

Opozorilo: Neuradno prečiščeno besedilo predpisa predstavlja zgolj informativni delovni pripomoček, glede katerega organ ne jamči odškodninsko ali kako drugače.

Neuradno prečiščeno besedilo Zakona o enakih možnostih žensk in moških obsega:

- Zakon o enakih možnostih žensk in moških – ZEMŽM (Uradni list RS, št. 59/02 z dne 5. 7. 2002),
- Zakon o spremembah in dopolnitvah Zakona o uresničevanju načela enakega obravnavanja – ZUNEO-A (Uradni list RS, št. 61/07 z dne 10. 7. 2007),
- Zakon o varstvu pred diskriminacijo – ZVarD (Uradni list RS, št. 33/16 z dne 9. 5. 2016).

ZAKON

O ENAKIH MOŽNOSTIH ŽENSK IN MOŠKIH (ZEMŽM)

(neuradno prečiščeno besedilo št. 2)

I. SPLOŠNE DOLOČBE

1. člen (namen zakona)

(1) S tem zakonom se določajo skupni temelji za izboljšanje položaja žensk in ustvarjanje enakih možnosti žensk in moških na političnem, ekonomskem, socialnem, vzgojno-izobraževalnem ter na

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The unofficial consolidated version of the Act on Equal Opportunities for Women and Men comprises:

- Act on Equal Opportunities for Women – ZEMŽM (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 59/02 of 5 July 2002),
- Act Amending the Implementation of the Principle of Equal Treatment Act – ZUNEO-A (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 61/07 of 10 July 2007),
- Protection Against Discrimination Act – ZVarD (Official Gazette of the Republic of Slovenia [*Uradni list RS*], No. 33/16 of 9 May 2016).

ACT ON EQUAL OPPORTUNITIES FOR WOMEN AND MEN (ZEMŽM)

(Unofficial consolidated version No. 2)

I. GENERAL PROVISIONS

Article 1 (Aim of the Act)

(1) The aim of this Act is to determine common grounds for the improvement of the status of women and to establish equal opportunities for women and men in political, economic, social, and educational fields

drugih področjih družbenega življenja (v nadaljnjem besedilu: enake možnosti).

(2) Ustvarjanje enakih možnosti je naloga celotne družbe in pomeni odstranjevanje ovir za vzpostavljanje enakosti spolov, zlasti s preprečevanjem in odpravljanjem neenakega obravnavanja spolov kot oblike diskriminacije v praksi, ki izvira iz tradicionalno in zgodovinsko pogojenih različnih družbenih vlog, ter ustvarjanje pogojev za vzpostavljanje enake zastopanosti obeh spolov na vseh področjih družbenega življenja.

2. člen (vsebina zakona)

Za uresničevanje svojega namena opredeljuje ta zakon splošne in posebne ukrepe za ustvarjanje enakih možnosti, določa nosilce nalog, njihove pristojnosti in obveznosti, uvaja posebno neformalno obravnavanje primerov domnevnega neenakega obravnavanja spolov in zagovornico oziroma zagovornika enakih možnosti kot pooblaščen osebno za obravnavanje teh primerov ter določa pravice in obveznosti subjektov, udeleženih v teh primerih.

3. člen (sodelovanje s socialnimi partnerji in nevladnimi organizacijami)

Vlada Republike Slovenije (v nadaljnjem besedilu: vlada) in pristojna ministrstva pri oblikovanju rešitev in predlogov za doseganje namena tega zakona sodelujejo s socialnimi partnerji in nevladnimi organizacijami, ki delujejo na področju enakih možnosti.

II. OPREDELITEV POJMOV

4. člen

as well as other fields of social life (hereinafter: equal opportunities).

(2) The establishment of equal opportunities is an obligation of the entire society and entails the elimination of obstacles to the introduction of gender equality, above all through the prevention and elimination of the unequal treatment of genders as a form of discrimination in practice arising from traditionally and historically conditioned different roles within society, as well as the establishment of conditions for the introduction of equal representation of both genders in all fields of social life.

Article 2 (Subject of the Act)

In order to achieve its aim, this Act determines general and special measures for the establishment of equal opportunities, defines those responsible for tasks together with their competences and obligations, introduces a special informal method of addressing cases of alleged unequal treatment of genders as well as the institution of the Advocate of the Principle of Equality as the person authorised to deal with such cases, and determines the rights and obligations of the participants in such cases.

Article 3 (Cooperation with social partners and non-governmental organisations)

The Government of the Republic of Slovenia (hereinafter: the Government) and responsible ministries shall cooperate with social partners and non-governmental organisations working in the field of equal opportunities in order to develop solutions and proposals for achieving the aim of this Act.

