**Disability:IN Global Directory**

**Slovenia**

**Disability Definition**

In Slovenia, the definition of disability is primarily guided by the Pension and Disability Insurance Act ([ZPIZ-2](https://www.zpiz.si/cms/content2020en/disability-insurance?)), which aligns with international standards set by the International Labour Organization (ILO). According to Article 1 of the ILO Convention No. 159, a disabled person is defined as "an individual whose prospects of securing and retaining suitable employment have substantially been reduced due to physical or mental impairment." This definition is incorporated into Slovenian legislation, emphasizing the impact of impairments on an individual's ability to engage in gainful employment.

Additionally, Slovenia's approach to disability has evolved to encompass a human rights perspective, moving beyond the traditional medical model. The [Concept of Development Strategy for the Protection of Persons with Disabilities](https://www.gov.si/assets/ministrstva/MDDSZ/Invalidi/API-2014-2021/API_2014_2021_ANG.pdf?), adopted in 1991, introduced a modern definition of disability based on human rights principles. This strategy emphasizes that persons with disabilities are an integral part of society, capable of contributing to its development, and highlights their right to an independent life.

Furthermore, the [Protection against Discrimination Act](https://zagovornik.si/wp-content/uploads/2024/11/Implementing-Rights-of-All-People-with-Disabilities-in-Slovenia_Special-Report.pdf?) defines persons with disabilities as those with long-term physical, mental, intellectual, or sensory impairments, which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others. This definition aligns with the United Nations Convention on the Rights of Persons with Disabilities (CRPD), which Slovenia ratified in 2008, reinforcing the country's commitment to upholding the rights and dignity of persons with disabilities.

**Legislation**

Slovenia has established a comprehensive legal framework to protect and promote the rights of persons with disabilities, ensuring their full participation in society. A cornerstone of this framework is the Law on Equal Opportunities for Persons with Disabilities ([ZIMI](https://extranet.who.int/mindbank/collection/country/slovenia/disability_legislation)), enacted in 2010. This law aims to prevent discrimination and create equal opportunities for individuals with disabilities across various sectors, including employment, education, and access to goods and services.

Complementing this is the Law on Vocational Rehabilitation and Employment of Persons with Disabilities ([ZZRZI](https://extranet.who.int/mindbank/collection/country/slovenia/disability_legislation)), which focuses on facilitating the employment of individuals with disabilities through vocational rehabilitation programs and incentives for employers. This legislation underscores Slovenia's commitment to integrating persons with disabilities into the labor market.

In January 2023, Slovenia took a significant step by adopting the [Law on Accessibility to Products and Services for People with Disabilities](https://accessible-eu-centre.ec.europa.eu/content-corner/news/european-accessibility-act-adopted-slovenia-2023-12-19_en), transposing the European Accessibility Act into national legislation. This law mandates that, by June 28, 2025, a wide range of products and services must be accessible to individuals with disabilities, enhancing consumer protection and promoting inclusivity.

Furthermore, Slovenia ratified the United Nations Convention on the Rights of Persons with Disabilities ([CRPD](https://www.ohchr.org/en/press-releases/2018/02/committee-rights-persons-disabilities-reviews-report-slovenia)) in 2008, aligning its national policies with international human rights standards. The CRPD serves as a guiding framework for Slovenia's legislation, ensuring that the rights and dignity of persons with disabilities are upheld in all aspects of life.

**Employer Requirements**

In Slovenia, the employment of persons with disabilities is governed by the Vocational Rehabilitation and Employment of Persons with Disabilities Act ([ZZRZI](https://www.euroblind.org/convention/article-27/slovenia)), which establishes measures to promote their integration into the labor market. A key component of this legislation is the quota system, mandating that employers with more than 20 employees must ensure that 2% to 6% of their workforce comprises individuals with disabilities, with the exact percentage depending on the industry sector.

