the e-School are: learning and acquiring new knowledge, association and success, training for work and life in the information society, and intergenerational linking. Through its functioning, the e-School **contributes to the social inclusion** of all groups (unemployed, socially weak, repeat offenders etc) and offers non-financial help to marginalised groups of people, with the aim of easing or enabling their high-quality inclusion in society and modern societal currents (knowledge, skills, computer literacy and so forth). To date a total of **22 e-Schools have been set up and are operating** (with funds invested amounting to 190 m SIT – equipment, network, software), and 5 new e-Schools are being set up. Every month the e-Schools are visited by an average of 7,00 – 8,000 visitors. These are children, students, pupils, the elderly, unemployed, pensioners and other target groups.

Example 4: “Independent life for persons with handicap”

This project began in 1992. The YHD – Society for the Theory and Culture of Handicap is responsible, including legally, for the project, which arose in response to the search for a way of living outside institutions, both within one’s own family or independently in one’s own household, so the project is intended for **all persons with a handicap who wish to live independently or in their own home** outside institutions, old people’s homes and other institutionalised forms of life aimed especially at them. Individuals arrange their own lives relative to their capacity, wishes and needs.

Advice and the search for solutions are provided for each individual separately. When a person with a handicap expresses an interest in such a form of life (filling out a questionnaire and accepting the obligations and rights of being included in the project), it is **necessary to coordinate possibilities with desires**, to find appropriately corresponding personal assistants and educate them in the method and nature of the work they will perform (usually informal education, but once a year formal). The individual with the handicap must be directly involved in all these stages, and in this way they will actually manage their own life. Personal assistants are employed via programmes of subsidised employment: public works and the Thousand New Possibilities (application through a public tender, costs covered from official resources). In offering assistance, personal assistants, backed up by volunteers, alternate to provide up to 24 hours a day of care (where needed) in the home of the person included in the project. The individuals themselves organise and manage the personal assistance they need, or with the help of a project coordinator. **Personal assistance includes** personal care, housework, escorting and other physical tasks that the user cannot perform themselves or in which they need certain help. In addition to numerous other advantages, this ensures for the individual one of the fundamental human rights, the right to choose and decide on their own way of living, and at the same time it ensures the duty of responsibility for one’s actions.

Currently the **programme involves 70 individual users with handicaps**. Through public works the programme includes 9 workers and 64 disabled persons, in other words a total of 73 persons (subsidies for employment provided by the ZRSZ). At the same time the programme signifies a solution to the need for personal care (assistance) of the disabled person, and ensures the possibility of employment for an unemployed person. The aim of the project is to establish a National Network for Independent Life, with pertaining local Centres for Independent Life (a kind of agency run themselves by persons with handicap, who provide their clients with basic services for independent living: practical and legal advice, support in securing finance for employing personal assistants, counselling and the provision of information, education of candidates for personal assistants, mobile services and more).

The project is financed by: the MDDSZ, City of Ljubljana – Department for Health and Social Protection, the ZRSZ, municipalities that are clients of the JD programme or providing a contribution for the employees through the programme Disabled for the Disabled – personal assistance (City of Ljubljana, Slovenska Bistrica, Radlje ob Dravi, Turnišče) project users and numerous other individuals who have for years supported, advocated and created the idea set down in this mission statement. The project developed with the help of the MATRA programme and the Open Society Institute – Slovenia. YHD is striving on the basis of survey results to draft a proposal for legislative amendments, with the aim of having independent life recognised as equal in value to the possibility of “institutional solutions”. Experiences in implementing the project will be taken into account in drafting the Equal Opportunities for Disabled Persons Act, which is being drafted by the MDDSZ.

6. Statistical annex

Table 1: Gross domestic product by expenditure¹⁷, real growth rates in %

	1996	1997	1998	1999	2000	2001	2002	2003
GDP	3,8	4,4	3,7	5,9	4,1	2,9	2,9	2,3
Exports of goods and services	2,8	11,3	7,4	1,6	13,0	6,4	6,5	3,4
Imports of goods and services (minus)	2,3	11,5	10,3	8,0	7,6	3,0	4,9	6,3
Final consumption	2,8	2,4	3,6	5,1	0,8	2,8	1,4	3,0
Households consumption	2,7	2,6	3,0	5,8	0,2	2,4	1,0	3,0
Government consumption	3,4	2,4	5,4	2,9	2,3	4,0	2,5	2,8
Gross capital formation	6,1	12,5	11,3	22,4	3,3	-4,2	4,1	7,0

Source: Statistical Office of the Republic of Slovenia.