II. DEFINITIONS

Article 4

(enakost spolov)

Enakost spolov pomeni, da so ženske in moški enako udeleženi na vseh področjih javnega in zasebnega življenja, da imajo enak položaj ter enake možnosti za uživanje vseh pravic in za razvoj osebnih potencialov, s katerimi prispevajo k družbenemu razvoju, ter enako korist od rezultatov, ki jih prinaša razvoj.

5. člen (enako obravnavanje spolov)

(1) Enako obravnavanje spolov pomeni odsotnost neposredne in posredne oblike diskriminacije zaradi spola.

(2) Neposredna diskriminacija zaradi spola obstaja, če je oseba zaradi svojega spola bila, je ali bi lahko bila v enakih ali podobnih okoliščinah obravnavana manj ugodno kot oseba nasprotnega spola.

(3) Posredna diskriminacija zaradi spola obstaja, če na videz nevtralne določbe, merila ali ravnanje v enakih ali podobnih okoliščinah in pogojih postavljajo osebe enega spola v manj ugoden položaj, razen če so te določbe, merila ali ravnanje ustrezni, potrebni in upravičeni z objektivnimi dejstvi, ki niso povezana s spolom.

6. člen (splošni ukrepi)

(1) Splošni ukrepi so ukrepi normativne narave, s katerimi se v zakonih na posameznem področju prepoveduje diskriminacija zaradi spola ali zapoveduje določeno vedenje in ravnanje za doseg enakega obravnavanja spolov, ter se določijo sankcije v primeru kršitve te prepovedi oziroma zapovedi.

(2) Splošni ukrepi so tudi ukrepi politične narave, zlasti aktivnosti vlade in Urada za enake možnosti, namenjene ustvarjanju enakih možnosti z vidika posameznice in posameznika ter širše javnosti, programi dejavnosti in strategije razvoja področij družbenega življenja,

(Gender equality)

Gender equality shall mean that women and men shall equally participate in all fields of public and private life and that they shall have equal status, equal opportunities for the exercise of all rights and for the development of their personal potentials by which they contribute to social development, as well as equal benefit from the results arising from this development.

Article 5 (Equal treatment of genders)

(1) Equal treatment of genders shall mean the absence of direct and indirect forms of gender-based discrimination.

(2) Direct gender-based discrimination exists if a person has been, is or could be treated less favourably in equal or similar circumstances than a person of the opposite gender.

(3) Indirect gender-based discrimination exists if apparently neutral provisions, criteria or treatment in equal or similar circumstances and conditions would put persons of one gender at a particular disadvantage, unless these provisions, criteria or treatment are relevant, necessary and justified by objective facts not related to gender.

Article 6 (General measures)

(1) General measures are measures of a legislative nature laid down by Acts regulating individual fields by which gender-based discrimination is prohibited or specific behaviour or treatment is required in order to achieve the equal treatment of genders, as well as sanctions determined in the event of infringement of such prohibition or requirement.

(2) General measures also include measures of a political nature, above all the activities of the Government and of the Office for Equal Opportunities aimed at establishing equal opportunities from the perspective of the individual and the general public, programmes of

določeni v nacionalnem programu za enake možnosti žensk in moških, v nacionalnih programih za posamezna področja družbenega življenja ter v drugih političnih dokumentih.

7. člen (posebni ukrepi)

(1) Posebni ukrepi so začasni ukrepi, namenjeni ustvarjanju enakih možnosti žensk in moških ter spodbujanju enakosti spolov na posameznih področjih družbenega življenja, kjer se ugotavlja neuravnotežena zastopanost spolov oziroma neenak položaj oseb enega spola.

(2) Neuravnotežena zastopanost spolov v smislu prejšnjega odstavka je podana, če je zastopanost enega spola na posameznem področju družbenega življenja ali njegovem delu nižja od 40%.

(3) S posebnimi ukrepi se odstranjujejo objektivne ovire za neuravnoteženo zastopanost spolov oziroma za neenak položaj oseb enega spola ali dajejo posebne ugodnosti v smislu vzpodbude manj zastopanemu spolu oziroma spolu, ki je v neenakem položaju, ki pa morajo biti utemeljene in sorazmerne glede na namen posebnega ukrepa.