Employers who fail to meet these quotas are required to contribute monthly payments to a special fund, calculated as [70% of the minimum wage](https://www.jadek-pensa.si/en/praznovanje-mednarodnega-dneva-invalidov-z-izpostavitvijo-spodbud-za-delodajalce/) for each position that should be occupied by a person with a disability. Conversely, employers exceeding their quota obligations are eligible for financial incentives, including bonuses and exemptions from certain contributions.

To support compliance and promote inclusive employment, the [Public Scholarship, Development, Disability, and Maintenance Fund of the Republic of Slovenia](https://www.srips-rs.si/en/employment-people-disabilities) offers various incentives. These include wage subsidies for employees with disabilities and financing of support services. Detailed information about these programs is available on their official website.

Additionally, the [Employment Service of Slovenia](https://www.edf-feph.org/content/uploads/2024/10/slovenia-accessible_DATA_project.pdf) provides vocational rehabilitation services to enhance the employability of persons with disabilities, facilitating their integration into suitable work environments. These services encompass career counseling, training, and job placement assistance, tailored to individual needs.

**Accessibility Requirements**

Slovenia has made significant strides in enhancing accessibility for persons with disabilities through comprehensive legislation and strategic initiatives. A pivotal development is the Law on Accessibility to Products and Services for People with Disabilities, enacted on January 24, 2023. This legislation transposes the [European Accessibility Act](https://accessible-eu-centre.ec.europa.eu/content-corner/news/european-accessibility-act-adopted-slovenia-2023-12-19_en) into Slovenian law, mandating that, by June 28, 2025, a wide array of products and services—including computers, smartphones, payment terminals, and various transportation services—must meet established accessibility standards. This law aims to ensure equal access for individuals with disabilities, thereby enhancing consumer protection and inclusivity.

Despite these legislative advancements, challenges persist in the practical implementation of [accessibility standards](https://accessible-eu-centre.ec.europa.eu/accessibility-public-buildings-persons-disabilities-slovenia_en), particularly concerning public buildings and infrastructure. Many public facilities remain inaccessible, presenting obstacles such as inadequate parking, stairs without ramps, heavy doors, and insufficiently equipped sanitary facilities. These barriers hinder the full participation of persons with disabilities in societal activities.

To address these issues, organizations like [Zavod Brez](https://accessible-eu-centre.ec.europa.eu/improving-accessibility-building-facilities-slovenia_en) ovir specialize in adapting buildings to meet accessibility needs. They offer comprehensive services, from initial inspections to the execution of necessary modifications, ensuring that facilities such as public institutions, medical centers, educational establishments, and shopping centers become accessible to all individuals, regardless of their physical abilities.

Furthermore, Slovenia has ratified the United Nations Convention on the Rights of Persons with Disabilities ([CRPD](https://zagovornik.si/wp-content/uploads/2024/11/Implementing-Rights-of-All-People-with-Disabilities-in-Slovenia_Special-Report.pdf)), reinforcing its commitment to upholding the rights and dignity of persons with disabilities. The CRPD obligates signatory states to promote, protect, and ensure the full and equal enjoyment of all human rights by persons with disabilities, including accessibility to the physical environment, transportation, information, and communications.

**Cultural Norms**

In Slovenia, [cultural norms and societal attitudes](https://www.academia.edu/31708936/Inclusion_in_Italy_and_in_Slovenia) toward individuals with disabilities have evolved significantly, reflecting a growing commitment to inclusivity and equal rights. Historically, perceptions were influenced by the medical model of disability, focusing on impairments and limitations. However, contemporary perspectives have shifted toward the social model, emphasizing the removal of societal barriers and promoting full participation in all aspects of life.

Despite these advancements, challenges persist. [Negative social attitudes](https://www.ohchr.org/en/press-releases/2018/02/committee-rights-persons-disabilities-reviews-report-slovenia) toward persons with disabilities, particularly those with psychosocial and intellectual disabilities, continue to exist. There is a noted lack of awareness about their capabilities and rights, which can lead to stereotypes and prejudices. The absence of comprehensive public campaigns to combat these stereotypes further exacerbates the issue.

