



European network against racism

ENAR Shadow Report 2011-2012

ENAR SHADOW REPORT

Racism and related discriminatory practices in Slovenia

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Racism is a reality in the lives of many ethnic and religious minorities in the EU. However, the extent and manifestations of this reality are often unknown and undocumented, especially in official data sources, meaning that it can be difficult to analyse the situation and to establish solutions to it.

The ENAR Shadow Reports are produced to fill the gaps in the official and academic data, to offer an alternative to that data and to offer an NGO perspective on the realities of racism in the EU and its Member States. NGO reports are, by their nature, based on many sources of data - official, unofficial, academic and experiential. This allows access to information which, while sometimes not backed up by the rigours of academic standards, provides the vital perspective of those that either are or work directly with those affected by racism. It is this that gives NGO reports their added value, complementing academic and official reporting.

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1. Executive summary

Following the economic and financial crisis in 2008, Europe is engaged in an ongoing dialogue on how to best respond to the downturn. At this time it is urgent to remind decision-makers that racism should not be tolerated as some groups may see minorities and others as a scapegoat for current problem. While discrimination affects different communities in different ways, this report focuses on the discrimination encountered by the Roma, the 'Erased' and elderly, as well as Muslim communities.

The most significant problem encountered by the Roma communities is that of illegal and spatially isolated settlements that lack basic infrastructure. In the worst cases these settlements completely lack communal infrastructure: many do not have a water supply, sewerage systems, electricity and roads. Unemployment levels within the Roma communities are extremely high. The Government of the Republic of Slovenia has passed a new National Program of Measures for the Roma Community 2010 - 2015¹ in which the main problems of the Roma community are identified and measures for solving them are suggested.

The problem of the so called '**Erased**' (those who were, in 1992, erased from the Registry of the persons with permanent residence in Slovenia) has yet to be resolved in a satisfactory manner. Attempts to finally resolve this issue through an amendment to the Law Regulating the Legal Status of the Former SFRY Citizens in Slovenia (ZUSDDD-B)² have fallen short of achieving this goal.

While successful implementation of these measures must be a government priority a wider approach is needed to effectively tackle discrimination: we must predominantly explore two elements:

- Build a coalition of civil society actors including trade unions, journalists, and NGOs and enable different civil society initiatives to collectively address and combat discrimination, racial violence, victimisation, offer legal protection to victims, support those who wish to litigate and participate in developing better alternatives and practices to better serve victims.
- Increase awareness and disseminate information to all stakeholders at national level based on annual reports or shadow reports such as this and others in order to ensure that the problems highlighted in such reports receive appropriate attention and action is taken.

1 Nacionalni program ukrepov za Rome za obdobje 2010 – 2015 (National Program of Measures for the Roma Community 2010 – 2015): http://www.uvn.gov.si/fileadmin/uvn.gov.si/pageuploads/pdf_datoteke/Nacionalni_program_ukrepov_za_Rome_20.11..pdf

2 Zakon o urejanju statusa državljanov drugih držav naslednic SFRJ; Uradni list RS, št. 50/2011.

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3. Introduction

The Constitution of the Republic of Slovenia contains a general anti-discrimination clause in Article 14 which states that in Slovenia everyone shall be guaranteed equal human rights and fundamental freedoms irrespective of national origin, race, sex, language, religion, political or other conviction, material standing, birth, education, social status, disability or whatever any other personal circumstance. In addition, Article 63 stipulates that all incitement to ethnic, racial, religious or other discrimination, as well as the inflaming of ethnic, racial, religious or other hatred or intolerance shall be deemed unconstitutional.

Slovenia has adopted both relevant EU directives, the Race Equality Directive (2000/43/EC) and the Employment Equality Directive (2000/78/EC) which were transposed into national legislation in 2004. All relevant International conventions and treaties for combating discrimination (UN), including the European Convention for the Protection of Human Rights and Fundamental Freedoms have been signed. However, these alone are not enough to effectively tackle discrimination.

In his latest report (2010) the Advocate of the Principle of Equality underlined that democracy and social equality can be measured by the degree to which the rule of the law is established in society and by the degree to which human rights are respected. Every attempt to dismiss the problem of discrimination – an indeed mere indifference towards discrimination – serves to nourish the problem as well as other forms of intolerance such as racism, xenophobia etc. In such instances there is a danger that entrenched institutional discrimination can develop.³

The most significant problem in Slovenia is inconsistency in the transposition of signed international conventions and agreements into Slovenian legislation and their subsequent implementation. The Human Rights Ombudsman has highlighted that the Slovenian Government has not yet adopted all the laws or necessary amendments required in light of its international obligations. The Ombudsman also noted a lack of enthusiasm on the part of the government in the preparation of the proposed bills. This situation also reflects the interests of various political groupings which are satisfied with the status quo.⁴

Many of these laws and regulations are not fully implemented in practice. In order to ensure effective implementation a comprehensive approach to countering discrimination is required. An important first step is the development of appropriate methodology for data collection and detailed definitions of different forms of discrimination (at present relevant authorities are operating with different definitions of various forms of discrimination).

³Letno poročilo zagovornika za leto 2011, prim. str. 3; Annual Report of the Advocate of the Principle of Equality for the year 2011, cf p. 3; <http://www.zagovornik.net/>

⁴ Ibid. cf. p. 15.

According to the Advocate of the Principle of Equality the construction of this system is the most important task for the Government in the area of anti-discrimination politics. The Government needs to make up for the lost time and to prepare and pass a comprehensive strategy to fight against all forms of discrimination. Next, it must implement this strategy in the laws, regulations and in the everyday workings of the public administration.⁵ Amnesty International of Slovenia has also issued a warning about Slovenia's delay in the full implementation of all principles of international law in the area of human rights and the struggle against discrimination.⁶ For this reason, the Advocate recommends that a 'new autonomous and independent specialised body' in the area of protection against all forms of discrimination should be established.⁷ A number of the Human Rights Ombudsman recommendations were in a similar direction.⁸

This report highlights racism and related discrimination in Slovenia in the period between March 2011 and March 2012. To enable better understanding (and also because adequate data for this specific period are not available), the report has incorporated some events and data that fall outside of this period. The authors recognise that that discrimination impacts a wide range of communities in different forms. However, this report will primarily focus on discrimination encountered by the Muslim community, the Roma, the elderly and the 'Erased' people.