(4) Posebni ukrepi so zlasti:

- pozitivni ukrepi, ki ob enakem izpolnjevanju predpisanih meril in pogojev dajejo prednost osebam tistega spola, ki so zastopane v manjšem številu oziroma so v neenakem položaju glede na spol, dokler ni dosežena uravnotežena ali enaka zastopanost,
- spodbujevalni ukrepi, ki dajejo posebne ugodnosti ali uvajajo posebne spodbude z namenom odpravljanja neuravnotežene zastopanosti spolov oziroma neenakega položaja glede na spol, ter
- programski ukrepi v obliki aktivnosti za osveščanje in akcijskih načrtov za spodbujanje ter ustvarjanje enakih možnosti in enakosti spolov.

III. SPREJEMANJE POSEBNIH UKREPOV

activities and development strategies for individual fields of social life stated in the National Programme for Equal Opportunities for Women and Men, national programmes for individual fields of social life and other policy documents.

Article 7 (Special measures)

(1) Special measures are temporary measures aimed at establishing equal opportunities for women and men as well as promoting gender equality in specific fields of social life in which imbalanced gender representation or the unequal status of persons of one gender is ascertained.

(2) The imbalanced gender representation referred to in the preceding paragraph shall be deemed to exist when the representation of one gender in a specific field of social life or in a part of such a field is lower than 40%.

(3) Special measures shall be used to eliminate objective obstacles that bring about imbalanced gender representation or an unequal status of persons of one gender as well as to give special benefits in the form of incentives to the underrepresented gender or to the gender experiencing unequal status. These incentives must be justified and proportionate to the purpose of the special measure.

(4) Special measures shall primarily include:

- positive measures that give priority, in the case of an equal degree of fulfilment of the prescribed criteria and conditions, to persons of that gender which is underrepresented or which is experiencing unequal status, until balanced or equal representation is achieved,
- promotional measures that provide special benefits or introduce special incentives for the purpose of eliminating imbalanced gender representation or unequal status on account of gender, and
- programmatic measures in the form of awareness-raising activities and action plans for the promotion and establishment of equal opportunities and gender equality.

III. ADOPTION OF SPECIAL MEASURES

8. člen
(prenehal veljati)

Article 8
(Ceased to be in force)

9. člen
(prenehal veljati)

Article 9
(Ceased to be in force)

IV. NOSILCI NALOG, NJIHOVE PRISTOJNOSTI IN OBVEZNOSTI

**IV. THOSE RESPONSIBLE FOR TASKS AND THEIR COMPETENCES
AND OBLIGATIONS**

1. Državni zbor, vlada in ministrstva

1. National Assembly, Government and ministries

10. člen
(državni zbor)

Article 10
(National Assembly)

(1) Državni zbor Republike Slovenije (v nadaljnjem besedilu: državni zbor) sprejme resolucijo o nacionalnem programu za enake možnosti žensk in moških.

(1) The National Assembly of the Republic of Slovenia (hereinafter: the National Assembly) shall adopt a Resolution on the National Programme for Equal Opportunities for Women and Men.

(2) Državni zbor v skladu z dejanskimi možnostmi v največji meri upošteva načelo uravnotežene zastopanosti spolov pri oblikovanju delovnih teles in sestavi delegacij, ki jih ustanavlja v skladu s svojim poslovníkom.

(2) Taking into account actual possibilities, the National Assembly shall, to the greatest extent possible, respect the principle of balanced gender representation in the establishment of its working bodies and the composition of delegations established in accordance with its Rules of Procedure.

11. člen
(vlada in ministrstva)

Article 11
(Government and ministries)

(1) Spodbujanje in ustvarjanje enakih možnosti po tem zakonu je predvsem naloga vlade in ministrstev, ki v okviru svojih pristojnosti vsako na svojem delovnem področju z ustreznimi splošnimi in posebnimi ukrepi, opredeljenimi v tem zakonu, uresničujejo cilje tega zakona.

(1) The promotion and establishment of equal opportunities in accordance with this Act is above all an obligation of the Government and its ministries which, within the scope of their respective competences in their area of work, shall pursue the aim of this Act by appropriate general and special measures determined in this Act.

(2) Ministrstva pri pripravi predpisov in drugih ukrepov, ki posegajo na področja, pomembna za ustvarjanje enakih možnosti,

(2) In drawing up regulations and other measures that apply in the fields which are relevant for the establishment of equal opportunities,

upoštevajo vidik enakosti spolov in pri tem sodelujejo z Uradom za enake možnosti ter upoštevajo njegove predloge in mnenja. Ministrstva morajo pridobiti mnenje in predloge Urada za enake možnosti o predlogih zakonov in drugih aktov, ki posegajo na področja, pomembna za ustvarjanje enakih možnosti, še preden jih pošljejo vladi v odločitev.