In the [educational sector](https://www.ohchr.org/en/press-releases/2018/02/committee-rights-persons-disabilities-reviews-report-slovenia), Slovenia maintains a parallel system for children with disabilities, which has been critiqued for lacking curriculum accommodation and holding low expectations for children with intellectual disabilities. This system can perpetuate segregation and limit opportunities for inclusive education.

Efforts to change [societal attitudes](https://sjdr.se/articles/10.1080/15017419.2016.1222303) have been implemented, including policies aimed at promoting inclusion and combating discrimination. However, the effectiveness of these policies relies on reinforcement at personal, organizational, and governmental levels. Research suggests that familiarity with individuals with disabilities can lead to more positive attitudes, highlighting the importance of inclusive environments that facilitate interaction and understanding.

**Insights**

In Slovenia, the prevalence of disability among the working-age population is notably high compared to other [OECD](https://www.oecd.org/en/topics/employment.html) countries. As of 2018, approximately 10% of individuals aged 20 to 64 were recipients of disability benefits, indicating a significant portion of the population facing challenges related to disability.

Despite this high recipiency rate, the average [disability benefit](https://www.oecd.org/en/publications/disability-work-and-inclusion-in-slovenia_50e655b3-en/full-report.html) in Slovenia is relatively low, which may impact the financial well-being of beneficiaries. Additionally, the system's complexity and stringent eligibility criteria can pose barriers for individuals seeking support.

The [employment rate](https://www.oecd.org/en/publications/disability-work-and-inclusion-in-slovenia_50e655b3-en.html) for persons with disabilities in Slovenia is lower than that of the general population, reflecting challenges in labor market integration. Efforts to enhance vocational rehabilitation and early intervention strategies are ongoing to address these disparities.

Furthermore, Slovenia has demonstrated a strong commitment to improving accessibility and inclusivity for persons with disabilities. The successful implementation of the [European Disability Card](https://accessible-eu-centre.ec.europa.eu/content-corner/news/slovenia-shows-highest-number-providers-european-disability-card-2024-02-08_en) project is a testament to this commitment, with Slovenia leading Europe in the number of service providers relative to the country's size. As of February 2024, there are approximately 15,000 cardholders in Slovenia, benefiting from services offered by 500 providers.

# Supplier Diversity

In Slovenia, the concept of supplier diversity—integrating businesses owned by underrepresented groups into supply chains—is still emerging and not yet widely established. Currently, there are no specific national policies or mandates promoting supplier diversity. However, Slovenia has made significant progress in enhancing inclusivity and equality through various initiatives.

A notable development is the [Diversity Charter Slovenia](https://ec.europa.eu/newsroom/just/items/615191), launched on November 14, 2017. Coordinated by Dobrovita Ltd., this charter encourages organizations to commit to diversity and equal opportunities in the workplace. By signing the charter, companies pledge to create inclusive environments that respect and value differences, thereby fostering a culture of diversity.

In the realm of public procurement, Slovenia has implemented measures to promote inclusivity and sustainability. The Public Procurement Act ([ZJN-3](https://www.pppforum.si/en/our-services/public-procurement/)), adopted in November 2015, incorporates EU directives aimed at ensuring transparency and equal treatment in public tenders. While the act does not specifically address supplier diversity concerning underrepresented groups, it lays the groundwork for fair competition and non-discrimination in procurement processes.

Additionally, Slovenia has been recognized for its transparency in public procurement. According to the [OECD](https://www.gov.si/en/news/2019-11-19-slovenia-among-top-oecd-countries-in-public-procurement-transparency/), Slovenia ranks among the top countries in terms of the transparency of its public procurement process, with information on procedures, evaluation criteria, and related documents being publicly available.