5 Ibid. cf. p. 7.

6 Vzporedna življenja (Parallel Lives), cf. p.20;
<http://www.amnesty.org/en/library/asset/EUR68/005/2011/sl/593842cf-099f-4f1f-8689-f8a9633e0a24/eur680052011sl.pdf>

7 Letno poročilo zagovornika načela enakosti za leto 2011, cf. 7; Annual report of the Advocate of the Principle of Equality for the year 2011, cf. p. 7; <http://www.zagovornik.net/>

8 Letno poročilo Varuha človekovih pravic za leto 2011, str. 10; Annual Report of the Human Rights Ombudsman for the year 2011, p.10; http://www.varuh-rs.si/fileadmin/user_upload/pdf/lp/LP10.pdf

4. Significant developments in the country during the period under review

A **parliamentary election** was held on 4 December 2011 for a four year term. This was the first early election in Slovenia's history. 65.6% of the electorate voted. The election was surprisingly won by the center-left Positive Slovenia party, led by Zoran Janković.

However, he was not elected as the new prime minister in the National Assembly and a new government was formed by a right-wing coalition of five parties, led by Janez Janša, the president of the second-placed Slovenian Democratic Party (SDS). The other parliamentary parties refused to enter into coalition with the Positive Slovenia party. Mr Zoran Janković was later elected as mayor.

In 2011, due to the financial crisis and with the aim of reducing expenditure the government combined the Equality Body, the Religion Study Office and others with a number of different ministries, prompting fears that their independence will be compromised.

5. Special focus: Islamophobia

According to the 2002 census, about 2.4% (47,488) of Slovenia's population of nearly two million are of Islamic faith. Islam is one of 41 religions registered in Slovenia today. In 1981 the total muslim population was 29,710. In Ljubljana, the capital of Slovenia, there are 13,269 muslims.

The Religious Freedoms Act codifies the government's respect for religious freedom, legal status and rights of churches and other religious communities, rights of members, the process of registration with the government, rights of registered churches and religious communities, and responsibilities of the government's Office for Religious Communities. In June 2010 the Constitutional Court annulled provisions of the Act relating to the payment of social security contributions for priests in hospitals and prisons, as well as provisions related to registering with the government. Although the court gave parliament a period of one year to amend these provisions, no changes have been proposed.

The law forbids prayer meetings and lessons for educating children in a particular religion at state-licensed schools. The government partially finances teachers' salaries at religiously affiliated schools. Licensed schools may not display religious symbols, but students may wear religious symbols. At unlicensed private religious schools, religious lessons are generally mandatory. The government finances small grants for recognized religious organisations.

One town municipality offered a new location in the centre of the city to the Meshihat of the Islamic community. Zoran Jankovic, mayor of Ljubljana, explains this with no difficulty: "It is for the well known fact that Slovenians of Islamic religion were an important factor when our new country was created. And if everyone who believes has its own temple, then it is perfectly clear that Moslems should have their own as well."

There are some reports that women who wear the hijab encounter discrimination in employment. Muslims are disproportionately employed in low level, low paid jobs, even where their education and skills are higher than those required by the job. They are often employed in those jobs which are not valued by society, which in turn degrades the status of those who perform them. However, the difficulties encountered by the Muslim community in Slovenia are less severe than elsewhere in Europe mostly due to the fact that Slovenia has had a long relationship with Muslim citizens stemming back to the time of former Yugoslavia where migrant Bosnian Muslims have often settled in Slovenia.

6. Access and full participation in all collective areas of society

Slovenia is a parliamentary democracy and a constitutional republic. As such, power is shared among a bicameral parliament composed of the National Assembly - lower house and the National Council - the upper house, a prime minister who is the head of government and a directly elected president of the state. According to the Constitution of the Republic of Slovenia, there is a general anti-discrimination clause in Article 14 that states that in Slovenia 'everyone shall be guaranteed equal human rights and fundamental freedoms irrespective of national origin, race, sex, language, religion, political or other conviction, material standing, birth, education, social status, disability or whatever any other personal circumstance'. In addition, Article 63 stipulates that all incitement to ethnic, racial, religious or other discrimination, as well as the inflaming of ethnic, racial, religious or other hatred or intolerance shall be deemed unconstitutional.

6.1 Racism and related discrimination in employment

6.1.1 Manifestations of racism and related discrimination in employment

Discrimination in employment is prohibited by the constitution; article 49 guarantees freedom of work⁹. Slovenia is a signatory of all major international treaties on this matter and has transposed EU directives on employment into national law including, amongst others, the Implementation of the Principle of Equal Treatment Act – IPETA (ZUNEO)¹⁰, the Vocational Rehabilitation and Employment of Disabled Persons Act (VREDPA), the Employment Relations Act - ERA¹¹ (ZDR) which came into force in 2004 and 2003 respectively.

The Constitution guarantees special protection for the Roma population living in Slovenia. Special rights of the Roma Community are regulated by twelve special acts as well as by various Government programmes which have the aim of improving the situation of the Roma population¹². Nonetheless, the Roma are still the most heavily impacted group in terms of discrimination in employment. Official statistics on Roma unemployment and illiteracy are still not available. There is still an approximately 98% rate of unemployment amongst the Roma community¹³.

⁹ Constitution of Republic of Slovenia, www.us-rs.si/media/ustava.republike.slovenije.pdf, accessed 17.9.2012

¹⁰ IPETA - this Act has been adopted by the government with the purpose of implementing the Racial Equality and Employment Directives, ZUNEO – Zakon o uresničevanju načela enakega obravnavanja – Uradni list RS, št. 50/2004

¹¹ 16The ERA - the Employment Relations Act (ZDR – zakon o delovnih razmerjih – Uradni list št. 42/2002).

¹² US State department national report on global human rights situations – Slovenia <http://www.mzz.gov.si/nc/en/newsroom/news/article//30714/>, accessed 17.9.2012

¹³ Amnesty International: Parallel lives – Vzporedna življenja www.amnesty.org/en/.../eur680052011sl.pdf, downloaded 18.9.2012

The continuing financial crisis and the general decrease in employment (Graph 1) mean that job opportunities for Roma have decreased further. In spite of governmental measures and recommendations, employers are still reluctant to hire members of the Roma community. The fact that the majority of the Roma community have little or no education or experience further increases their difficulty in finding employment.

2011 was a year of turmoil for the Slovene construction industry as three of the largest construction companies declared bankruptcy. This has had a huge impact on lives of the workers from TCNs, mostly former Yugoslav republics, who formed the majority of the workforce in this sector. The pain and the cost of experimenting with a neoliberal philosophy based on flexible jobs with no solid legislation and monitoring body has been borne by TCNs. In 2010, around 69,325 work permits were issued to TCNs, most of them in construction and 28,008 valid work permits in the same year¹⁴. The employer provides not only pay but also accommodation. Due to bankruptcy, workers have lost their jobs. Many have not been paid for months. In addition to this, the employees have been evicted from their single rooms (apartment homes for workers). The companies claim that the workers owe them rent (rent of €140 - 160 for a room with four beds and no toilet)¹⁵. Due to the efforts of civil society these evictions were temporarily suspended but the situation was not resolved. As debtors, the workers were still last in line to be repaid. The situation has forced many of them to return to their countries of origin empty handed.