(3) Urad za enake možnosti in ministrstva v okviru svojih pristojnosti spremljajo in preučujejo tudi druge oblike diskriminacije zaradi spola, ki predstavljajo oviro za ustvarjanje enakih možnosti po tem zakonu, kot na primer nasilje, ki izhaja iz neenakih razmerij med spoloma, ter jih upoštevajo pri svojih ukrepih za doseganje namena tega zakona.

12. člen

(posebna vloga vzgoje, izobraževanja in usposabljanja)

(1) Izobraževanje za enakost spolov je sestavni del sistema vzgoje in izobraževanja ter poklicnega usposabljanja, ki med drugim vključuje pripravo obeh spolov za aktivno in enako sodelovanje na vseh področjih družbenega življenja.

(2) Ministrstvi, pristojni za šolstvo in delo ter drugi nosilci pristojnosti na področju vzgoje in izobraževanja ter poklicnega usposabljanja zagotavljajo enako obravnavanje spolov, zlasti pri pripravi, sprejemanju in izvajanju javno veljavnih programov vzgoje in izobraževanja oziroma poklicnega usposabljanja, pri potrjevanju učbenikov in učil, ter pri uvajanju organizacijskih novosti in spreminjanju pedagoških oziroma andragoških metod, ter vsak v okviru svojih pristojnosti vzpostavijo ustrezen sistem ukrepov za odpravo ugotovljenih oblik neenakega obravnavanja spolov.

13. člen

(koordinatorice oziroma koordinatorji v ministrstvih)

(1) Ministrice oziroma ministri vsak za svoje delovno področje določijo uradnico oziroma uradnika v ministrstvu, ki opravlja naloge

ministries shall take into consideration the gender equality perspective, work together with the Office for Equal Opportunities for this purpose and take into account its suggestions and opinions. Ministries must obtain the opinion and suggestions of the Office for Equal Opportunities with regard to proposals of Acts and other documents relating to the fields of work that are important for the establishment of equal opportunities before these proposals are submitted to the Government for deciding.

(3) The Office for Equal Opportunities and ministries, within the framework of their competences, shall monitor and examine other forms of gender-based discrimination that represent an obstacle to the establishment of equal opportunities in accordance with this Act, such as violence arising from unequal gender relations, and take them into consideration in their measures intended to achieve the aim of this Act.

Article 12

(The special role of education and vocational training)

(1) Education for gender equality shall be an integral part of the system of education and vocational training, which, *inter alia*, shall include the preparation of both genders for active and equal participation in all fields of social life.

(2) The ministries responsible for education and labour as well as other bodies and persons with competences in the field of education and vocational training shall ensure the equal treatment of genders, especially with regard to the preparation, adoption and implementation of public programmes of education or vocational training, the authorisation process of textbooks and teaching materials, the introduction of organisational innovations, and the modification of pedagogical and andragogical methods. They shall also establish, within the framework of their competences, an appropriate system of measures for the elimination of established forms of unequal treatment of genders.

Article 13

(Coordinators within ministries)

(1) For their respective fields of work, ministers shall appoint an official within the ministry who shall perform the duties of a coordinator for

koordinatorice oziroma koordinatorja za enake možnosti žensk in moških.

(2) Koordinatorica oziroma koordinator iz prejšnjega odstavka skrbi za izvajanje nalog, ki jih ima ministrstvo na podlagi tega zakona, ter pri tem sodeluje z Uradom za enake možnosti.

14. člen

(delovna telesa vlade in ministrstev)

(1) Vlada upošteva načelo uravnotežene zastopanosti spolov pri sestavi posvetovalnih in usklajevalnih organov, drugih delovnih teles ter delegacij, ki jih ustanovi po zakonu o Vladi Republike Slovenije in po svojem poslovniku, kakor tudi pri imenovanju ali predlaganju predstavnic in predstavnikov vlade v javnih podjetjih ter v drugih osebah javnega prava, razen če to iz objektivnih razlogov ni mogoče.

(2) Obveznost iz prvega odstavka zavezuje tudi ministrice in ministre pri sestavi strokovnih svetov, ki jih ustanovijo po zakonu o državni upravi.

1.1. Nacionalni program za enake možnosti žensk in moških

15. člen

(vsebina nacionalnega programa)

(1) Vlada predloži državnemu zboru predlog resolucije o nacionalnem programu za enake možnosti žensk in moških (v nadaljnjem besedilu: nacionalni program), ki temelji na predlogih ministrstev, Urada za enake možnosti, lokalnih skupnosti, socialnih partnerjev, nevladnih organizacij in drugih organizacij civilne družbe ter posameznih strokovnjakinj in strokovnjakov.