Table 2: Volume indices GDP per capita in PPS, indexes: (EU-15=100)

	2000	2001	2002 (Preliminary results)	2003 (Preliminary results)
Belgium (BE)	106	107	107	107
Denmark (DK)	116	115	113	113
Germany (DE)	102	100	100	99
Greece (EL)	66	67	71	73
Spain (ES)	83	84	86	87
France (FR)	104	105	105	104
Ireland (IE)	115	118	125	120
Italy (IT)	101	100	98	98
Luxemburg (LU)	199	194	189	191
Netherlands (NL)	111	113	111	110
Austria (AT)	114	112	111	111
Portugal (PT)	70	71	71	69
Finland (FI)	104	104	102	101
Sweden (SE)	109	106	105	106
United Kingdom (UK)	104	105	107	109
Iceland (IS)	115	115	109	106
Norway (NO)	147	144	136	136
Switzerland (CH)	119	116	114	118
Cyprus (CY)	76	78	76	76
Czech Republic (CZ)	60	61	62	63
Estonia (EE)	37	39	40	44
Hungary (HU)	49	51	53	56
Malta (MT)	71	70	69	67
Latvia (LV)	31	33	35	39
Lithuania (LT)	35	37	39	42
Poland (PL)	41	41	41	42
Slovakia (SK)	44	45	47	47
Slovenia (SI)	66	68	69	71
Bolgaria (BG)	24	26	26	27
Romania (RO)	23	24	27	27
Turkey (TR)	28	24	25	25

Source: EUROSTAT, Statistics in focus, Economy and Finance (Theme 2-64/2003, 27/2004).

¹⁷ GDP – Gross domestic product

Table 3: Structure of GDP

Activities	Shares in GDP, in % (current prices)				Structure of persons in employment, in %			
	1995	2000	2001	2002	1995	2000	2001	2002
A Agriculture, hunting, forestry	3,9	3,0	2,8	2,7	6,9	11,6	11,2	11,0
B Fishing	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
C Mining and quarrying	1,2	0,6	0,5	0,5	1,0	0,7	0,6	0,6
D Manufacturing	24,6	23,6	23,6	23,3	34,4	28,3	28,2	27,8
E Electricity, gas and water supply	2,6	2,5	2,7	2,5	1,5	1,3	1,3	1,3
F Construction	4,3	5,5	5,2	4,9	6,6	7,3	7,3	7,3
G Wholesale, retail; certain repairs	10,5	10,0	10,3	10,3	13,0	12,6	12,5	12,6
H Hotels and restaurants	2,6	2,3	2,2	2,1	4,1	3,8	3,7	3,7
I Transport, storage and communication	6,7	6,4	6,4	6,4	5,9	6,0	6,0	6,1
J Financial intermediation	3,5	4,4	3,8	4,7	2,2	2,2	2,3	2,3
K Real estate, renting and business activities	10,1	12,9	13,1	13,0	5,7	7,2	7,6	7,8
L Public administration and defence; comp. soc. sec.	4,6	5,4	5,7	5,8	4,2	4,8	5,0	5,2
M Education	4,9	4,9	5,0	5,0	5,8	6,0	6,0	6,2
N Health and social work	4,6	4,4	4,5	4,6	5,3	4,8	4,9	5,0
O Other social personal services	2,9	3,0	3,0	2,9	3,4	3,2	3,2	3,1
P Private households with employed persons	...	0,0	0,0	0,0	...	0,1	0,1	0,1
C...F Industry and construction	32,6	32,2	32,0	31,3	43,6	37,5	37,5	37,0
C...E Industry	28,3	26,7	26,8	26,3	36,9	30,2	30,1	29,7
G...P Service activities	50,2	53,8	54,1	54,9	49,6	50,8	51,3	52,0
G...K Market services	33,3	36,0	35,8	36,6	30,8	31,9	32,1	32,5
L...P Non-market services	16,9	17,8	18,3	18,3	18,7	18,9	19,2	19,5

Source: Statistical Office of the Republic of Slovenia

Note: Data for the year 1995 are not completely comparable with data for other years.