A demonstration by contracted crane operators in Luka Koper attracted much media coverage. The workers were forced to strike due to appalling working conditions (one of the workers stated that he worked 12 hour shifts for 27 days in a row, some workers were paid less than 1€ per hour).¹⁶ The president of trade unions in the port of Koper was dismissed due to his involvement in advocacy on behalf of the employees. The port officials have denied this allegation and have claimed his employment was terminated due to noncompliance with the work contract. 23 employees who were part of the protestors committee were also threatened with dismissal. This was only one of a number of protests of migrant workers, but due to the size and exposure of the company it was well covered in the media, as was the situation in SCT and Vegrad, two of the major construction companies that were bankrupted. The government of Slovenia received a warning over its non-compliance with the European directive due to its failure to sanction employers who abuse the migrant workforce. This directive is an important step towards implementing the rights of migrant workers, as it provides for important restrictions and fines

¹⁴ Zaključno poročilo študije: Delovne in življenjske razmere delavcev migrantov v Sloveniji, page 12

¹⁵ RTV Slovenia: Stiske migrantskih delavcev v Sloveniji: <http://www.rtv slo.si/slovenija/stiske-migrantskih-delavcev-v-sloveniji/250955>, accessed 20.9.2012

¹⁶ RTV Slo – Luka Koper: ponižani in razžaljeni delavci delajo celo za manj kot 1 evro na uro – Port of Koper workers working for less than 1 euro per hour, <http://www.rtv slo.si/slovenija/luka-koper-ponizani-in-razzaljeni-delavci-delajo-celo-za-manj-kot-1-evro-na-uro/265674>, accessed 17.9.2012

for companies who flout basic employment law principles. Slovenia had received a second warning at the time of writing of this report.¹⁷



Graph 1: The decline of no. of employment¹⁸.

The graph depicts the decline in the Slovene labour market as the unemployment rate increased by 2.5% in February 2012 compared to July 2010.

Asylum seekers and refugees: According to the UNHCR report 2012, there were 310 asylum seekers in Slovenia in 2011, compared to 250 in 2010. This is an annual increase of 24%, Graph 2¹⁹.

Country/ Region of Asylum	2007	2008	2009	2010	2011	Total	Annual change 2010- 2011 (%)	Share 2011 (%)	Share 2007- 2011 (%)	Rank 2011	Rank 2007-	Total per 1,000 inhabita nts 2011	Total per 1,000 inhabita nts 2007-	Rank per 1,000 inhabita nts 2011	Rank per 1,000 inhabita nts 2007-	Per 1USD/GD P per capita Total 2011	Per 1USD/GD P per capita Rank 2011	Per 1USD/GD P per capita Rank 2007-	
																			2011
Slovenia	430	240	180	250	310	1410	24	0	0	36	34	0.2	0.7	29	27	0	0.1	39	37
Total	334480	377130	379570	368010	441260	1900470	20					0.4	1.6						

Graph 2: Number of refugees per year.

Most asylum seekers and refugees are unemployed and have no possibility for employment. There is little chance of their employment prospects improving, mostly due to the language barrier.

¹⁷ Mladina – Slovenija še naprej izkoriščevalka delavcev migrantov – Slovenia still abusing migrant workers, <http://www.mladina.si/112719/slovenija-se-naprej-izkoriscevalka-delavcev-migrantov/>, accessed 19.9.2012

¹⁸ Trading economics: Slovenia unemployment rate, <http://www.tradingeconomics.com/slovenia/unemployment-rate>, accessed 20.9.2012
Constitution of Republic of Slovenia, downloaded from www.us-rs.si/media/ustava.republike.slovenije.pdf, 17.9.2012

¹⁹ UNHCR – UN Refugee agency – Slovenia, <http://www.unhcr.org/cgi-bin/texis/vtx/page?page=49e48e096>, accessed 18.9.2012

Members of the Muslim community rarely encounter discrimination in employment, though there are some reports that this has been a concern for women who cover themselves. Muslims are disproportionately employed in low level, low paid jobs, even where their education and skills are higher than those required by the job. They are often employed in the jobs which are not valued by society, which in turn degrades the status of those who perform them. The Muslim community in Slovenia have encountered less difficulties than those in some other European countries mostly due to the fact that Slovenia has had a long relationship with Muslim citizens stemming back to the time of former Yugoslavia where migrant Bosnian Muslims have often settled in Slovenia.²⁰

6.1.2 Facilitating factors or protective measures to combat employment challenges

The government's Active Employment policy has seen some success in increasing employment levels within the Roma community. There has also been a special training programme for Roma seeking employment as part of an Equal opportunities and promotion of social exclusion programme in which 100 Roma participated and 25 more were expected to be employed. From the 1st of January 2012 four Roma assistants will be employed in schools where Roma children attend classes. The programme is financed primarily by the European Union. The government has introduced some facilitating measures for migrant workers from the former republics, mostly in the form of free language courses for children and adults. The government also paid €230 to €460 to workers from the bankrupted construction companies - Vegrad and SCT.

The NGO Slovenska Filantropija and the Association of free trade unions (Zveza svobodnih sindikatov) have been engaged in a yearlong advocacy campaign in an EU project entitled "Integration package for migrant workers, refugees and asylum seekers" which tries to raise awareness and provides education to monitoring bodies, offers counseling and legal aid²¹. They have, for the first time, employed an advocate of migrant works who is himself a migrant worker. They plan to employ 3 such advocates.

The NGO Invisible Workers of the World (IWW – nevidni delavci sveta), with help from NGOs Rog and Dostje, has tirelessly engaged in protecting the rights of migrant workers by organising rallies and constantly pressuring the government through the media. The website of IWW Slovenia is now also linked to the website of Employment Office of Slovenia as a means to help migrant workers implement their rights.²²

²⁰ Siol.net – Muslimani so diskriminirani na trgu dela – Muslims are discriminated in the labour market, http://www.siol.net/novice/slovenija/2011/01/muslimani_so_diskriminirani_na_trgu_dela.aspx, accessed 19.9.2012

²¹ Slovenian Philanthropy: One Year of advocats of migrant rights – Eno leto zagovornikov migrantskih pravic, <http://www.filantropija.org/news.asp?FolderId=147&ContentId=614>, accessed 17.9.2012

²² http://www.ess.gov.si/tujci/izobrazevanje_in_usposabljanje_v_sloveniji/povezave_informacij_ske_tocke/iww, 18.9.2012

There is also an internet info point for foreign nationals on the website of the Slovene Employment Office (Zavod republike Slovenije za zaposlovanje - ZRSZ)²³.