(2) Nacionalni program določi temeljne politike enakih možnosti, v katerem poleg obveznih vsebin, ki so predpisane za vse

equal opportunities for women and men.

(2) The coordinator referred to in the preceding paragraph shall be responsible for the implementation of tasks within the competence of the ministry on the basis of this Act and shall cooperate for this purpose with the Office for Equal Opportunities.

Article 14

(Working bodies of the government and ministries)

(1) The Government shall respect the principle of balanced gender representation with regard to the composition of consultative and coordination bodies, other working bodies and delegations established in accordance with the Government of the Republic of Slovenia Act and with its Rules of Procedure, as well as with regard to the appointment or nomination of government representatives in state-owned enterprises and other public bodies, unless this is not possible for objective reasons.

(2) The obligation referred to in the preceding paragraph shall also be binding on ministers with regard to the composition of expert councils established in accordance with the State Administration Act.

1.1. National Programme for Equal Opportunities for Women and Men

Article 15

(Contents of the National Programme)

(1) The Government shall submit to the National Assembly a proposal for a Resolution on the National Programme for Equal Opportunities for Women and Men (hereinafter: the National Programme) based on proposals submitted by ministries, the Office for Equal Opportunities, local communities, social partners, non-governmental organisations and other organisations of civil society, as well as individual experts.

(2) The National Programme shall define basic equal opportunity policies and, in addition to compulsory contents prescribed for

dolgoročne programske dokumente, posebej določi:

- cilje ter ukrepe za doseg ciljev na posameznih področjih družbenega življenja, predvsem na področju delovnih razmerij, socialnega in zdravstvenega varstva, izobraževanja, družinskih razmerij, nasilja nad ženskami in zastopanosti obeh spolov v javnem življenju;
- odgovornost za izvajanje ukrepov iz prejšnje alineje;
- opredeli vsebino in nosilce periodičnih načrtov za izvajanje usmeritev in nalog iz nacionalnega programa na posameznih področjih družbenega življenja (v nadaljnjem besedilu: periodični načrti);
- opredeli podatke, ki se bodo v okviru dejavnosti državne statistike, anket ali mnenjskih raziskav zbirali, obdelovali, povezovali, shranjevali, analizirali in izkazovali ločeno po spolu;
- opredeli način spremljanja in poročanja o izvajanju nacionalnega programa;
- opredeli okvirni obseg sredstev za izvedbo ukrepov iz nacionalnega programa ter način njihovega zagotavljanja.

16. člen (periodični načrti)

(1) Periodični načrti so izvedbeni akti nacionalnega programa, ki za posamezno področje družbenega življenja opredelijo potrebne aktivnosti za obdobje dveh let.

(2) Predlog vsakokratnega periodičnega načrta na podlagi poročil o preteklem dveletnem obdobju in morebitnih dodatnih predlogov posameznih ministrstev pripravi Urad za enake možnosti in ga predloži v sprejem vladi.

(3) Ministrstva pošljejo Uradu za enake možnosti poročilo iz prejšnjega odstavka najkasneje dva meseca pred iztekom vsakokratnega periodičnega načrta.

17. člen (poročanje o izvajanju nacionalnega programa)

all long-term programme documents, determine in particular:

- the aims and measures for the achievement of the goals in individual fields of social life, above all in the fields of employment, social security and health care, education, family relations, violence against women and representation of both genders in public life;
- responsibility for the implementation of the measures referred to in the previous indent;
- the content and bearers of periodic plans for the implementation of orientations and tasks under the National Programme in individual fields of social life (hereinafter: periodic plans);
- data which shall be collected, processed, linked, preserved, analysed and presented in a gender-segregated manner within the framework of the activities of the National Statistical Office, surveys or opinion polls;
- the method of monitoring and reporting on the implementation of the National Programme;
- the approximate amount of funds for the implementation of measures under the National Programme and the method of providing these funds.

Article 16 (Periodic plans)

(1) Periodic plans are implementing documents of the National Programme that determine for a two-year period the required activities in a specific field of social life.

(2) A proposal for each periodic plan shall be prepared by the Office for Equal Opportunities on the basis of reports on the previous two-year period and possible additional suggestions by individual ministries and shall be submitted to the Government for adoption.

(3) Ministries shall submit the reports referred to in the preceding paragraph to the Office for Equal Opportunities no later than two months before the expiry of each periodic plan.

Article 17 (Reporting on the implementation of the National Programme)

Vlada vsaki dve leti poroča državnemu zboru o izvajanju nacionalnega programa. V poročilu navede ukrepe in aktivnosti, izvedene v preteklem dveletnem obdobju.