Table 4: Productivity (GDP per employee) - real growth rates in %

	1996	1997	1998	1999	2000	2001	2002	2003
TOTAL								
GDP	3,8	4,4	3,7	5,9	4,1	2,9	2,9	2,3
Employment	-1,0	-0,5	0,0	1,2	1,1	0,5	-0,5	-0,2
Productivity	4,8	5,0	3,7	4,6	2,9	2,4	3,5	2,5
MANUFACTURING								
Added value	1,6	6,6	4,6	3,1	8,6	4,9	4,6	2,7
Employment	-5,3	-5,0	-2,1	-1,7	-0,3	0,4	-2,0	-2,0
Productivity	7,2	12,1	6,9	4,9	9,0	4,5	6,7	4,9

Source: Statistical Office of the Republic of Slovenia.

Table 5: Employment rates by gender and age group (in %)

Year	1998	1999	2000	2001	2002	2003	EU-15 2002/2
Total							
15-64	62.9	62.2	62.8	63.8	63.4	62.6	64.3
15-24	37.5	34.3	32.8	30.5	30.6	29.2	40.6
25-54	81.6	81.7	82.6	83.6	83.4	82.5	77.2
55-64	23.9	22.0	22.7	25.5	24.5	23.5	40.1
65 years and over	9.4	8.1	8.3	8.2	7.2	6.2	3.5
Men							
15-64	67.2	66.6	67.2	68.6	68.2	67.4	72.8
15-24	39.5	36.3	35.7	34.1	34.4	33.7	43.7
25-54	85.2	85.2	85.7	87.0	86.7	85.7	86.8
55-64	31.8	31.3	32.3	35.9	35.4	33.2	50.1
65 years and over	13.4	11.2	11.5	11.3	9.6	9.5	5.5
Women							
15-64	58.6	57.6	58.4	58.8	58.6	57.6	55.6
15-24	35.4	32.4	29.7	26.8	26.5	24.4	37.4
25-54	77.8	78.1	79.3	80.1	80.0	79.3	67.4
55-64	16.1	13.2	13.8	15.8	14.2	14.6	30.5
65 years and over	7.1	6.3	6.4	6.4	5.7	4.2	2.1

Source: Eurostat (Key Employment Indicators); Statistical Office of the Republic of Slovenia.

Note: Data for the EU-15 refer to the second quarter of a year.

Table 6: Employment rates by sectors of activity (15-64), in %

Year	1997	1998	1999	2000	2001	2002	2003
SLOVENIA	62.6	62.9	62.2	62.8	63.8	63.4	62,6
Services	49.8	50.6	51.5	52.3	51.4	52.4	53,4
Industry and construction	39.1	38.2	37.7	37.5	37.9	38.0	37,5
Agriculture	11.1	11.2	10.8	10.3	10.7	9.5	8,4
EU-15 (1)	60.7	61.4	62.5	63.4	64.1	64.3	see note (2)
Services	68.4	68.7	69.4	69.9	70.4	71.0	
Industry and construction	26.9	26.7	26.2	25.8	25.5	25.0	
Agriculture	4.8	4.6	4.4	4.3	4.2	4.1	

Source: Eurostat (Key Employment Indicators).

Note: (1) Data for the EU-15 refer to the second quarter of a year.

(2) More up to-date data were not available at the time of preparaton of the document.

Table 7: Unemployment rates

Year	1998	1999	2000	2001	2002	2003	EU-15 2002	EU-15 2003 ¹⁸
Section 1. Unemployment rate by gender (% labour force 15+)								
Total	7.4	7.2	6.6	5.8	6.0	6.7	7.7	8,0
Men	7.3	7.0	6.4	5.5	5.7	6.4	6.9	8.9
Women	7.5	7.4	6.8	6.2	6.4	7.1	8.7	7.3
Section 2. Youth unemployment rate by gender (% labour force 15-24)								
Total	17.8	17.9	16.2	16.0	15.3	17.4	15.1	
Men	16.9	16.7	14.9	15.0	13.9	15.6	14.8	
Women	18.8	19.2	18.0	17.4	17.2	19.9	15.5	
Section 3. Long term unemployment rate by gender (% labour force)								
Total	3.3	3.3	4.1	3.5	3.3	3.8	3.0	3.3
Men	3.3	3.4	4.0	3.4	3.3	3.7	2.6	2.9
Women	3.3	3.1	4.1	3.6	3.4	3.9	3.6	3.7
Section 4. Very-long-term unemployment rate by gender (% active population 15-64)								
Total	3.2	3.0	3.0	2.8	2.5	2.5	1.9	
Men	3.2	3.2	3.0	2.8	2.5	2.6	1.6	
Women	3.2	2.8	2.9	2.9	2.5	2.5	2.2	
Section 5. Long-term unemployment share by gender (% unemployed)								
Total	57.7	58.0	62.6	61.4	57.7	55.5	40.2	
Men	58.0	61.5	63.8	63.1	60.6	56.6	38.5	
Women	57.4	53.5	61.3	59.7	54.8	54.2	41.8	
Section 6. Unemployment rate by gender and age group								
Total (15-64)	7.9	7.6	7.0	6.5	6.5	6.8	7.7	
15-24			16.8	18.1	16.7	17.4	14.6	
25-54			5.8	5.1	5.4	5.7	6.8	
55-64	(4.3)	(4.7)	(5.4)	(4.0)	(3.0)	(3.3)	6.2	
Men (15-64)	7.7	7.3	6.8	6.0	6.1	6.5	6.9	
15-24			15.2	15.9	15.2	15.6	14.3	
25-54			5.6	4.7	5.0	5.4	5.9	
55-64	(5.0)	(5.7)	(6.7)	(4.5)	(3.6)	(3.9)	6.2	
Women (15-64)	8.1	7.9	7.3	7.2	7.0	7.2	8.7	
15-24			18.7	(20.9)	18.7	19.9	15.0	
25-54			6.0	5.6	5.8	6.0	7.9	
55-64	((3.0))	.	.	((2.8))	.	.	6.2	

