

BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

Review of the national situation for the purpose of
the workshop in SLOVENIA

2008



Document produced in the framework of the Contract "Raising the awareness of companies about combating gender stereotypes", commissioned by the European Commission to the International Training Centre of the ILO in partnership with EUROCHAMBRES.

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The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

The programme has six general objectives:

- (1) to improve the knowledge and understanding of the situation prevailing in the Member States (and in other participating countries) through the analysis, evaluation and close monitoring of policies;*
- (2) to support the development of statistical tools and methods and common indicators, where appropriate broken down by gender and age group, in the areas covered by the programme;*
- (3) to support and monitor the implementation of Community law, where applicable, and policy objectives in the Member States, and assess their effectiveness and impact;*
- (4) to promote networking, mutual learning, identification and dissemination of good practices and innovative approaches at EU level;*
- (5) to enhance the awareness of the stakeholders and the general public about the EU's policies and objectives pursued under each of the policy sections;*
- (6) to boost the capacity of key EU networks to promote, support and further develop EU policies and objectives, where applicable.*

For further information, see: http://ec.europa.eu/employment_social/progress/index_fr.html.

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FOREWORD

Does the European economy manage to make full use of its human capital?

This document intends to contribute to this discussion, from the perspective of gender equality.

This document has been prepared in the framework of “Raising the awareness of companies about combating gender stereotypes”, an EC initiative commissioned by the European Commission, DG Employment, Social Affairs and Equal Opportunities, under a contract managed by the International Training Centre of the ILO in partnership with the Association of European Chambers of Commerce and Industry (EUROCHAMBERS).

The initiative, which involves Chambers of Commerce and SME organizations in 15 EU Countries¹, aims at helping SMEs discover how overcoming gender stereotypes can have a positive impact on productivity and competitiveness.

The country reviews do not have the ambition to give an exhaustive picture of gender issues in the labour markets of the 15 countries. They rather aim to enrich with country-specific information the tools that the initiative offers to all those engaged in improving SME competitiveness and productivity. They collect up-to-date statistical data and qualitative information on the different ways in which women and men enter and progress into employment and occupations in the various countries. They contain information on existing legislative provisions, public and private initiatives and good practices. Suggestions on the impact of gender stereotypes are also provided, to initiate dialogue and action at enterprise level.

The final aim is to offer concrete suggestions on how SMEs in the selected countries can overcome gender stereotypes and tap the business potential of gender equality.

¹ Bulgaria, the Czech Republic, Estonia, France, Germany, Greece, Hungary, Ireland, Italy, Malta, Poland, Portugal, Romania, Slovenia, Spain

1. STATISTICS

Table 1: Statistical data

Demography and Employment	Slovenia			EU27		
	Men	Women	Total	Men	Women	Total
1. Total population 2007 (figure in '000)	986	1.023	2,010	241,671	253,457	495,128
(Figure in %)	49.1	50.9	100	48.8	51.2	100
2. Life expectancy 2005 (%)	74.1	81.3	74.4	75.4	81.5	:
3. Fertility rates 2005 (%)	1,26			1.51 ^b		
4. Employment rate 2007 (%)	72.7	62.6	67.8	72.5	58.3	65.4
5. Unemployment Rate 2007 (%)	4.0	5.8	4.8	6.5	7.8	7.1
6. Activity rate 2007 (%)	75.8	66.6	68.3	77.6	63.3	70.5
7. Youth unemployment rate 2007 (%)	9.4	11.2	10.1	15.2	15.8	15.5
8. Long term unemployment rate 2007 (%)	1.8	2.7	2.2	5.6	6.6	6.0
9. Part-time work 2006 (%)	1.7 ^p	3.7	2.6	4.4	25.8	14.4
10. Employees 2007q04 ('000)	447	389	837	97,388	86,042	183,430
11. Self-employment 2007q04 ('000)	75	29	104	15,491	7,417	22,908
12. Entrepreneurs 2007q04 ('000)	:	:	:	7,574	2,375	9,949
13. Average hourly pay 2002 (in euro)	5.34	4.75	5.10	13.79 ^c	10.40 ^c	12.56 ^c
14. Gender Pay gap in unadjusted form 2006 ^g	8			15		
15. Participation in decision-making 2007						
National Parliaments (%)	88	12	100	76	24	100
President in largest publicly quoted companies (%)	100	0	100	97	3	100
Member of highest decision-making body in largest publicly quoted companies (%)	14	86	100	90	10	100
GEM Value 2007	0.692			:		
GEM Rank 2007	22			:		
16. Graduations of women and men in tertiary education 2004						
ISCED 5 (%)	39.1	60.9	100	40.8 ^c	59.2 ^c	100 ^c
(Ratio Women/Men)	1.6			1.4 ^c		
ISCED 6 (%)	59.4	40.6	100	56.8 ^c	43.2 ^c	100 ^c
(Ratio Women/Men)	0.7			0.8 ^c		
17. Single-headed households, 2005 (%)	7	9	:	14 ^c	14 ^c	:
18. Children in childcare aged 0-2 years, 1-29hrs/30+hrs 2006 (%)	3/26			14/12		
19. Children in childcare aged 3 to mandatory school ages, 1-29hrs/30+hrs 2006 (%)	15/66			44/40		