1.2. Urad za enake možnosti

18. člen (naloge urada)

(1) Poleg nalog iz 15., 16. in 19. člena tega zakona opravlja Urad za enake možnosti (v nadaljnjem besedilu: urad) na področju ustvarjanja enakih možnosti še naslednje naloge:

- spremlja izvajanje določb tega zakona ter predpisov, izdanih na njegovi podlagi;
- spremlja posamezna področja družbenega življenja z vidika enakosti spolov ter vladi in ministrstvom predlaga sprejem oziroma spremembo zakonov in drugih predpisov ter sprejem drugih ukrepov;
- koordinira dejavnosti, namenjene izvajanju integracije načela enakosti spolov, vključno z nudenjem strokovne podpore pri razvijanju ustreznih metod in tehnik;
- koordinira pripravo nacionalnega programa ter spremlja njegovo izvajanje;
- koordinira pripravo nacionalnih poročil o izpolnjevanju mednarodnih obveznosti Republike Slovenije na področju ustvarjanja enakih možnosti;
- daje pobude za raziskave in analize, potrebne za izvajanje nacionalnega programa;
- sodeluje z nevladnimi organizacijami, ki delujejo na področju enakih možnosti, in sofinancira njihove projekte ali dejavnosti;
- letno, najkasneje do konca aprila za preteklo leto, poroča vladi o aktivnostih in ugotovitvah zagovornice oziroma zagovornika enakih možnosti žensk in moških.

(2) Pogoje in kriterije za sofinanciranje projektov oziroma

Every two years the Government shall report to the National Assembly on the implementation of the National Programme. In its report, it shall state the measures and activities that have been carried out in the previous two-year period.

1.2. Office for Equal Opportunities

Article 18 (Tasks of the Office)

(1) In addition to the tasks referred to in Articles 15, 16 and 19 of this Act, the Office for Equal Opportunities (hereinafter: the Office) shall also perform the following tasks in the field of the establishment of equal opportunities:

- monitoring the implementation of the provisions of this Act and regulations enacted on its basis;
- monitoring individual fields of social life from a gender equality perspective and proposing to the Government and ministries the adoption or amendment of Acts and other regulations, as well as the adoption of other measures;
- coordinating activities aimed at implementing gender mainstreaming, including providing professional assistance for the development of appropriate methods and techniques;
- coordinating the preparation of the National Programme and monitoring its implementation;
- coordinating the preparation of national reports on the fulfilment of the international obligations of the Republic of Slovenia in the field of equal opportunities;
- proposing initiatives for research and analyses required for the implementation of the National Programme;
- cooperating with non-governmental organisations working in the field of equal opportunities and providing cofinancing for their projects or activities;
- reporting to the Government annually, by the end of April at the latest for the previous year, on the activities and findings of the Advocate of the Principle of Equality.

(2) The conditions and criteria for the cofinancing of projects or

dejavnosti iz sedme alineje prejšnjega odstavka na predlog predstojnice oziroma predstojnika urada določi vlada.

activities referred to in indent seven of the preceding paragraph shall be determined by the Government on the proposal of the head of the Office.

19. člen
([prenehal veljati](#))

Article 19
(Ceased to be in force)

1.2.1. Obravnava primerov domnevnega neenakega obravnavanja spolov in dajanje mnenj

1.2.1. Hearing cases of alleged unequal treatment of genders and issuing opinions

20. člen
([prenehal veljati](#))

Article 20
(Ceased to be in force)

21. člen
([prenehal veljati](#))

Article 21
(Ceased to be in force)

22. člen
([prenehal veljati](#))

Article 22
(Ceased to be in force)

23. člen
([prenehal veljati](#))

Article 23
(Ceased to be in force)

24. člen
([prenehal veljati](#))

Article 24
(Ceased to be in force)

25. člen
([prenehal veljati](#))

Article 25
(Ceased to be in force)

26. člen
([prenehal veljati](#))

Article 26
(Ceased to be in force)

27. člen
([prenehal veljati](#))

Article 27
(Ceased to be in force)

28. člen
([prenehal veljati](#))

29. člen
([prenehal veljati](#))

2. Lokalne skupnosti

30. člen
(vloga samoupravnih lokalnih skupnosti pri uresničevanju ciljev zakona)

(1) Samoupravne lokalne skupnosti spodbujajo in ustvarjajo enake možnosti v okviru svojih pristojnosti ter pri sprejemanju ukrepov in aktivnosti, pomembnih za ustvarjanje enakih možnosti, upoštevajo vidik enakosti spolov.