Source: Eurostat (for figures in sections 1,2 and 3), Labour Force Survey; Statistical Office of the Republic of Slovenia (for figures in sections 4, 5 and 6).

Note: Data for the EU-15 refer to the second quarter of a year.

The long-term unemployment rate is the total number of long-term unemployed (at least 12 months) and very long-term unemployed (at least 24 months) as a percentage of the total active population aged 15-64.

¹⁸ Source: Indicators for monitoring the Employment Guidelines 2004/2005 compendium (draft), missing indicators are not available yet.

Table 8: Persons in employment and unemployed persons by school attainment, in %, 2003

	Persons in employment	Unemployed persons
Total	100.0	100.0
No school education or incomplete elementary school	1.9	(3.6)
Elementary school	15.5	21.5
Lower or middle vocational education	29.1	36.1
Srednja strokovna izobrazba	29.0	25.2
General upper secondary education	4.9	(4.7)
Post-secondary vocational education	6.6	(2.5)
Higher professional and university education	11.6	6.2
Specialist post-secondary education, master's, doctorate	1.3	.

Source: Labour Force Survey; Statistical Office of the Republic of Slovenia.

Table 9: Social protection expenditure and expenditure on social benefits by function, in % of GDP, 1996-2002

[considering the 2. corrigendum of GDP (April / May, 2004, see footnote number 4 on page 2)]

	1996	1997	1998	1999	2000	2001	2002	EU-15 2000	EU-15 2001
Social protection expenditure	24.4	24.8	25.0	25.0	25.2	25.5	25.4	27.3	27.5
Expenditure on social benefits, total	23.9	24.3	24.5	24.4	24.6	24.8	24.8	26.2	26.4
Sickness / health care	7.4	7.5	7.6	7.5	7.5	7.8	7.8	7.2	7.4
Disability	2.0	2.1	2.1	2.2	2.2	2.2	2.1	2.1	2.1
Old age	10.6	10.6	10.7	10.5	10.6	10.8	11.1	10.9	10.9
Survivors	0.5	0.5	0.5	0.5	0.5	0.5	0.4	1.3	1.3
Family / children	2.0	2.1	2.0	2.1	2.3	2.2	2.1	2.1	2.1
Unemployment	1.0	1.2	1.3	1.2	1.0	0.9	0.8	1.7	1.6
Housing	...	...	...	...	...	...	...	0.6	0.5
Social exclusion not elsewhere classified	0.4	0.5	0.4	0.4	0.4	0.4	0.5	0.4	0.4

Source: - ESSPROS methodology; Statistical Office of the Republic of Slovenia.

- Source for EU-15: Detailed tables, European social statistics - Social protection, Expenditure and receipts 1991-2000, European Commission, Luxembourg, 2003.

- Source: Detailed tables, European social statistics - Social protection, Expenditure and receipts 1992-2002, European Commission, Luxembourg, 2004.