NOTES: a - 2004, b - 2005, c – EU25, e - Estimation, g – The Pay Gap is the difference between men's and women's average gross hourly earnings as percentage of men's average gross hourly earnings (for paid employees), p - Provisional, : - No data

Source: European Commission, *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis, 2008 compendium*. Except:

1, 10, 11, 12: Eurostat Database

2, 3: Eurostat News Release, "A statistical illustration of the situation of women and men in the EU27", 32/2007, March 2007 and UNDP, Human Development Report 2007/08, Table 1

13: Eurostat, «Salaires bruts en Europe, Principaux résultats de l'enquête sur la structure des salaires 2002», *Statistiques en bref, population et conditions sociales*, 12/2005, Communautés européennes, 2005

15: European Commission, DG EMPL, Database on women and men in decision-making and the Human Development Report 2007/2008 (for the GEM rank and value)

16, 17: European Commission, *The life of women and men in Europe – A statistical portrait*, Luxembourg, Office for Official Publications of the European Communities, 2008

18, 19 (EU27 data): Commission of the European Communities, *Commission staff working document accompanying document to the Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Implementation of the Barcelona objectives concerning childcare facilities for pre-school-age children*, Brussels, 2008. {COM (2008) 598}

2. SITUATION AND STEREOTYPES

2.1. WOMEN IN THE LABOUR MARKET²

Women in Slovenia have a high employment rate if compared with EU standards. They represent almost half of the total persons employed in Slovenia. Overall, women have more difficulties entering the labour market than men, and it is more infrequent for them to become self-employed than men. Women generally occupy lower positions of employment; they often have fewer career opportunities and are frequently paid less for the same level of professional competence compared to men.

The share of women in paid employment in Slovenia increased by 12.8% between 1955 and 2005, while for men it decreased by a similar value for the same period. The great majority of persons in employment in Slovenia (89.9%) work as paid employees, with a slightly higher share of women than men in this category. According to data in table 1, in 2007, unemployment stood at 5.8% for women, almost 2 percentage points higher than for men. Unemployment was highest among young people (particularly women) and lowest among those aged between 55 and 64. Overall, differences in employment and unemployment rates of women and men have increased during the last 5 years, predominantly amongst young people. There is also a high rate of fixed-term employment in Slovenia, one of the highest in the EU, particularly for women. As in the most EU member states, the share of long-term unemployed women in Slovenia is higher than that of long term unemployed men.

In Slovenia in 2004 women received on average almost 93% of the average monthly gross earnings of men. Women were paid better than men only in the age group between 55 and 64, as women with higher education more frequently enter the labour market later, and their younger, less educated colleagues are already retired at that age. While men in Slovenia have higher rates of completion of secondary education than women, when it comes to completion of university and postgraduate education, women have higher rates of achievement.