In the year 2011, the government increased minimum wage to €748 gross, i.e. €572 net income. This is an increase of 2%.²⁴

²³ http://www.ess.gov.si/o_zrsz/projekti_zavoda/projekt?aid=122 , 19.9.2012

²⁴ RTV Slo: Minimum wage will increase for two per cent – Minimalna plača bo za dva odstotka višja, <http://www.rtvlo.si/gospodarstvo/minimalna-placa-bo-za-dva-odstotka-visja/274719>, accessed 19.9.2012

6.2 Racism and related discrimination in education

6.2.1 Manifestations of racism and related discrimination in education

Though Slovenia has a high degree of literacy (99.7%)²⁵ most of the Roma population (estimated 85 - 90%) are illiterate. While steps have been undertaken to address this issue, there are still a lot of difficulties in access to education. Most Roma adults did not complete elementary school (approximately one in twenty do so), and very few Roma people participate in further education. Segregation in education is prohibited but there are nonetheless cases where Roma children are separated from the majority under the guise of supposed lower learning capabilities. While there are specially trained Roma assistants (some of whom are themselves Romani), a number of difficulties persist. Children are often bullied or ridiculed by their peers, which in turn alienates them from education and negatively impacts their attendance rates at school. There were also cases in Leskovec Primary School where Roma children were washed before school. The headmaster explained that this was due to the poor personal hygiene of Roma children. This multiple discrimination is a direct result of lack of water supply and proper housing and other infrastructural problems²⁶ such as the isolation of settlements from education centres and schools. A twelve year old girl pupil from a Roma settlement without water, electricity and sanitation facilities has told AIS that she was not going to school because she is dirty and she smells. Consequently, she is a target for mockery and derision.

Due to the much discussed financial crisis, the government Slovenia has eliminated state scholarships for foreign students who had already held a scholarship starting from 01/01/ 2012²⁷. The decision was a consequence of the new law that was planned to regulate the Management of Public Finances Act (Zakon o urejanju javnih financ) that restricted eligibility for scholarships to Slovene students. The decision means that 280 TCN students and 172 pupils will lose their scholarships from the beginning of 2012. Foreign students at the University of Ljubljana along with some of the faculty and some of domestic students held a protest against the abolition of state scholarships. The University claimed that it plans to establish a special financial fund for the most affected foreign students.

²⁵ Amnesty International: Parallel lives – Vzporedna življenja
www.amnesty.org/en/.../eur680052011sl.pdf, downloaded 17.9.2012

²⁶ Mladina - »Zavedam se, da je to tudi nasilje nad otroki ...« - "I am aware it is also violence against children...", <http://www.mladina.si/53738/zavedam-se-da-je-to-tudi-nasilje-nad-otroki/>, accessed 19.9.2012

²⁷ Mladina: Scholarships for foreign students cancelled – Ukinitvev štipendij za tuje študente, <http://www.mladina.si/108432/ukinitev-stipendij-za-tuje-studente/>, accessed 19.9.2012

6.2.2 Facilitating factors or protective measures to combat education challenges

The National Programme of Measures for Roma 2010-2015 is a pragmatic and long-term working programme aimed at tackling problems faced by the Roma including education. The Programme includes a number of action oriented measures; such as a) the introduction of Roma assistants, b) early integration of Roma children in pre-schools, c) establishing conditions for raising the level of trust in the schools and for becoming more familiar with the Roma culture, d) raising the quality level of the educational work with Roma pupils, e) establishing a network of learning assistance for the Roma pupils. In addition to these measures, the 'bršljin school model' of teaching the Roma children in separate classrooms which was practised in 2008 was abolished²⁸.

An increasing number of NGOs now conduct non-formal education on intercultural issues and north-south discourse. For example, the Institute for African studies - IAS is currently running a three year EU project called 'Education for social justice' <http://www.izobrazevanjezasocialnopravicnost.si>, which engages the youth and academia to better understand to questions related to social justice, inclusion, discrimination, civilization and religion from the southern perspectives. The Amnesty International Slovenia has a sub-site about education for human rights: <http://www.amnesty.si/j7/sola-clovekovih-pravic.html>.

The centre for Slovene as a second language organised a free course of Slovene language for children of migrant workers from the former Yugoslavia before they enter school. 220 people availed of this service. It was financed by the government and European funds²⁹.

²⁸ Integrirano segregirani otroci: Mladina; št. 13, 2011; <http://www.mladina.si/tehdnik/arhiv/>

²⁹ Mladina – Tuja slovenščina – Foreign Slovene language, http://www.mladina.si/52847/tuja_slovenscina/?utm_source=tehdnik%2F201102%2Ftuja_slovenscina&utm_medium=web&utm_campaign=oldLink, accessed 19.9.2012

6.3 Racism and related discrimination in housing

6.3.1 Manifestations of racism and related discrimination in housing

While the right to adequate housing is guaranteed in national and international documents and treaties, there have been some flagrant violations of this right. In Slovenia housing is financed by the National Housing Program which promotes housing construction, renovation and maintenance of apartments and residential houses.²⁴ The Housing Fund of the Republic of Slovenia, a public fund, was established by the Housing Act.³⁰ It provides loans to legal and physical entities, who wish to buy, build or benefit from social and non-profit apartments that could be of benefit to marginal groups.

Under the current legal system, access to public housing requires Slovenian citizenship as a precondition. Citizenship is derived from either birth in the country or from the Slovenian parentage. Naturalization is also possible. Thus a person without Slovenian citizenship cannot benefit from the national housing programme. Because of this precondition, the very individuals or communities (e.g. the erased families, migrants & TCNs, stateless people, the so called new-Roma communities, etc.) who need housing the most are often ineligible. In addition, efforts to meet the housing shortage and facilitate access to housing for different marginal groups greatly depends on the will and the ability of local governing bodies in small towns and municipalities as these are legally autonomous from the state.