Table 10: Some demographic indicators of the Slovenian population and EU-15

	1996 (30.6.)	2001 (30.6.)	2002 (30.6.)	EU-15 1999	EU-15** 2001
Population (in thousands)	1,991	1,992	1,996	375,585	378,037
Population of foreign citizenship (in thousands)	49	44	46	...	
Population by age groups in %	100.0	100.0	100.0	100.0	
0-14	17.8	15.6	15.2	16.9	
15-64	69.5	70.1	70.2	66.9	
65 +	12.7	14.3	14.6	16.2	
Dependency ratio (65+/ 0-14) in %	71.3	91.9	96.4	95.8	
Old age dependency ratio (65+/15-64) in %	18.3	20.4	20.8	24.3	
Total fertility rate	1.28	1.21	1.21	1.45	1.47
Mean age of women at birth of first child	25.3	26.7	27.2	...	...
Life expectancy at birth :					
- Men	70.3	72.1	72.3	75.3	75.3
- Women	78.3	79.6	79.9	81.4	81.4
- Difference	8.0	7.5	7.6	6.1	6.1
Infant mortality	4.7	4.2	3.8	5.0	4.6
Age-standardised mortality rate	9.4	9.3	9.4	9.9	9.5

Source: Statistical Yearbook 2000; HFA,WHO Copenhagen, January 2003; Eurostat.

** European social statistics Demography, 2002 Edition, Eurostat.

Table 11: Projection of the population

	2002	2005	2010	2013	2015
Population 30. of June (in thousands)	1995,7	1996,1	1994,5	1991,9	1988,7
Population by age group in %					
0-14 years	15,2	14,2	13,5	13,4	13,4
15-64 years	70,2	70,4	70,0	69,3	68,5
65 yaers and over	14,6	15,4	16,5	17,2	18,1
Index of growth (year 2002 = 100)					
Total	100,0	100,0	99,9	99,8	99,6
0-14 years	100,0	93,7	89,1	88,3	88,1
15-64 years	100,0	100,3	99,6	98,6	97,3
65 yaers and over	100,0	105,2	112,7	117,5	123,1

Source: UMAR, The last working document on projection (2004).

Tabela 12: Some social cohesion indicators – income and poverty adopted at the Laeken Council - Slovenia and EU-15

	1997	1998	1999	2000 ⁽³⁾	2001	EU-15 1999	EU-15 2000
Income in cash + in kind							
At-risk-of-poverty rate, in %	11,3	11,6	11,4	11,3	10,6	See note 2.	
At-risk-of-poverty rate before social transfers (pensions included in income), in %	16,9	17,2	17,7	17,5	17,3		
At-risk-of-poverty rate before social transfers (pensions excluded from income), in %	36,1	36,2	37,4	37,2	37,6		
Inequality of income distribution – S80/S20 quintile share ratio	3,2	3,2	3,2	3,2	3,1		
Inequality of income distribution – Gini coefficient	See note 1.		22	22,3	22,0		
Relative at-risk-of-poverty gap	See note 1.		18	18,5	18,7		
At-risk-of-poverty threshold in PPS	See note 1.		5 677	5 895	6 171		
in euro (Eurostat exchange rate)	3 708	3 884	3 920	4 148	4 359		
Income in cash							
At-risk-of-poverty rate, in %	14,0	13,8	13,6	13,0	12,9	15	15
At-risk-of-poverty rate before social transfers (pensions included in income), in %	19,5	19,8	20,5	20,2	20,2	24	23
At-risk-of-poverty rate before social transfers (pensions excluded from income), in %	40,2	39,9	40,8	40,8	41,5	40	40
Inequality of income distribution – S80/S20 quintile share ratio	3,7	3,6	3,6	3,6	3,6	4,6	4,4
Inequality of income distribution – Gini coefficient	See note 1.		25	24,7	24,3	29	29
Relative at-risk-of-poverty gap	See note 1.		22	21,8	21,6	22	21
At-risk-of-poverty threshold in PPS	See note 1.		5 208	5 342	5 631	7 272	7 732
in euro (Eurostat exchange rate)	3 339	3 530	3 596	3 759	3 978	7 342	7 805

Source: Household Budget Survey, Statistical Office of the Republic of Slovenia; ECHP, Eurostat.

Note: (1) Data for Gini coefficient, Relative at-risk-of poverty gap and At-risk-of-poverty threshold in PPS (illustrative values) before 1999 are omitted, because they were not explicitly validated by Eurostat.

(2) EUROSTAT does not provide indicators, based on both kinds of income (in cash + in kind).

(3) EUROSTAT changed the methodology of calculation of the indicators by introducing slightly different income definition and minor changes in some formulas for the calculation of indicators. Therefore data for the year 2000 may differ slightly from the data published in our publications previously (First Release dated 16.10.2004, Statistical Yearbook 2003, Slovenia in Figures 2004).

