

uncovered and the possibility that current measures were insufficient not only to combat it, but also to assist its victims; the need for the government to ensure that victims of violence receive support from the police, understanding of the dynamics of violence against women from judges, counselling and placements in shelters and, in particular, assistance to rebuild their lives; the decrease in the numbers of women represented in politics; the clustering of female students in certain disciplines, both at schools and universities, which did not provide optimum employment opportunities; the fact that less than 30 per cent of children under 3 years and slightly more than half of all children between three and six years were in formal day care, and that the remaining number of children, although cared for by family members and other private individuals, may miss out on educational and social opportunities that are offered in formal day care; the fact that women were clustered in certain jobs and professions and at certain job levels; the feminization of the medical profession and the low wages in that sector; the high number of young unemployed women who were looking for a first job and the fact that failure to find such employment might confine women to the role of homemaker; the unfortunate fact that market economies tend to favour male employees who were seen to be unencumbered by family responsibilities; the fact that temporary work for women might be institutionalized, marginalizing women in the labour market and making them victims of indirect discrimination; the prospect of occupational health standards for women resulting in discrimination against women in employment; the very high number of abortions and the corresponding low use of contraception; and, the large numbers of single-parent families, usually headed by women.

The Committee recommended that the government:

- ▶ ensure that the ongoing revision of laws take account of hidden, indirect and structural discrimination and pay sufficient attention to the formulation of temporary special measures in the fields of politics, education, employment and the implementation of *de jure* and *de facto* equality for women;
- ▶ ensure that the judiciary is made aware of the meaning of indirect and structural discrimination, *de facto* equality and the concept of temporary special measures;
- ▶ take cognizance of the fact that the concept of privacy of family life and the reproductive role of women can be used to hide violence against women and reinforce sex-role stereotypes;
- ▶ establish the proposed gender equality ombudsperson;
- ▶ establish a formal complaint procedure and a formal evaluation board outside the Chamber of Commerce, which includes all sectors of society, to address sexist advertisements and incorporate sanctions against offending advertising agents;
- ▶ make new efforts directed at the political education of women and men and of political parties in order to ensure more effective temporary measures to increase the representation of women at all levels of political life;
- ▶ make systematic efforts to ensure that women students are encouraged to enter diverse disciplines so as to overcome the clustering of women students in certain

disciplines at schools and universities, including through special counselling and gender-specific temporary measures with numerical goals and timetables;

- ▶ establish women's studies programmes at all universities and make them part of the school curriculum;
- ▶ review its gender-neutral educational framework and develop positive measures to counteract hidden sex-stereotypical educational messages and practices;
- ▶ establish more formal and institutionalized child-care places for children under 3 years as well as for those of 3 to 6 years;
- ▶ ensure that revised labour legislation contains equality and anti-discrimination provisions and strong sanctions for non-compliance;
- ▶ establish temporary special measures with concrete numerical goals and timetables in order to overcome employment segregation and adopt parental leave legislation in which part of the leave is mandatory for the father;
- ▶ create assistance programmes for women who wish to start their own businesses and educate banks and other relevant institutions about women's capacities in that area;
- ▶ create specific government-subsidized employment opportunities for young women and address their unemployment with specific measures, including quotas related to their percentage of the unemployed population;
- ▶ put in place measures to expedite the collection of data in the health sector so as to provide the basis for legislation, policies and programmes;
- ▶ ensure that the financial systems underlying health care and social security benefits, including pensions, are designed to avoid detrimental effects on women as wage earners and beneficiaries in these sectors;
- ▶ undertake an analysis of the reasons for the high rate of abortion, provide education for women and men on the full range of safe and reliable contraceptive methods, stressing the mutual responsibility of both sexes for family planning, and ensure wide availability of these methods of contraception;
- ▶ include in training gender relations and the subject of violence against women and ensure that health care professionals are trained to identify cases of violence against women and treat them appropriately; and,
- ▶ increase measures for the early detection and the preventive treatment of breast cancer.

#### **Torture**

Acceded: 16 July 1993.

Slovenia's initial report was due 14 August 1994.

*Reservations and Declarations:* Declarations under articles 21 and 22.

#### **Rights of the Child**

Succeeded: 6 July 1992.

Slovenia's second periodic report is due 24 June 1998.

*Reservations and Declarations:* Paragraph 1 of article 9.

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