2.2. OCCUPATIONAL SEGREGATION

Occupational gender segregation refers to differences between genders in the labour market. Despite the reduction of the gender employment gap in most EU countries in recent years, employment in the EU remains highly segregated. Women are over-represented in some occupations and economic sectors, such as services and care professions, and under-represented in others, such as scientists and engineers. As a consequence of segregated labour markets there is an under-representation of women in sectors crucial for economic development.

The rates of gender segregation in Slovenia stand at 27.6 in occupations and 18.3 in economic sectors, in both cases higher than the EU average (Table 2). These indexes measure gender segregation in the labour market; the higher the value of both indexes, the higher the segregation biased against women. However,

² Unless otherwise specified, the information source for this section is: Statistical Office of the Republic of Slovenia, *Facts About Women and Men in Slovenia*, Ljubljana, Dec 2007.

as with all indicators, the index should be interpreted within a specific context as well as its individual components and care should be taken in cross-country comparisons and EU averages.

Table 2: Country Segregation Index 2005³

	Gender segregation in occupations	Gender segregation in economic sectors
Slovenia	27.6	18.3
EU27	24.9	17.8

Source: European Commission, *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis 2008 compendium*, pp. 52-53.

The following tables show the concentration of men and women in different sectors of activities, occupations and management positions in the EU and Slovenia.

Table 3: Concentration of men and women in sectors of activities 2005 (NACE 2 digit)⁴

% of women employed	SI	EU25	% of men employed	Slovenia	EU25
Agriculture	9.5	3.8	Construction	9.0	13
Retail trade	12.2	12.5	Agriculture	8.8	5.2
Health & Social work	9.0	17.2	Public administration	5.5	7.2
Education	10.9	11,4	Retail trade	6.3	6.3
Hotels & restaurants	4.8:	5.1	Wholesale trade	2.3	4.1
Private households	0.1	2.3	Vehicle sale & repair	3.3	3.2
Public administration	6.4	7.3	Business activities	3.7	6.1
Business activities	3.8	7.3	Hotels & restaurants	3.0	3.4
Wholesale trade	2.2	2.6	Land Transport	6.1	4.2
Manufacture food & beverages	2.5	2.2	Metal products	5.3	3.1
Other service activities	1.8	2.6	Education	2.6	3,8
Financial intermediation	2.5	2.2	Health & Social work	2.0	2.5
Cultural and sporting activities	1.7	2.1	Manufacture food & beverages	3.0	2.7
Manufacture wearing apparel	3.9	1.5	Machinery	2.7	2.7
Top 6	52.9	58.7	Top 6	41.1	41.3

Notes: Persons aged 15 years and over. No distinction is made between private and public sectors. The top six sectors are listed according to the EU average, and may not coincide with the top six in each country. In the adaptation the sectors are ordered according to the importance to the country, but some important sectors might not appear.

Source: Adapted from *Statistics in Focus publication (Population and Social Conditions 53/2007) (NACE 2 digit – see Eurostat Statistics in Focus, Population and Social Conditions 53/2007 and for a comparison with EU aggregated data see “European Business: Facts and figures 2008 (European Business: Facts and figures ISBN 978-92-79-07024-2 available from the Eurostat web page)*

³ The concentration of men and women in different occupations and economic sectors is measured with an occupational segregation index. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment. Gender segregation in economic sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment.

⁴ NACE is an international classification of economic activities. The digits indicate the level of disaggregation: the higher the value the more level of disaggregation.

The occupational patterns of employment are considerably different for women and men in Slovenia. Women predominate in service activities, in particular in the fields of health and social assistance, education, financial intermediation and catering and tourism. In non-agricultural industries the share of women amounts to one-third of the total number of persons employed, with construction being the sector employing the smallest proportion of women. On average, women in Slovenia are paid less than men. However, in some sectors, such as construction and transport, storage and communication, women are better paid than men as they generally occupy higher-ranking positions, although they represent a small share of the total employees in these sectors⁵.

