

PAID LEAVE FOLLOWING CHILDBIRTH IN SLOVENIA

DURATION OF PAID LEAVE

Leave periods available	Months
Paid Maternity Leave	3.5
Paid Paternity Leave	1
Paid Parental Leave	8.6

ELIGIBILITY

Group	Maternity Leave	Paternity Leave	Parental Leave
Employed	+	+	+
Self-employed	+	+	+
Student (only flat-rate parental benefit)	-	-	-
Unemployed (partial salary compensation if covered by Social Security insurance for at least 12 months in the last 3 years before the start of leave)	-	-	-
Adoptive parent	+	+	+
Grandparent (if mother < 18)	+	-	+
Migrant (if covered by Social Security insurance)	+	+	+

TAKE-UP RATES

Leave type	%
Maternity Leave (% of pregnant/young mothers)	100 (non-take-up negligible)
Paternity Leave (% of fathers)	(Roughly) 80
Parental Leave (% of mothers)	No data available
Parental Leave (% of fathers)	6-7

RESPONSIBILITIES

Regulation: Ministry of Labour, Family, Social Affairs and Equal Opportunities.

Funding: 1) partly from Parental Protection Insurance (part of Social Security insurance, with contributions paid by both employees and employers at 0.1% of gross earnings); 2) mostly from the central government budget (92% of the total financing of the Maternity/Paternity/Parental leave earnings compensations; <https://www.missoc.org/>).



History of leave policy and recent changes

1927–1974 Maternity Leave only (105 days with full salary compensation since 1958).

Parental Leave: 141 days with full salary compensation and transferrable to the father since 1975; 260 days since 1986.

Paternity Leave: 90 days (of which 15 with full salary compensation) gradually introduced in 2003–2005; gradually changed to 30 days with full salary compensation, effective since 2018.

DEFINITIONS

MATERNITY LEAVE

Leave generally available to mothers only. It is usually understood to be a health and welfare measure, intended to protect the health of the mother and newborn child, to be taken just before, during and immediately after childbirth.

PATERNITY LEAVE

Leave generally available to fathers only, usually to be taken soon after the birth of a child and intended to enable the father to spend time with his partner, new child and older children.

PARENTAL LEAVE

Leave available equally to mothers and fathers, either as a non-transferable individual right, an individual right that can be transferred to the other parent, or a family right that parents can divide between themselves as they choose.

INTRODUCING THE NETWORK ON LEAVE POLICIES AND RESEARCH

The international network on leave policies and research, consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group to grow and flourish without any regular source of external funding and to provide a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Detailed Country Notes, Cross-country tables and definitions of leave policies are available at www.leavenetwork.org/leave-policies-research/

RECENT PUBLICATIONS

Stropnik, N., Humer, Ž., Kanjuro Mrčela, A., and Štebe, J. (2019), 'The problem is in practice: policy support and employer support for fathers' participation in childcare in Slovenia', *Community, Work and Family*, 22 (1): 77-95.

Stropnik, N. (2018) 'Fathers' rights and uptake of leaves in Slovenia', Peer review on 'Instruments to foster long-term paternal involvement in family work', Berlin, 4-5 October 2018.

Stropnik, N. (2018) 'Thirty days of (fully) compensated Paternity leave in Slovenia from January 2018', ESPN Flash Report 2018/7, European Social Policy Network, European Commission, Brussels, February 2018.

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