The following document represents Slovenia's response to the two questionnaires of the Independent Expert on the enjoyment of all human rights by older persons, namely on ageism and age discrimination, as well as on the intersection between ageing and gender and the specific human rights concerns and challenges faced by older women.

**Forms and manifestations of ageism and age-discrimination**

1. **What forms does age discrimination affecting older persons take and which ones are the most prevalent? Where available, please provide concrete examples and collected data including in employment, education, social protection, and health, financial and social services.**

*Age discrimination can be positive or negative and is manifested in several areas:*

*-in limiting access to goods and services (specific time of purchases in stores during the spring lockdown; the idea of this limitation was positive discrimination of older people to protect their health, but it was understood also as negative discrimination.)*

*-restrictions on borrowing,*

*- limitation of insurance options,*

*- age limits for preventive medical examinations);*

*- in the media (often negative visual representations of older persons, articles on the financial burden of older people for society…);*

*- in low incomes, which cause poverty and deprivation;*

*- in the absence of special education and learning programs for the older population;*

*- on the labour market ( older people do not have equal access to work, they are first in line for dismissal);*

*- in industrial production, which generally follows only the needs of the middle and younger generation (digital communication and performance products are not adapted to the abilities of the elderly); even in fashion guidelines and clothing colour (for older only dark and without the right shape);*

*- in construction and living environment (without solutions relevant to older people and physically challenged) and, related with stereotypes,*

*-in the negative self-image of older persons ("this is not for me", "I'm too old", "this is not appropriate for the elderly", "I do not belong to this circle"…).*

1. **Please provide information and data collected about the causes and manifestations of ageism in society, both for younger and older generations, and how it translates into discriminatory practices.**
2. **From an intersectional perspective, are there specific factors that aggravate ageism and age discrimination and how? Please provide concrete examples and collected data where available.**

Legal, policy and institutional frameworks related to ageism and age-discrimination

1. **What international, regional and national legal instruments are in place to combat ageism and age-discrimination?**

*Article 14 of the Slovene Constitution guarantees everyone equal human rights and fundamental freedoms irrespective of any personal circumstance. Article 21 of the Slovene Constitution gives everyone respect for human personality and dignity in criminal and in all other legal proceedings, as well as during the deprivation of liberty and enforcement of punitive sanctions. In terms of national legislation, there is no specific legislative act addressing older persons generally or their autonomy and independence specifically. Social care provided to older persons is governed by the Social Assistance Act and various subordinate rules. The Social Security Act in Article 4 provides that rights to services and financial social assistance are exercised on the basis of the principles of equal accessibility and free choice of forms and beneficiaries.*

1. **Please also note any action plans or policies to raise awareness and combat ageism (including anti-ageism in school curricula) and to move toward a more age-friendly and inclusive society.**

*In 2017 the Government of the Republic of Slovenia adopted the Active Aging Strategy. On the basis of this strategy, the Council for Active Aging and Intergenerational Cooperation was established. It is the widest body that involves different generations. Underpinning the Active Ageing Strategy is the concept of active ageing and life-cycle approach. The Strategy includes many guidelines in different Chapters related to human rights of older persons, for example:*

* + *Active collaboration in the designing and implementing of all ageing related policies*
  + *Raise awareness about the importance of intergenerational cooperation*
  + *Active awareness-raising about age discrimination and the promotion of a positive image of older people*
  + *Better provision of information to the older population(and all vulnerable groups) on possible forms of help in the event of discriminiation*
  + *Educate the competent agencies to recognise discriminatory practices*
  + *Ensure systematic collection of data and interdepartmental coordination concerning violence and discrimination*
  + *Raise awareness among the older population and the general public about violence and other unlawful acts targeting older people;*
  + *Systematically train healthcare and social workers, police and others that come into contact with violence to recognize, prevent and report abuse and violence against older people;*
  + *Strengthen inter-institutional cooperation in tackling abuse, violence and other illicit acts against older people;*
  + *Create favourable conditions to assist victims of violence and other unlawful acts (legal and psychological counselling, safe houses);*
  + *Raise awareness among all population groups, in particular older people, of the importance of human rights, which are universal, indivisible, inalienable and interdependent;*
  + *Create favourable conditions for the effective elimination and prevention of any indirect or direct age-related discrimination;*
  + *Strive to formulate international standards on the protection and exercise of the human rights of older people;*
  + *Create conditions for the development of dialogue and political and civil participation of the population at all levels of political decision-making (access to information, tools to comment on legislative proposals, mechanisms for independent proposals and initiatives); give older people rights and access to advocates who represent and safeguard their interests.*