Table 4: Occupational patterns of women's and men's employment 2005 (ISCO 3 digit)⁶

% of women employed	SI	EU25	% of men employed	SL	EU25
Domestic & related helpers, cleaners & launderers	5.0	7.6	Managers of small enterprises	4.6	4.4
Housekeeping & restaurant services workers	5.0	3.9	Building frame & related trades workers	2.2	4.7
Managers of small enterprises	1.4	2.9	Motor vehicle drivers	6.2	5.2
Shop salespersons & demonstrators	8.2	8.0	Shop salespersons & demonstrators	2.6	2.6
Personal care & related workers	1.0	6,6	Finance & sales associate professionals	3.6	3.3
Administrative associate professionals	4.9	4.4	Building finishers & related trades workers	3.1	4
Other office clerks	0.1	5.2	Machinery mechanics & fitters professionals	4.1	3.5
Secretaries & keyboard-operating clerks	4.5	3.7	Physical & engineering science technicians	5.6	3.6
Finance & sales associate professionals	3.3	2.9	Architects, engineers & related professionals	3.5	3.1
Nursing & midwifery associate professionals	3.7	2.6	Production & operations department managers	1.7	2.6
Top 6	34.7	35.6	Top 6	29.5	25.5

Note: The top six occupations are listed according to the EU average, and may not coincide with the top six in each country. In the adaptation the occupations are ordered according to the country importance, but some important occupations might not appear.

Source: Adapted from *Statistics in Focus* (Population and Social Conditions 53/2007).

Women in Slovenia, like in the rest of the EU, are under-represented in economical and political decision making positions (table 1). Some reasons for the low proportion of women in top management positions include difficulties to reconcile work and family life, lack of self confidence, the existence of stereotypes about female managers and discrimination in employment, recruitment and promotion.

⁵ Statistical Office of the Republic of Slovenia, *cit.*

⁶ ISCO is an international classification of occupations. The digits also indicate the level of disaggregation: the higher the value the more level of disaggregation.

Table 5: Distribution of managers by sex in EU Member States – 2001 and 2006 (%)

	Women	Men	Women	Men
	2001		2006	
Slovenia	31.8	68.2	33.4	66.6
EU27	30.1	69.9	32.6	67.4

Note: EU aggregate for 2001 is the value for EU-25 and not EU-27.

Source: Adapted from *Report on equality between women and men*, p.32. (Eurostat ISCO 12 and 13)

2.3. ENTREPRENEURS⁷

Entrepreneurial activity is slowly increasing in Slovenia. Around 9% of the adult population is engaged in entrepreneurial activity and most entrepreneurs are aged between 24 and 34. Women are far less involved in entrepreneurial activities than men, with a 3.7:1 ratio in nascent enterprises in favour of men. However, female entrepreneurs in Slovenia do not face exceptional prejudice or legal obstacles. The average age of female entrepreneurs is older than the average age of male entrepreneurs. Possible reasons for this are the lack of family support and absence of mechanisms that accommodate the specific needs of female entrepreneurs. Most entrepreneurs are motivated by the desire for more freedom and independence and have high levels of education. Successful entrepreneurs enjoy a high status in society. Slovenian entrepreneurs finance their activities with their own money and bank loans. Slovenian early stage entrepreneurs and established business owners expect to create a maximum of one to five new jobs in the next five years.

The establishment of new businesses is significant not only for the creation of new jobs but also because it introduces the necessary dynamics and adds competitiveness into the economy. Increasing the level of entrepreneurial knowledge and skills remains a crucial development challenge, as it is essential to create a favourable attitude towards entrepreneurship in Slovenia. The decision of individuals to establish or expand a business is influenced by their environment. The weakest points of entrepreneurial development in Slovenia are persistent cultural and social norms, government policies and economic environment. The government should create and implement economic policies that have a positive impact on the establishment and development of new and growing businesses.

⁷ This section is adapted from: Rebernik, M., Tominc, P., Pušnik, K. *Počasne Spremembe Podjetniške Stvarnosti*, GEM Slovenja, 2006.