Discrimination in housing is most prevalent in the Roma communities. According to Amnesty International Slovenia only 39% of Roma people live in brick houses and only 12% live in apartments. Most of the Roma population live in illegal settlements. Overcrowding is a serious concern. There are 21 settlements which have little or no access to drinking water. According to Amnesty International some settlements only have access to 10 – 20 liters of water per day, which is below the recommendation for healthy living. Houses are badly insulated and lack electricity etc. Poor living conditions impact the standard of living of the Roma in other areas of life: education, employment and others. Most (75%) of the Roma settlements are separated from the majority population, and are consequently far from shops, schools,³¹ kindergartens, social services and even means of transportation. Most of these settlements are illegal. There are constant disputes over legalising of most of the Dolenjska settlements, primarily due to the unwillingness of neighbouring inhabitants to sell their land, etc. In addition, the Roma people generally do not benefit from the programme of subsidised housing, primarily because the municipalities in which they live do not provide such programmes and most Roma are unaware of whether such a programme exists. There is also a reluctance to sell or rent property to Roma people and there are cases

³⁰ OJ RS 18/91-I, 19/91-I – corrigendum, 9/94 – Constitutional Court Decision

³¹ Amnesty International: Parallel lives – Vzporedna življenja
www.amnesty.org/en/.../eur680052011sl.pdf, downloaded 17.9.2012

where they have been prevented from moving into property that they have legally obtained. There is also an atmosphere of fear as many settlements are not welcomed by the local population which in turn leads to tension and sometimes violence. The fact that some of the settlements are in legal limbo aggravates that fear.³²The Special Rapporteur for the human right to safe drinking water and sanitation has called on the authorities in September 2011 to grant immediate access to secure drinking water and sanitation, secure living conditions and to legalise settlements.

The Roma population is not the only one to experience poor housing conditions. Migrant workers from the former Yugoslav republics live in conditions that are better than those of the Roma, but which are still not adequate. The workers live in crowded conditions, in old, poorly maintained buildings but nonetheless pay extremely high rent. In many cases, these houses are run by the companies that employ the workers, a double indignation since they are forced to pay for housing to the same companies that owe/pay them their salaries.³³

6.3.2 Facilitating factors or protective measures to combat housing challenges

There is a working expert group assigned to the task of legalising Roma settlements. The Government Commission for the Protection of the Roma Community has recommended that all municipalities provide water supply to Roma settlements.³⁴ The government has begun to pressure municipalities to purchase the land surrounding the Roma settlements and the land they are built on, to enable legalisation of the settlements and to implement solutions to improve living conditions. Legalisation would offer the possibility of installing piping and wiring which would dramatically improve the living conditions. Around 60% of settlements are now legalised.³⁵

³² Ibid.

³³ Ibid.

³⁴ Amnesty International Slovenija – Letno poročilo 2012 Slovenija – Annual report Slovenia 2012, <http://www.amnesty.si/j7/component/content/article/2-uncategorised/292-letno-porocilo-2012-slovenija.html>, accessed 17.9.2012

³⁵ Amnesty International: Paralel lives – Vzporedna življenja www.amnesty.org/en/.../eur680052011sl.pdf downloaded 17.9.2012

6.4 Racism and related discrimination in health

6.4.1 Manifestations of racism and related discrimination in health

Health insurance in Slovenia is divided into compulsory and voluntary components. Voluntary health insurance covers part of the expenses that are not covered by compulsory insurance. The so-called 'erased' people encounter considerable difficulty in accessing health services as the majority are stateless and do not have health insurance. There are two pro bono clinics, one in Ljubljana and one in Maribor. These provide health services to individuals without health insurance including the poorest and most excluded groups in society; the 'erased', the Roma, the migrant workers who have lost their work permit (and in some cases their residency permit) and asylum seekers.

The Roma population have lower levels of health mostly due to the lack of running water and poor hygiene conditions in the settlements. The Roma are more likely to fall ill, they have little or no access to health services when this is the case and when they do manage to access healthcare services, discrimination and the language barrier impede their contact with their physicians. Amnesty International has noted that Roma children are ill more often than their peers, especially from gonorrhoea and rotavirus, as a consequence of their poor living conditions³⁶.

Migrant workers encounter similar difficulties. Many work very long hours and live in overcrowded conditions, sometimes experiencing flagrant human rights violations. Many have lost their work and residence permits (their insurance was not being paid by their employers) which means that they have no access to health services, except the pro bono clinic.

The period under review saw a number of landmark developments regarding discrimination in the area of healthcare. The Slovenian Human Rights Ombudswoman in February 2012 expressed strong opposition to non-emergency child circumcision, even calling it a criminal offense. Her view was supported by physicians who believed that circumcision is only acceptable in emergency situations. This caused backlash in the Muslim and Jewish communities who accused the Ombudswoman of religious discrimination and cited positive aspects of circumcision³⁷. They stressed the importance of circumcision to their religious expression.

According to newspaper Mladina, the Humanitarian network organisation Huma, which connects 16 medical organisations, has advocated for the

³⁶ Amnesty International: Parallel lives – Vzporedna življenja www.amnesty.org/en/.../eur680052011sl.pdf, accessed 18.9.2012

³⁷ RTV Slovenija – Ombudswoman's view on circumcision upsets Muslims in Slovenia – Stališče varuhinje do obrezovanja razburilo muslimane v sloveniji, <http://www.rtv.slo.si/zdravje/stalisce-varuhinje-do-obrezovanja-razburilo-muslimane-v-sloveniji/276271>, accessed 17.9.2012

adoption of the Resolution on reducing health inequalities in the EU, which at that time had around 7000 signees including 140 eminent organisations. However, the Slovenian Medical Association has rejected this stating that equality is already a part of its work practice. The resolution is a document of great importance for persons with little or no access to health services – especially migrants, asylum seekers and refugees³⁸ who are already amongst the most vulnerable of health service users.

6.4.2 Facilitating factors or protective measures to combat health inequalities

The pro bono clinic for persons without medical insurance entered its tenth year of operation in 2012. It was established by Slovenska Filantropija, the municipality of Ljubljana, Ljubljana Health Centre and the Parish Caritas Štepanja vas. It has also gained a first sponsor in the time of writing. In 2011, there were 832 users of the clinics and 40 voluntary doctors. Health insurance was arranged for 16 users³⁹.

Slovene Philanthropy has supported and advocated the resolution of reducing health inequalities in the European Union.

³⁸ Mladina - Enak dostop do zdravstva za vse? - Equal access to health for all?, <http://www.mladina.si/53587/enak-dostop-do-zdravstva-za-vse/>, accessed 17.9.2012

³⁹ Slovenska filantropija – Poročilo o delu 2011 – Annual report 2011, <http://www.filantropija.org/default.asp?FolderId=235>, downloaded 20.9.2012

6.5 Racism and related discrimination in access to goods and services

6.5.1 Manifestations of racism and related discrimination with access to goods and services in the public and private sector

Slovenia is a social state; access to goods and services is provided to those without means through the Red Cross and Caritas and sometimes through social actions by grassroots organisations. Increasing inequalities and poverty have worsened access to goods and services for those who were already most disadvantaged. This is especially true for the 4000 stateless persons, most of whom are the so-called “erased”. According to the USA State Department Country Report the government has made some progress in restoring residency to these individuals who were unable to fully exercise their rights regarding access to housing, healthcare, employment, and social security.