Table 13: Social cohesion indicators – income and poverty adopted at the Laeken Council (at-risk-of-poverty rate) for Slovenia

	2000 (1)		2001 (2)	
	Income in cash	Income in cash + in kind	Income in cash	Income in cash + in kind
Mean equivalised disposable income				
In SIT	1.402.566	1.520.787	1.562.103	1.690.203
In PPS	9.648	10.461	10.145	10.977
In EURO (Eurostat exchange rate)	6.788	7.361	7.166	7.754
At-risk-of-poverty rate	13,0	11,3	12,9	10,6
At-risk-of-poverty rate with breakdown by age and gender				
men	12,5	10,5	12,4	9,6
women	13,5	12,0	13,3	11,6
0-15 years	11,2	9,3	11,7	8,7
0-64 years	11,4	9,7	11,4	9,1
men	11,9	10,1	11,6	9,2
women	10,8	9,3	11,1	9,1
16+	13,4	11,7	13,1	11,0
men	12,8	10,6	12,7	9,7
women	13,9	12,7	13,6	12,2
16-64 years	11,4	9,8	11,3	9,2
men	11,9	10,1	11,6	9,2
women	10,8	9,5	10,9	9,2
16-24 years	12,3	10,3	13,4	10,3
men	13,2	10,7	14,1	10,4
women	11,2	9,9	12,5	10,3
25-49 years	10,8	9,2	10,3	8,6
men	11,3	9,5	10,6	8,7
women	10,3	8,9	9,9	8,5
50-64 years	12,0	10,6	11,7	9,7
men	12,3	10,9	11,8	9,3
women	11,7	10,3	11,6	10,1
65 years and over	23,4	21,2	22,3	19,5
men	18,5	14,0	19,6	12,9
women	26,3	25,4	23,8	23,5
At-risk-of-poverty rate with breakdown by most frequent activity status and gender				
at work	6,8	5,2	6,8	4,8
men	7,4	5,6	7,5	5,4
women	6,1	4,8	6,0	4,1
employed	5,0	4,4	5,0	4,1
men	5,3	4,6	5,4	4,4
women	4,5	4,2	4,5	3,7
self-employed	18,6	10,3	19,1	9,7
men	17,4	10,3	18,4	10,3
women	20,9	10,3	20,6	8,6
Not at work	20,4	18,5	19,9	17,6
men	20,2	17,5	19,9	15,8
women	20,5	19,3	19,8	18,9
unemployed	39,5	42,1	40,3	40,8
men	41,5	41,6	38,8	36,9
women	37,1	42,8	42,3	45,8
rRetired	15,8	15,0	15,4	14,5
men	15,3	12,3	16,1	11,7
women	16,2	16,9	14,9	16,4
other economically inactive	23,3	19,1	22,7	17,9
men	21,9	18,9	20,8	16,4
women	24,2	19,2	24,0	18,8
At-risk-of-poverty rate with breakdown by household type				
all households without dependent children	16,6	14,8	15,5	13,6
one person household, total	34,4	36,2	33,3	35,2
male	29,9	28,5	34,2	27,7
female	36,2	39,3	32,9	38,6
one person household, under 65 years	30,5	27,8	31,1	29,3
one person household, 65 years or more	37,3	42,4	35,0	39,8
two adults, no dependent children, both adults under 65 years	14,0	10,7	13,2	10,3
two adults, no dependent children, at least one adult 65 years or more	21,9	18,6	20,4	16,5
other households without dependent children	9,4	7,9	7,5	5,5
all households with dependent children	10,9	9,2	11,3	8,7
single-parent household, one or more dependent children	17,5	21,1	18,0	19,8
two adults, one dependent child	9,2	9,5	6,9	7,4
two adults, two dependent children	6,3	6,4	6,7	6,7
two adults, three or more dependent children	16,7	9,9	18,7	8,1
other households with dependent children	13,8	9,8	14,9	9,8

Table 13 (continued)