2.4 GENDER STEREOTYPES

Horizontal gender segregation is present in Slovenia, where women and men predominate in certain occupations, as illustrated above. This is a sign of the persistence of deep gender ideologies and explains why men enjoy higher incomes and rewards than women. Not only are the basic earnings lower, but also fringe benefits are far less generous for those managerial occupations mainly filled by women. Women tend to head those areas of activity where social skills are far more relevant than strategic competences and technical expertise. Women are also more likely to be found in activities and occupations requiring emotional, relational and personal skills and competences. This means that current institutions (and society in general) still stratify occupations and qualifications according to a symbolic, socially constructed asymmetry between male and female roles in which the former continues to be socially regarded as dominant over the latter. An environment allowing women and men to successfully reconcile work and family life encourages the decision to have children. Some recent studies have found that dissatisfactory, asymmetrical division of labour in the family is one possible reason for the falling number of children, as women often endeavour to establish a harmony between work and family at the cost of sleep, entertainment and self-fulfilment⁸.

⁸ ULE, M., KUCHAR, M. *Sodobna mladina - izziv sprememb*. In: V. MIHELJAK (Ed.), *Mladina 2000 - slovenska mladina na prehodu v tretje tisočletje*. Maribor, Aristej., 2002.

3. SUCCESS STORIES

Most gender equality projects in Slovenia have been financed either by the Government or the EU. Some of the gender equality projects that have been undertaken in Slovenia in recent years are listed below:

- A small business development centre, as part of the National Programme for Equal Opportunities for Women and Men, with the cooperation of a network for the promotion of female entrepreneurship.
- An information centre for women seeking economic independence, also as part of the National Program.
- The Chamber of Commerce has promoted the presence of women members of local and regional networks in the corresponding chambers of commerce.
- A EU-funded project for young mothers and family-friendly employment has developed a certificate for companies with a favourable environment for young workers /families with children.
- A pilot project supporting services to working families was implemented.

4. SUPPORT

The principle of non-discrimination, which is the cornerstone and basis for promoting gender equality, is a fundamental principle in Slovenia. Under the Constitution of Republic of Slovenia, women and men are also guaranteed the freedom of work, the free choice of employment and access to all positions of employment.

The National Programme for Equal Opportunities for Women and Men is the main strategic document that defines objectives, measures, and key policies for the promotion of gender equality of women and men in the Republic of Slovenia for the period 2005-2013. Its fundamental goal is to improve the status of women and/or ensure sustainable development through the realization of gender equality.

Current legislation in Slovenia adopts the principle of equal opportunities and equal treatment of women and men in all types of employment. The Employment Relationships Act, adopted on the 24th April 2002 specifically bans any type of discrimination in employment based on sex, race, skin colour, age, health state or disability, religious, political or other conviction, membership of a trade union, national or social origin, family status, property status, sexual orientation or any other personal circumstance. It determines that women and men must be guaranteed equal opportunities and equal treatment in employment, promotion, training, education, retraining, pay and other remuneration, bonuses, absence from work, working conditions, working time and termination of an employment contract. The Employment Relationships Act also determines the principle of equal pay for equal work and work of equal value. The Employment Relationships Act also bans sexual harassment at the workplace, and establishes that an employer may not terminate the employment contract of a worker during pregnancy and throughout the period of breast-feeding, nor during parental leave. The Employment Relationships Act devotes particular attention to the protection of pregnancy and parenthood. The act also determines that during pregnancy and throughout breast-feeding time a worker may not perform work by which she is exposed to risk factors or dangerous conditions.

The Act on Equal Opportunities for Women and Men, adopted on the 21st June 2002, introduces gender mainstreaming as a strategy for achieving gender equality. The Act introduces an integrated approach to creating equal opportunities and promoting gender equality in all fields of public and private life. It promotes the creation of equal opportunities for women and men, and the promotion of gender equality in fields in which there is any type of gender imbalance.

ACRONYMS

SL	Slovenia
EU25	The 25 Member Countries of the European Union (from May 2004 to December 2006)
EU27	The 27 Member Countries of the European Union (as from January 2007)
GDP	Gross Domestic Product
GEM	Gender Empowerment Measure
ICT	Information and Communication Technology
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
NACE	Classification of Economic Activities in the European Community
SME(s)	Small and Medium Enterprise(s)
UNDP	United Nations Development Programme