While formal supplier diversity programs are not yet prevalent, Slovenia's commitment to diversity and transparency in public procurement indicates a positive trajectory toward more inclusive business practices. As global awareness of supplier diversity grows, there is potential for Slovenia to adopt and implement policies that actively promote the inclusion of underrepresented groups within supply chains, thereby enhancing economic opportunities and fostering innovation.

# Talent Sourcing Resources

In Slovenia, several organizations and institutions are dedicated to supporting the employment and vocational rehabilitation of individuals with disabilities, providing essential resources for talent sourcing.

The Employment Service of Slovenia serves as the primary public institution for labor market facilitation, offering specialized services for job seekers with disabilities. These services include vocational guidance, employment counseling, and referrals to vocational rehabilitation programs, aiming to enhance employability and facilitate integration into the workforce. More information can be found on their official website: <https://www.ess.gov.si/>.

The University Rehabilitation Institute, Republic of Slovenia (URI – Soča), is the central national healthcare institution offering comprehensive rehabilitation services, including vocational rehabilitation. Their programs are designed to assess and develop the work capacity of individuals with disabilities, supporting their return to suitable employment. Details about their services are available at <https://www.uri-soca.si/en/centre-for-vocational-rehabilitation/>.

The Association of Vocational Rehabilitation Providers of the Republic of Slovenia (ZIZRS) is a collective of vocational rehabilitation providers selected by the Ministry of Labour, Family, Social Affairs, and Equal Opportunities. They form a network that delivers standardized vocational rehabilitation services across the country, ensuring quality and accessibility. Their contact information is available at <https://prehodmladih.si/en/partner/zdruzenje-izvajalcev-zaposlitvene-rehabilitacije-v-republiki-sloveniji/>.

Additionally, the Public Scholarship, Development, Disability, and Maintenance Fund of the Republic of Slovenia manages various programs to promote the employment of people with disabilities. They offer financial incentives to employers, such as subsidies and tax reliefs, to encourage the hiring and retention of individuals with disabilities. Further information can be found at <https://www.srips-rs.si/en/employment-people-disabilities>.

**Additional Resources**

In Slovenia, several organizations and resources are dedicated to supporting individuals with disabilities, advocating for their rights, and promoting inclusivity across various sectors.

The National Council of Disability Organizations of Slovenia ([NSIOS](https://nsios.si/en/?)) is a prominent non-governmental organization that unites representative disability organizations operating at the national level. NSIOS coordinates the interests of over 115,000 Slovenian individuals with disabilities, representing more than 90% of all organized disabled persons in the country. Their efforts focus on areas such as legislation, education, human rights, inclusion, employment, accessibility, and sport.

The Slovenian Disability Rights Association ([Drupis](https://en.wikipedia.org/wiki/Slovenian_Disability_Rights_Association)), established in 2012, aims to enhance the implementation of the Convention on the Rights of Persons with Disabilities. Drupis engages in awareness-raising activities and impact litigation to assist individuals with disabilities, striving to ensure their rights are recognized and upheld within the legal system.

The Foundation for Financing Disability and Humanitarian Organizations ([FIHO](https://accessible-eu-centre.ec.europa.eu/content-corner/news/fiho-foundation-slovenia-allocated-193-million-euros-disability-and-humanitarian-organizations-2024-08-21_en)) plays a crucial role in co-financing programs, operations, and investments of disability and humanitarian organizations in Slovenia. For over 25 years, FIHO has supported diverse organizations that assist people in need, individuals with disabilities, patients, and youth, advocating for the improvement of their quality of life.

Additionally, the [EU Disability Card](https://invalidska-kartica.si/en/) initiative in Slovenia aims to improve the quality of life for individuals with disabilities by offering various benefits from numerous providers both domestically and across Europe. These benefits include free entries, sport activities, books, or discounts on services, enhancing accessibility and inclusivity for cardholders.