On the 20th of February 2012, 20 years had passed since the erasure of 26 671 people⁴⁰. There has still not been a clear resolution of this issue. 6381 have had their living permit reissued and 3499 have had their citizenship reinstated. However, the status of 8000 (or 15 000 according to NGO assessments) “erased” people has not yet been resolved. Out of 115 applications for a residence permit (as permitted by the annex to the Law of status of residents of former SFRJ in Slovenia) only 14 were resolved positively. This clearly indicates that they still encounter discrimination in the field of access to goods and services. The majority of them have been forced to reside abroad⁴¹.

6.5.2 Facilitating factor or protective measures to promote equality in accessing goods and services

The former centre-left government (coalition of SD - Social democrats and LDS – Liberal Democrats) made efforts towards finally resolving the “erased” issue.

A book was issued entitled “The stories of the Erased Residents of Slovenia” edited by Jelka Zorn and Uršula Lipovec Čebren which explores the situation of 27 “erased” people in an attempt to show the human stories behind the erasure. There is a website about the ‘erased’ managed by the Peace Institute, <http://www.mirovni-institut.si/izbrisani/>.

⁴⁰ Delo: Twenty years of erasure: new government should repair the damage: Dvajset let izbrisa: nova oblast naj popravi krivice izbrisanim, <http://www.delo.si/novice/slovenija/dvajset-let-izbrisa-nova-oblast-naj-popravi-krivice-izbrisanim.html>, accessed 20.9.2012

⁴¹ Mladina: The erasure finally succeeded? – Izbris dokončno uspel?, <http://www.mladina.si/53252/izbris-dokoncno-uspel/>, accessed 17.9.2012

6.6 Racism and related discrimination in political participation

6.6.1 Manifestations of racism and related discrimination in the realm of political participation

Free political participation is guaranteed by the Constitution. While the Roma population are largely unrepresented by major political parties, Roma councillors have been appointed in 20 municipalities. In 2011 they gained the Roma council of Slovenia, but sadly it has been more of a source of disagreement than a source of empowerment.

The Roma community has special legal protection, but little political backing on any level. The Roma municipality councillors are not perceived as equal political participants but rather as a state enforced measure. An attempt by the government to implement Roma councillors in six municipalities has failed. The reason given by most of the municipalities was that the situation is already regulated in other ways. The six municipalities all have Roma communities, but are not part of the 20 municipalities that are bound by law to have a Romani city councillor.⁴²

There is still little or no political will to implement an independent institution for the monitoring of discrimination. One of the decisions of the current government has set this back even further by joining the Office of Equal Opportunities with the Ministry of Family, Work and Social Affairs. The decision was enacted on April 1, 2012.⁴³ The new government has also discontinued the Office of Religious Equality.

There have also been dramatic cuts to state pensions which deserve a mention even if they fall outside the scope of this report⁴⁴.

6.6.2 Facilitating factors or protective measures to promote equality in the realm of political participation

The former government implemented the Roma Slovenian Council and made some political decisions mentioned in the previous chapters. The Association of Free Trade Unions (Zveza svobodnih sindikatov) and other unions, student associations and NGOs have featured strongly in a campaign against the pension and student labour reform. Their efforts helped ensure the failure of these reforms.

⁴² Mladina – Ne za isto mizo – Not behind the same table, <http://www.mladina.si/87211/ne-za-isto-mizo/>, accessed 17.9.2012

⁴³ Val 202: The consequences of cancelling the Office of Equal Opportunities, <http://www.val202.si/2012/03/klicaj-novinarstvo-in-sovrazni-govor/>, accessed 18.9.2012

⁴⁴ Delo: A drastic pension cut for 26300 pensioners – Dramatično znižanje pokojnin za 26300 upokojencev, <http://www.delo.si/novice/varcevalni-ukrepi/krepko-znizanje-pokojnin-za-26-300-upokojencev.html>, accessed 20.9.2012

The NGOs and students were also prominent in advocating for a new family law, promoting balanced media coverage and advocating for the rights of all families, not only heterosexuals. Sadly they failed.

According to Siol website a two day international Roma conference took place in Murska Sobota that hosted 50 participants from five European countries and focused on questions of inclusion, discrimination and participation⁴⁵.

⁴⁵ The Roma host a two day conference in Murska Sobota – Romi na dvodnevni konferenci v Murski Soboti, http://www.siol.net/novice/slovenija/2012/03/romi_na_dvodnevni_konferenci_v_murski_soboti.aspx, accessed 19.9.2012

6.7 Racism and related discrimination in media

6.7.1 Manifestations of racism and related discrimination in the media, including the internet

Slovene media is relatively free and well-balanced. However, according to Integrity (Integriteta) a Slovene subsidiary of Transparency International, the media is one of the most endangered pillars of integrity due to pressure from the political and financial sectors⁴⁶.

The government claims to have made attempts to create a more independent and free media. However, such efforts have been criticised by the public (both journalist organisations and some independent experts), mostly because of an expert group for monitoring the media and journalists that would be named by the parliament⁴⁷. The law was defeated in its very first reading (it was even declined by some members of the coalition)⁴⁸.

While explicitly racist portrayals in the media are rare, certain groups are often stereotyped. Hate speech is prohibited by the penal code but there have been just three convictions in the last five years, demonstrating that the values of democratic expression and non-discrimination are still not fully immersed into the Slovene society⁴⁹.

There has for instance been a case of the reinterpretation of a children's cartoon character. The villain was called Haso and was portrayed in a manner typical of the descendants from former Yugoslav Republics. Some of the viewers found this insulting, but the company that distributed and translated the cartoon has distanced itself from any intention of insulting or stereotyping⁵⁰.

