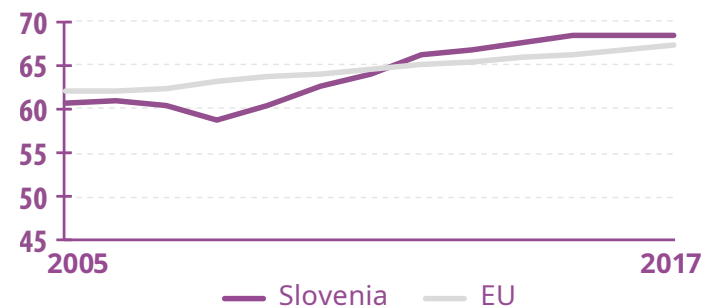


With **68.3 out of 100 points**, Slovenia ranks 11th in the EU on the Gender Equality Index. Its score is **0.9 points higher** than the EU's score. Between 2005 and 2017, Slovenia's score increased by **7.5 points**. Slovenia is progressing towards gender equality at an average pace. Its rank has remained the same as in 2005.

Slovenia's scores are higher than the EU's scores in all domains, except the health and knowledge domains. Gender inequalities are most pronounced in Slovenia in the knowledge domain (56.0 points). Slovenia achieves its highest score in the domain of health (87.1 points), although it ranks 15th in the EU overall. Since 2005, Slovenia's scores improved the most in the domains of power (+ 21.1 points) and money (+ 4.7 points). Challenges remain in the domains of time and health, wherein progress has stalled (- 0.5 and + 0.8 points). Between 2005 and 2012 Slovenia registered a lower Index score than the EU. Since 2012 Slovenia registers a higher score than that of the EU. Slovenia's score improved more quickly than in the EU, reducing the gap between them over time.