At-risk-of-poverty rate with breakdown by accommodation tenure status				
Owner or rent-free	12,8	10,9	12,8	10,2
men	12,2	10,0	12,3	9,2
women	13,3	11,7	13,3	11,2
Tenant	16,6	16,8	14,6	16,2
men	17,6	16,8	14,8	15,0
women	15,8	16,8	14,3	17,2
At-risk-of-poverty threshold				
in SIT	776.640	856.968	867.016	950.158
in PPS	5.342	5.895	5.631	6.171
in EURO (Eurostat exchange rate)	3.759	4.148	3.978	4.359
At-risk-of-poverty threshold for a household consisting of two adults and two children				
in SIT	1.630.944	1.799.633	1.820.735	1.995.331
in PPS	11.219	12.379	11.824	12.958
in EURO (Eurostat exchange rate)	7.894	8.710	8.353	9.154
Inequality of income distribution: S80/S20 quintile share ratio	3,6	3,2	3,6	3,1
Relative at-risk-of-poverty gap by age and gender				
total	21,8	18,5	21,6	18,7
men	21,8	18,8	21,6	20,0
women	21,8	17,7	21,5	18,3
0-15	19,1	16,0	15,9	16,2
16+	22,1	18,7	22,1	19,5
men	22,6	19,2	23,0	20,9
women	21,8	17,6	21,6	18,2
16-64	21,8	19,0	23,0	20,0
men	22,9	20,1	23,4	20,7
women	20,3	17,4	21,8	19,5
65+	23,2	17,4	21,1	18,4
men	18,8	15,4	21,1	21,6
women	25,2	17,6	20,4	17,7
Dispersion around the at-risk-of-poverty threshold with breakdown by gender				
40% cut-off	3,9	2,9	4,0	2,8
50% cut-off	7,7	6,1	7,5	5,8
men	7,3	5,6	7,2	5,3
women	8,1	6,5	7,8	6,2
70% cut-off	20,9	18,2	20,4	17,7
At-risk-of-poverty rate anchored at a point in time with breakdown by gender	10,3	8,9	10,5	8,6
men	9,7	8,5	10,1	8,1
women	10,8	9,3	10,9	9,2
At-risk-of-poverty rate before social transfers with breakdown by age and gender				
pensions included in income				
total	20,2	17,5	20,2	17,3
men	19,7	16,7	19,7	16,4
women	20,8	18,4	20,6	18,2
0-15	23,7	20,5	24,5	21,3
16+	19,5	16,9	19,3	16,5
men	18,8	15,8	18,8	15,4
women	20,3	18,0	19,8	17,6
16-64	18,3	15,8	18,3	15,5
men	18,5	15,9	18,5	15,4
women	18,1	15,7	18,1	15,6
65+	25,6	22,7	24,2	21,6
men	20,2	15,2	20,8	15,0
women	28,8	27,0	26,3	25,4
pensions excluded from income				
total	40,8	37,2	41,5	37,6
men	38,6	34,8	39,2	35,1
women	42,8	39,5	43,7	39,9
0-15	30,2	26,0	31,9	27,1
16+	42,9	39,5	43,5	39,7
men	40,4	36,7	40,9	36,9
women	45,3	42,1	45,9	42,4
16-64	34,9	31,6	35,2	31,4
men	34,1	30,5	34,3	30,2
women	35,8	32,8	36,0	32,6
65+	83,5	79,8	84,2	80,4
men	84,3	81,0	84,7	81,2
women	83,0	79,1	83,8	80,0
Inequality of income distribution: Gini coefficient	24,7	22,3	24,3	22,0

Source: (1) Household Budget Survey, Statistical Office of the Republic of Slovenia; Data of the three consecutive years (1999, 2000, 2001) are calculated to the middle year (2000) which is used as the reference year.

(2) Household Budget Survey, Statistical Office of the Republic of Slovenia; Data of the three consecutive years (2000, 2001, 2002) are calculated to the middle year (2001) which is used as the reference year.

Table 14: Regional data

Statistical region	GDP per capita 2000, volume indices	GDP per capita 2001, volume indices	GDP per capita 2002, volume indices	Unemployment rate, ILO definition, 2003	Financial social assistance December 2002*	Financial social assistance December 2003*
SLOVENIA	100.0	100.0	100.0	6.7	4	4.4
Osrednjeslovenska	139.9	140.7	141.8	4.9	1.6	2.2
Obalno-kraška	104.9	103.9	103.4	(7.5)	2.1	2.7
Gorenjska	87.5	88.4	87.8	5.5	2	2.5
Goriška	98.2	98.8	96.7	(4.4)	1.1	1.5
Savinjska	90.4	88.5	89.1	6.3	5.2	6.2
Jugovzhodna Slovenija	91.5	91.8	90.1	(5.2)	3.3	4.0
Pomurska	70.5	70.4	69.0	8.1	8	8.8
Notranjsko-kraška	79.3	78.2	78.1	(4.8)	1.9	2.9
Podravska	82.6	82.7	83.9	11.0	5.7	6.9
Koroška	81.7	81.5	80.0	(6.6)	3.4	4.4
Spodnjeposavska	84.5	85.4	83.9	(9.9)	5.2	6.4
Zasavska	79.4	75.1	72.8	(7.2)	5.6	6.4

Source: Statistical Office of the Republic of Slovenia, Ministry of Labour, Family and Social Affairs.