1. **At the national level, please outline the legal protections available against age discrimination and indicate whether age is explicitly recognised as a ground for discrimination? If so, are there specific areas for which equality is explicitly guaranteed? Are there any areas where differential treatment based on older age is explicitly justified?**

*In 2017 the Government of the Republic of Slovenia adopted the Active Aging Strategy. On the basis of this strategy, the Council for Active Aging and Intergenerational Cooperation was established. It is the widest body that involves different generations. A representative of the older generation is the vice-president of this Council. A special chapter in the Strategy is devoted to the protection and enforcement of the rights of the elderly. Through this chapter, human rights will play a greater role through the action plans.*

*The Active Ageing Strategy includes in the chapter Safeguarding and exercise of the rights of older persons also the following Guideline: Appoint a special formal group comprising representatives of the competent government departments, the Human Rights Ombudsman and non-governmental organisations to deal with the human rights of older people. The establishment of this group is in progress.*

1. **Do the existing legal protections against age discrimination allow for claims based on intersectional discrimination, that is discrimination which is based on the intersection of age and other characteristics such as race, ethnicity, gender, disability, sexual orientation or other status?**
2. **What legal and other measures have been taken to address and protect from racism, sexism, ableism or other similar forms of discrimination that might be useful models for addressing ageism?**
3. **Please indicate if there are institutional or complaints mechanism to address inequalities or grievances related to ageism and age discrimination. If so, please provide statistics on cases and types of cases received?**

**In 2016 the National Assembly of the Republic of Slovenia adopted a Protection Against Discrimination Act (PADA) which established the Advocate of the Principle of Equality, an independent and autonomous state body mandated to deal with discrimination.**

*The Advocate of the Principle of Equality is an independent and autonomous state institution, which provides assistance and support to persons subjected to discrimination when enforcing their rights regarding protection against discrimination in the form of counselling and legal assistance in administrative and judicial proceedings related to discrimination. The Advocate is also mandated to conduct a supervisory inspection and has the power to submit a request for a review of constitutionality or legality of a regulation or general legal act issued to execute public authorisations.*

*The tasks of the Advocate of the Principle of Equality are also raising awareness among the general public about discrimination and measures for its prevention, and monitoring the general situation on the national level in the field of protection against discrimination. The Advocate of the Principle of Equality conducts independent research on the position of people with certain personal grounds, publishes independent reports and makes recommendations to state authorities, local communities, holders of public authorisations, employers, business entities and other bodies regarding the established situation of people in certain personal circumstances, i.e. relating to preventing or eliminating discrimination and adopting special and other measures to eliminate discrimination.*

Reports related to ageism and age discrimination and other relevant information

10. Please outline any other areas that you deem important in the context of ageism and age discrimination. Thank you for sharing any relevant reports about ageism and age discrimination.

How to submit your written contribution?

Please send your submissions in English, French or Spanish in attachment by email to olderpersons@ohchr.org, indicating in the heading “Submission to the call for contributions on ageism and age discrimination – 2021”. Please also kindly indicate whether you have any objection for the responses provided to be made available on the OHCHR webpage of the Independent Expert on the enjoyment of all human rights by older persons.

The deadline for submissions is 22 March 2021.