(2) Samoupravne lokalne skupnosti imajo lahko koordinatorico oziroma koordinatorja za enake možnosti, ki sodeluje pri pripravi in izvajanju nacionalnega programa iz 15. člena tega zakona v delu, ki se nanaša na samoupravne lokalne skupnosti, predlaga ukrepe in aktivnosti na področju ustvarjanja enakih možnosti ter ima svetovalno vlogo pri oblikovanju rešitev za doseganje namena tega zakona v okviru posamezne lokalne skupnosti. Koordinatorica oziroma koordinatorski uradnik za enake možnosti pri izvajanju teh nalog sodeluje z uradom.

(3) Organi samoupravnih lokalnih skupnosti so dolžni pri načrtovanju razvoja in sprejemanju drugih odločitev obravnavati predloge ukrepov in aktivnosti, ki jih predlagajo koordinatorice oziroma koordinatorski uradniki za enake možnosti in jih ustrezno upoštevati.

3. Politične stranke

Article 28
(Ceased to be in force)

Article 29
(Ceased to be in force)

2. Local communities

Article 30
(The role of self-governing local communities in the achievement of the aim of the Act)

(1) Self-governing local communities shall, within the framework of their competences, promote and establish equal opportunities and take into consideration the gender equality perspective with regard to the adoption of measures and activities needed for the establishment of equal opportunities.

(2) Self-governing local communities may appoint a coordinator for equal opportunities who shall participate in the preparation and implementation of the National Programme referred to in Article 15 of this Act in the part which concerns self-governing local communities, propose measures and activities in the field of the establishment of equal opportunities, and have a consultative role in the formulation of solutions in order to achieve the aim of this Act within the framework of an individual local community. In carrying out these tasks, the coordinator for equal opportunities shall cooperate with the Office.

(3) When adopting development plans and other decisions, bodies of self-governing local communities shall discuss proposed measures and activities submitted by coordinators for equal opportunities and give them appropriate consideration.

3. Political parties

31. člen (načrt)

(1) Politične stranke, vpisane v register strank, vsaka štiri leta sprejmejo načrt, v katerem se opredelijo do vprašanja uravnotežene zastopanosti obeh spolov ter v skladu z opredelitvijo določijo načine in ukrepe za spodbujanje bolj uravnotežene zastopanosti žensk in moških v organih stranke, na kandidatnih listah za volitve v državni zbor in v organe lokalnih skupnosti ter za volitve predsednice oziroma predsednika republike.

(2) Politične stranke iz prejšnjega odstavka predložijo načrt uradu v treh mesecih po njegovem sprejemu.

4. Varuhinja oziroma varuh človekovih pravic

32. člen (vloga varuhinje oziroma varuha pri uresničevanju ciljev zakona)

Varuhinja oziroma varuh človekovih pravic si v okviru pristojnosti, ki jih ima po zakonu o varuhu človekovih pravic, pri obravnavi primerov s področja varstva pravice enakosti spolov pred zakonom in pri poročanju o svojem delu posebej prizadeva za uresničevanje ustvarjanja enakih možnosti.

V. KAZENSKE DOLOČBE

33. člen

(1) Z denarno kaznijo najmanj 500.000 tolarjev se kaznuje za prekršek pravna oseba, če izvaja pozitivne ukrepe brez soglasja urada (četrti odstavek 8. člena).

(2) Z denarno kaznijo najmanj 80.000 tolarjev se za prekršek iz

Article 31 (Plan)

(1) Political parties that are included in the register of political parties shall adopt, every four years, a plan in which they shall adopt a position on the issue of balanced gender representation and, in accordance with this position, determine methods and measures for the promotion of more balanced representation of women and men within the bodies of the party, on candidate lists for elections to the National Assembly and to bodies of local communities, as well as for the election of the President of the Republic.

(2) The political parties referred to in the preceding paragraph shall submit the plan to the Office within three months following its adoption.

4. Ombudsman

Article 32 (The role of the Ombudsman in achieving the aims of the Act)

Within the framework of his or her competences in accordance with the Human Rights Ombudsman Act, the Ombudsman shall especially strive to achieve the establishment of equal opportunities with regard to dealing with cases in the field of the legal protection of the right to gender equality as well as in reporting on his or her activities.

V. PENALTY PROVISIONS

Article 33

(1) Legal persons shall be fined at least SIT 500,000 for a minor offence if they implement positive measures without the approval of the Office (paragraph four of Article 8).

(2) The responsible person of a state body, state organisation

prejšnjega odstavka kaznuje odgovorna oseba državnega organa, državne organizacije ali organa samoupravne lokalne skupnosti.