*Note: For financial social assistance, the proportion of the population of a particular region entitled to social assistance is given, in %.

Table 15: Structure of the recipients of financial social assistance*, v %

		2002	2003	
By gender of the applicant	Men	50,03	46,73	
	Women	49,97	53,27	
By age of the applicant	Up to 18	0,16	0,12	
	18-21	22,21	20,61	
	22-26	23,99	25,15	
	27-45	32,65	33,08	
	46-59	16,78	16,78	
	60-64	2,03	1,91	
	65-79	1,82	1,90	
	80+	0,36	0,46	
By educational attainment	In education	0,33	0,29	
	No school education or incomplete elementary school	10,55	8,92	
	Elementary school	32,50	32,08	
	Lower or middle vocational education	26,53	25,32	
	Secondary education	26,23	28,74	
	Post secondary education	3,86	4,65	
By status of the applicant	Employed	2,19	2,64	
	Self-employed, famer	0,19	0,14	
	Self-employed, other activity	0,09	0,09	
	Unemployed, registered at employment office	86,70	85,16	
	Termination of employment	0,02	0,02	
	Deleted from the register of unemployed	0,08	0,08	
	Not registered at the employment office	0,28	0,24	
	Not registered at the employment office, insufficient KD	0,05	0,03	
	In prison	0,01	0,00	
	Care for the family member	0,14	0,12	
	Child	0,04	0,05	
	Pupil or student getting married or becoming a parent	0,33	0,39	
	Retired	1,78	2,16	
	Incapable of work, permanent	3,08	2,97	
	Incapable of work	1,60	1,59	
	In military service	0,06	0,01	
	On maternity leave	0,31	0,50	
	Included in education or training	1,75	2,44	
	Contract actively addressing the social problem	1,18	1,21	
	Extraordinary financial social assistance-without person fault	0,09	0,12	
	Other	0,04	0,05	
	By the main source of family income	Without income	68,40	66,62
		Wage	6,08	6,70
		Pension	3,04	3,48
		Other receipts from pension and disability insurance	0,76	0,76
		Unemployment benefit	0,99	1,03
		Unemployment assistance	1,83	2,68
Family benefits		1,35	1,66	
Allowance for fostering		0,03	0,00	
Compensation of handicapped		0,12	0,15	
Allowances for war invalids		0,04	0,04	
Alimony		6,48	6,74	
Attendance allowance		0,03	0,03	
Income, indirectly concluded		0,29	0,30	
Income from property		0,02	0,03	
Income from contracted work		0,16	0,15	
Loyalties		0,02	0,03	
Other		0,32	0,29	
Income from agriculture		9,40	8,37	
Income from self-employment, agriculture		0,02	0,03	
Income from self-employment, other activities		0,20	0,27	
Income from casual and occasional work	0,43	0,64		
By type of family	Single person	72,23	72,36	
	Single-parent family	11,49	12,13	
	Parents with children	12,14	11,45	
	Couples without children	4,01	3,96	
	Other	0,13	0,10	

Source: Ministry of Labour, Family and Social Affairs; * Recipients are people who apply for and obtain social assistance for themselves and their family.

Table 16: ESF funds in the period 2004-2006, by SPD and CIP EQUAL measures

Measures	Funds (v mio SIT)		
	ESF	Total national public funds	Total
A.) EPD – Priority 2. Knowledge, development of human resources and employment			
1. Developing and promoting active labour market policies	5.325	1.775	7.100
2. Facilitating social inclusion	2.025	675	2.700
3. Lifelong learning	5.325	1.775	7.100
4. Fostering entrepreneurship and adaptability	5.325	1.775	7.100
Total A	18.000	6.000	24.000
B) CIP EQUAL			
1. Enabling easier access to the labour market and the return to it by those that have difficulty in inclusion or renewed inclusion in it, since it must be open to all.	934	311	1245
2. Promoting lifelong learning and inclusive working practices that promote the employment and retention of persons that have been victims of discrimination and inequality in connection with the labour market.	233,5	78	311,5
3. Reducing the differences between genders and supporting equality at work.	233,5	78	311,5
4. Support for the social and vocational integration of asylum seekers.	31	10	41
Total B	1.432	477	1.909
Total A + B	19.432	6.477	25.909

Source: MDDSZ