There was another case of discriminatory media portrayal that has garnered a lot of attention. Shortly after a defeat in the preliminary elections held on 4/12/2011 there was a comment posted on the website of the Slovene Democratic Party (SDS), calling the supporters of the winning party Positive

⁴⁶ NIS Integriteta: Mediji, <http://nis.integriteta.si/mediji>, accessed 20.9.2012

⁴⁷ Združenje novinarjev in publicistov: Javni poziv Združenja novinarjev in publicistov k zavrnitvi predloga zakona o medijih – Public appeal to decline the suggested Media law, <http://www.znp.si/component/content/article/1-glavne-novice/260-javni-poziv-zdruzenja-novinarjev-in-publicistov-k-zavrnitvi-predloga-zakona-o-medijih>, accessed 20.9.2012

⁴⁸ RTV Slovenia: Še en Širčin zakon padel. Poslanci zavrnili zakon o medijih – Another Širča law fails. The parliament denies the Media law, <http://www.rtvlo.si/slovenija/se-en-sircin-zakon-padel-poslanci-zavrnili-zakon-o-medijih/262035>, accessed 20.9.2012

⁴⁹ Mediawatch: Plaintiffs view hate speech as very widely punishable – Prijavitelji vidijo sovražni govor kot kazniv v zelo širokem pomenu, <http://mediawatch.mirovni-institut.si/bilten/seznam/42/sovrazni/print.html>, accessed 20.9.2012

⁵⁰ Mladina – Čefurski piščanec – Čefur chicken, <http://www.mladina.si/53742/cefurski-piscanec/>, accessed 17.9.2012

Slovenia (PS) “tracksuiters” (trenirkarji). The text of an unknown (although signed) author accused the voters of PS of being manipulated and coerced into voting by the president of the party Zoran Janković⁵¹.

The text was blatantly xenophobic and insulting, but the SDS party stated that it was a guest post which did not reflect the views of the party. The Information Commissioner Nataša Pirc Musar immediately filed criminal charges against the alleged author. The president Danilo Türk, the Human Rights Ombudswoman Zdenka Čebašek-Travnik and many other eminent political and public figures have also voiced their concern on the matter⁵².

Internet media freedom is assured in Slovenia, the government and its institutions do not impose on this freedom. Sadly racist and xenophobic representations and commentaries are most prevalent online. Especially problematic are the commentaries sections of the internet media which are frequently used to express racial slurs, insults and hate speech. Minorities are frequently portrayed in very a stereotypical fashion with characteristics such as laziness, violence, stupidity and other characteristics attributed only to the members of minority groups. Sadly these stereotypes also feature in the political realm from time to time (the most known case being the Slovene Nationalist Party leader Zmago Jelinčič Plemeniti) and in the right-wing media.

6.7.2 Facilitating factor or protective measures in the media

Eight of the largest internet media portals have accepted the Code Regulating Hate Speech (and have in February of 2012 agreed on sanctions for the portals which violate these rules). This has led to a 350% increase (2835) in notifications regarding hate speech to the internet monitoring portal Spletno oko (the Web Eye)⁵³.

Under pressure from the activist group 150 and from public gatherings the government has decided to freeze the signature of ACTA (Anti-Counterfeiting Trade Agreement) which would significantly decrease internet freedom.⁵⁴

⁵¹ RTV Slovenia: Post on the SDS website: janković wins by scaring “new” citizens - Zapis na spletni strani SDS-a: Janković na oblast s strašenjem “novih” državljanov <http://www.rtvlo.si/volitve-2011/zapis-na-spletni-strani-sds-a-jankovic-na-oblast-s-strašenjem-novih-drzavljanov/272543>, accessed 19.9.2012

⁵² Ibid.

⁵³ Mediawatch: Plaintiffs view hate speech as very widely punishable – Prijavitelji vidijo sovražni govor kot kazniv v zelo širokem pomenu, <http://mediawatch.mirovni-institut.si/bilten/seznam/42/sovrazni/print.html>, accessed 20.9.2012

⁵⁴ While the freezing of ACTA happened outside the of period under review, civil society objections were expressed within the relevant timeframe.

6.8 Racism and related discrimination in criminal justice

6.8.1 Policing and ethnic profiling⁵⁵

According to the US State Department Report on Human Rights, police in Slovenia “are under the direct supervision of the Ministry of Interior. The ministry oversees the drafting of basic guidelines, security policy, and regulations governing the work of the police. It monitors police performance, with an emphasis on protecting human rights and fundamental freedoms. The police provided effective law enforcement” (United States Department of State, Country Reports on Human Rights Practices for 2011, page 4).

While ethnic profiling is prohibited by law, its practice persists. The most frequent victims of ethnic profiling are the Roma, asylum seekers, refugees and migrant workers. They are submitted to more searches, they are more likely to be fined or detained. If they do have the opportunity to complain against ethnic profiling their complaints are rejected. While efforts are being made to increase sensitivity regarding ethnicity among police officers, ethnic profiling is certainly not a thing of the past.

6.8.2 Racist violence and crime

A prolonged court case concerning three persons accused of bombing a house in one of the Roma settlements called Dobruška vas, resulting in the death of two Roma women was finally concluded. The Dobruška vas bombers were convicted after two appeals – they have been sentenced to eight, twenty and thirty years – after previously having been acquitted⁵⁶.

Hate crime is generally directed towards the Roma population, with some serious incidents taking place in the areas primarily populated by the Roma. There was a case of graffiti in Lendava that said “Cigani raus” (Gypsies out) and neo-Nazi signs. Police arrested three young men in relation to the crime. The political and public figures have unanimously condemned the incident.

Eight of the largest internet media portals have accepted the Code Regulating Hate Speech (and in February 2012 agreed on sanctions for portals which do not respect the rules). This has led to a 350% increase (2835) of notifications relating to hate speech to the internet monitoring portal Spletno oko (the Web Eye)

⁵⁵ The Open Society Institute defines “ethnic profiling” as the “use of generalisations grounded in ethnicity, race, national origin, or religion - rather than objective evidence or individual behaviour - as the basis for making law enforcement and/or investigative decisions about who has been or may be involved in criminal activity” .

⁵⁶ Žurnal 24: Finally imprisoned – Končno v zapor, <http://www.zurnal24.si/dokoncno-v-zapor-clanek-115976> , accessed 17.9.2012

6.8.3 Hate speech

While hate speech is prohibited by the Constitution, it is a significant problem primarily during election time and on the internet etc. The portal Spletno oko has recorded a large increase in reported hate speech on internet portals as mentioned above. Victims of hate speech are primarily Roma, members of minorities, the LGBT population and residents from former Yugoslavia

6.8.4 Counter terrorism

The authors are not aware of any specific incidents relating to counter terrorism.

As Slovenia encounters a relatively low terrorist threat, no counter terrorism measures were reported during the period under review.

6.8.5 Facilitating factors or protective measures in criminal justice

The Slovene policies have enabled sensitivity training for police officers working with the Roma, and even basic training in the Romani language. The members of Novo Mesto police station have held many activities in the Roma settlements thus attempting to improve their relationship with the Roma population.

The Dobruška vas bombers (discussed above) were finally convicted after two appeals. They have been sentenced to eight, twenty and thirty years after previously having been acquitted⁵⁷.