34. člen

(1) Z denarno kaznijo od 100.000 do 300.000 tolarjev se kaznuje za prekršek pravna oseba, če uradu na njegovo zahtevo ne da poročila o izvajanju pozitivnih ukrepov (drugi odstavek 19. člena).

(2) Z denarno kaznijo od 50.000 do 150.000 tolarjev se za prekršek iz prejšnjega odstavka kaznuje odgovorna oseba državnega organa, državne organizacije ali organa samoupravne lokalne skupnosti.

35. člen

Z denarno kaznijo najmanj 300.000 tolarjev se kaznuje za prekršek politična stranka, če uradu ne predloži načrta iz 31. člena.

VI. PREHODNE IN KONČNE DOLOČBE

36. člen (predlog resolucije)

Vlada najkasneje v enem letu po uveljavitvi tega zakona predloži državnemu zboru v sprejem predlog resolucije o nacionalnem programu za enake možnosti žensk in moških.

37. člen (določitev kriterijev za upoštevanje načela uravnotežene zastopanosti spolov)

Državni zbor in vlada določita kriterije za upoštevanje načela uravnotežene zastopanosti žensk in moških pri sestavi delovnih teles ter imenovanju in predlaganju predstavnic oziroma predstavnikov iz 10. in 14.

or body of a self-governing local community shall be fined at least SIT 80,000 for a minor offence referred to in the preceding paragraph.

Article 34

(1) Legal persons shall be fined from SIT 100,000 to SIT 300,000 for a minor offence if they do not submit to the Office at its request a report on the implementation of positive measures (paragraph two of Article 19).

(2) The responsible person of a state body, state organisation or body of a self-governing local community shall be fined from SIT 50,000 to SIT 150,000 for a minor offence referred to in the preceding paragraph.

Article 35

A political party shall be fined at least SIT 300,000 for a minor offence if it does not submit to the Office the plan referred to in Article 31.

VI. TRANSITIONAL AND FINAL PROVISIONS

Article 36 (Proposal of the resolution)

The Government shall submit to the National Assembly for adoption a proposal of the Resolution on the National Programme for Equal Opportunities for Women and Men at the latest within one year of the entry into force of this Act.

Article 37 (Determination of criteria for respecting the principle of balanced gender representation)

The National Assembly and the Government shall determine criteria for respecting the principle of the balanced representation of women and men with regard to the composition of working bodies and the

člena tega zakona v enem letu po uveljavitvi tega zakona.

38. člen
(določitev kriterijev in pogojev za sofinanciranje projektov)

Vlada določi pogoje in kriterije iz drugega odstavka 18. člena tega zakona v šestih mesecih po uveljavitvi tega zakona.

39. člen
(začetek dela zagovornice oziroma zagovornika enakih možnosti)

Zagovornica oziroma zagovornik enakih možnosti začne z delom po tem zakonu najkasneje v enem letu po uveljavitvi tega zakona.

40. člen
(določitev koordinatic oziroma koordinatorjev)

Ministrice oziroma ministri določijo uradnice oziroma uradnike, ki opravljajo naloge koordinatic oziroma koordinatorjev iz 13. člena tega zakona, in o tem obvestijo urad v treh mesecih po uveljavitvi tega zakona.

41. člen
(sprejem prvih načrtov)

Politične stranke sprejmejo prvi načrt v skladu z 31. členom tega zakona v enem letu oziroma na svojem prvem kongresu po uveljavitvi tega zakona.

42. člen
(uveljavitev zakona)

Ta zakon začne veljati petnajsti dan po objavi v Uradnem listu

appointment and nomination of representatives referred to in Articles 10 and 14 of this Act within one year of its entry into force.

Article 38
(Determination of the criteria and conditions for the cofinancing of projects)

The Government shall determine the conditions and criteria referred to in paragraph two of Article 18 of this Act within six months of its entry into force.

Article 39
(Commencement of the activities of the Advocate of the Principle of Equality)

The Advocate of the Principle of Equality shall commence his or her work in accordance with this Act at the latest within one year of its entry into force.

Article 40
(Appointment of coordinators)

Ministers shall appoint the officials who are to perform the tasks of coordinators referred to in Article 13 of this Act and shall notify the Office of their decision within three months of its entry into force.

Article 41
(Adoption of first plans)

Political parties shall adopt their first plan in accordance with Article 31 of this Act within one year of its entry into force or at their next Congress.

Article 42
(Entry into force of the Act)

This Act shall enter into force on the fifteenth day following its

Republike Slovenije.

publication in the Official Gazette of the Republic of Slovenia.