⁵⁷ Žurnal 24: Finally imprisoned – Končno v zapor, <http://www.zurnal24.si/dokoncno-v-zapor-clanek-115976> , accessed 17.9.2012

7. Civil society assessment and critique in ensuring protection of fundamental rights

The international financial crisis has persisted in 2012. This has been keenly felt in the non-governmental and non-profit sector. In Slovenia this sector is constantly growing and developing but is also under constant threat of collapse.

While there is a reasonable amount of cooperation between NGOs, the networking component of NGO functioning is still underdeveloped. Fundamental human rights will therefore come under increasing threat simply as a consequence of the fact that there will be a lack of financial and political backing for the civil society that wishes to protect them.

There is a pressing need, now more than ever to remember that there are aspects of this society that are being torn down in front of our eyes – one of those is the welfare state. It is our duty to rebuild it. In Slovenia there are a number of good examples of this – some of them mentioned in this report, some of them absent but not ignored. They are providing direct services to victims and advocacy on a number of issues.

8. Good practices

Example of NGO Good Practice in Employment

The NGO Slovenska Filantropija and the Association of Free Trade Unions (Zveza svobodnih sindikatov) have celebrated one year of the functioning of the program “Integration package for migrant workers, refugees and asylum seekers” which educates advocates, offers counseling and legal aid. They have, for the first time, employed an advocate of migrant works who is himself a migrant worker – and the plan is to employ three such advocates. Slovene philanthropy has provided information to 1400 migrant workers, held 600 in-depth counseling sessions and offered psychosocial assistance to 409 users⁵⁸

Example of NGO Good Practice in Education

The Institute for African Studies is conducting a project funded by the ERF and the Ministry of Internal Affairs to provide assistance for asylum seekers on a range of themes including religious ceremonies, education and language, and sharing experiences relating to age and gender, that will enable better integration of asylum seekers.

Example of NGO Good Practice in Housing

Amnesty International Slovenia has issued a free publication called “Parallel lives” (Vzporedna življenja) which provides detailed coverage of the housing situation and subsequent discrimination against the Roma people in Slovenia.

Example of NGO Good Practice in Health

The pro bono clinic for persons without medical insurance entered its tenth year of operation in 2012. It has also gained a first (and up until now only) sponsor at the time of writing (8/9/2012). There were 832 users of the clinic in 2011 and 40 volunteer doctors. Health insurance was arranged for 16 users.

Example of NGO Good Practice in Media

Following pressure from the activist group¹⁵⁰ and a number of public gatherings the government has decided to freeze the signature of ACTA (Anti-Counterfeiting Trade Agreement) which would significantly decrease internet freedom.

⁵⁸Slovenska filantropija – Poročilo o delu 2011 – Annual report 2011, <http://www.filantropija.org/default.asp?FolderId=235>, downloaded 20.9.2012

9. National recommendations

We recommend that the government and municipality of Ljubljana assist the Muslim community in completing the Muslim religious and cultural centre in Ljubljana. We recommend a media campaign geared towards positive media representations of members of the Muslim community

- Improve and monitor the efficiency of the labour inspectors concerning workers' rights
- implement and strengthen measures to protect the rights of migrant (and other) workers,
- increase effectiveness of sanctions for employers who abuse migrants' rights,
- authorities should maintain the pressure on municipalities to legalise the Roma settlements
- authorities should improve the living conditions of the Roma where possible in cooperation with the local municipalities,
- authorities should financially support the pro bono clinic in Ljubljana and ensure that more such clinics are built across the country
- we recommend immediate resolution of the "erased" situation ,
- reassess the financial burden for pensioners who are already below the poverty line.
- reassess the independence of the Office of Equal Opportunities as an independent governmental institution, not as part of the Ministry of Work, Family and Social Affairs
- authorities should make every effort to monitor and sanction perpetrators, persecuting hate speech on the internet,
- authorities should develop a code of conduct for members of parliament, and sanction those who abuse freedom of speech. Efforts should be made to enable the prosecution of hate speech.

10. Conclusion

Slovenia is a relatively peaceful country with strong social cohesion. Reinforcing this comparative advantage should be priority.

Today, the fact that more than 200,000 pensioners live below or on the poverty line should prompt reassessment of the financial austerity strategy that proposes to cut more from these people.

It is imperative to improve the living conditions of the Roma where possible and to work with the local municipalities in order to find a solution for the “erased” people.

The fact that hate speech is a frequent feature of politics and often falls under the protection of freedom of speech, should prompt the highest efforts to monitor and sanction perpetrators and develop a code of conduct for members of parliament, and sanction the individual who abuse freedom of speech by engaging in hate speech.

In order to raise awareness of xenophobia and racial discrimination and to promote best practices, NGOs and European agencies should work with migrant organisations. NGOs play a vital role in confronting these complex challenge- they should network with each other and share experiences and expertise in their respective areas.

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Annex 1: List of abbreviations and terminology

AI: Amnesty International
IAS: Institute for African studies
LDS: Liberal democrats
SD: Social Democrats
SDS: Slovenian Democratic party
IPETA: Implementation of the Principle of Equal Treatment Act (ZUNEO: Zakon o resničevanju načela enakega obravnavanja (Uradni list RS, št. 50/2004)
ERA: Employment Relationship Act (ZDR = zakon o delovnih razmerjih (Uradni list št. 42/2002)
VREDPA: Vocational Rehabilitation and Employment of Disabled Persons Act (Zakon o zaposlitveni rehabilitaciji in zaposlovanju invalidov (ZZRZI-UPB1) Ur.l. RS, št. 100/2005, ZZRZI-A (Uradni list RS, št. 78/05)
RS: Republic Slovenia
ECRI: the European Commission against Racism and Intolerance
URS: the Constitution of Slovenia - Ustava Republike Slovenije (Uradni list RS, št.33I/1991-I, 42/1997, 66/2000, 24/2003, 69/2004, 69/2004, 69/2004, 68/2006)
TCC: Third country citizens
ZEMŦM: Zakona o enakih moŦnostih Ŧensk in moških (Uradni list RS, št. 59/2002)
ZS: Zakon o sodiščih (Uradni list RS št. 100/2005)
ZDoh: Zakon o dohodnini (Uradni list št. 21/2006)
ZOZKD: Zakon o odškodnini Ŧrtvam kaznivih dejanj / / (Ur.l. RS, št. 101/2005)
DeSB: Deklaracija o skupnem boju proti terorizmu (Ur.l. RS, št. 81/2001),
DeReTer: Deklaracija o podpori Resoluciji o terorizmu (Ur.l. RS, št. 50/2002
ZUSDDD: Zakon o urejanju statusa drŦavljanov drugih drŦav (Ur.l. RS, št. 61/1999, 54/2000