Progress in Slovenia is faster than the EU average

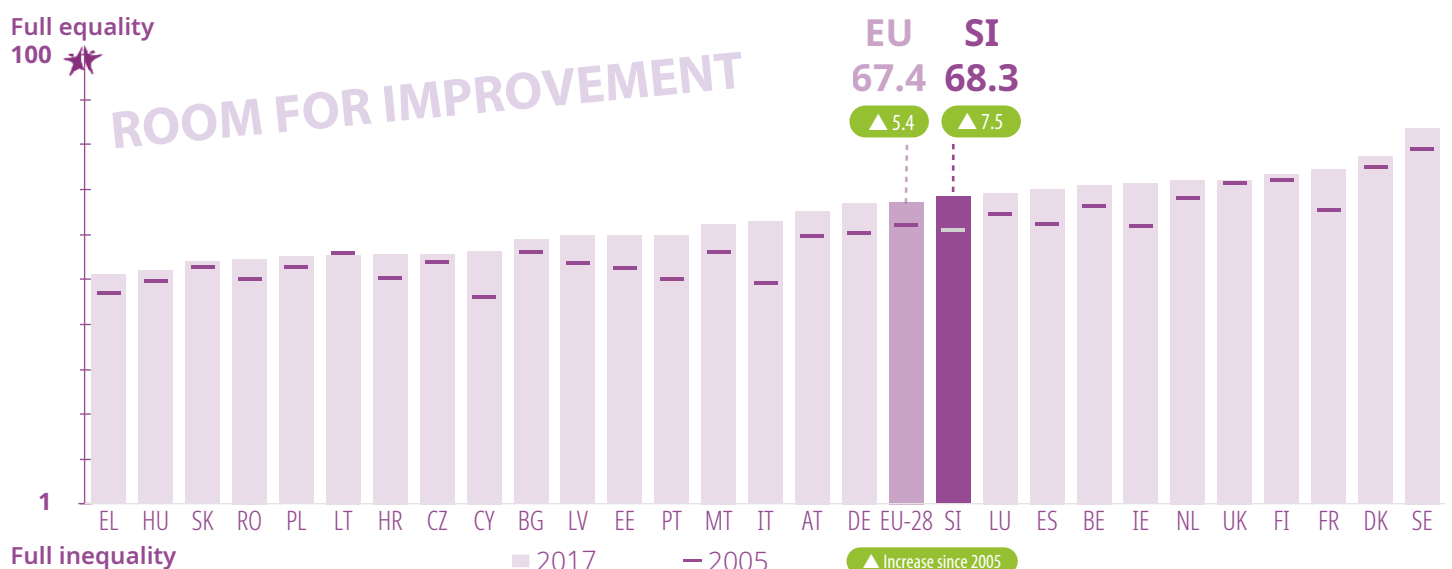


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



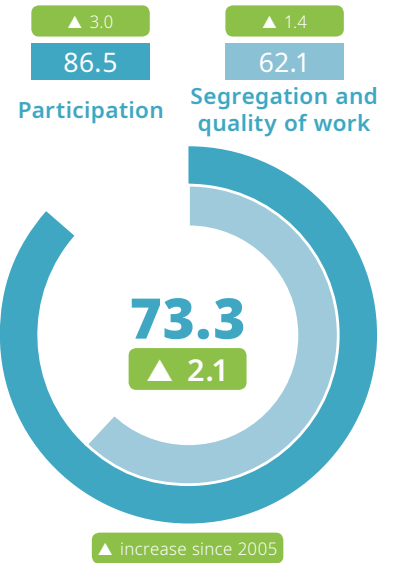


Work

Slovenia's score in the domain of work is 73.3, showing progress of 2.1 points since 2005 (+ 1.5 points since 2015), with a decreased gender gap in the sub-domain of participation.

The employment rate (of people aged 20-64) is 72 % for women and 79 % for men. With the overall employment rate of 76 %, Slovenia has reached its national EU 2020 employment target of 75 %. The full-time equivalent (FTE) employment rate remained stable for women (47 %) and decreased for men (from 60 % to 58 %) between 2005 and 2017, narrowing the gender gap (from 14 percentage points (p.p.) to 11 p.p.). The FTE employment rates are equal for women and men with high levels of education (74 %), while the gender gap persists between women and men with low and medium education levels (around 14 p.p.). Around 15 % of women work part-time, compared to 7 % of men. On average, women work 38 hours per week and men work 40.

The uneven concentration of women and men in different sectors of the labour market remains an issue. Around 27 % of women work in education, health and social work, compared to 6 % of men. Fewer women (9 %) than men (36 %) work in science, technology, engineering and mathematics (STEM) occupations.

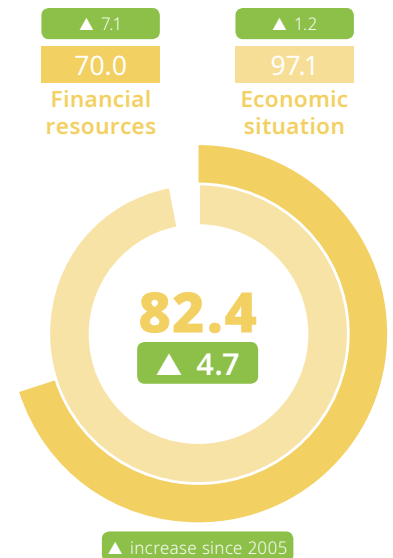


Money

Slovenia's score in the domain of money is 82.4, showing progress of 4.7 points since 2005 (+ 0.8 points since 2015), with improvements in the financial and economic situations of women and men.

Although mean monthly earnings of both women and men increased by around 20 % from 2005 to 2017, the gender gap persists: women earn 9 % less than men. In couples with children, women earn 20 % less than men (13 % less for women in couples without children). Among people born outside Slovenia, women earn 23 % less than men, compared to native-born women earning 11 % less than native-born men.

The risk of poverty slightly increased between 2005 and 2017: 15 % of women and 12 % of men (+ 1 p.p. for both) are at risk. People facing the highest risk of poverty are single people (41 % of women and 33 % of men), lone parents (30 %), and women with low levels of education (29 %). Inequalities in income distribution slightly increased among women from 2005 to 2017. Women earn on average 92 cents for every euro a man makes per hour, resulting in a gender pay gap of 8 %. The gender pension gap is around 18 %.

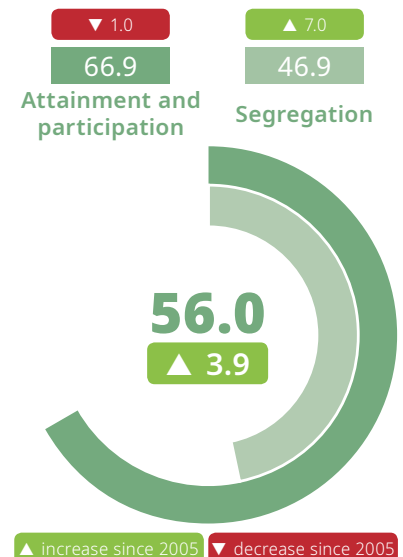


Knowledge

Slovenia's score in the domain of knowledge is 56.0, showing progress of 3.9 points since 2005 (+ 1.0 point since 2015). Slovenia moved forward two positions to rank 19th in the EU in the domain of knowledge. There is a slight regression in the sub-domain of attainment and participation and progress in the sub-domain of segregation.

Tertiary educational attainment increased in Slovenia for both women (from 16 % to 29 %) and men (from 15 % to 22 %), between 2005 and 2017. The gender gap in attainment is significantly wider among lone parents (28 p.p.) and between women and men aged 25-49 (20 p.p.). Slovenia has met its national EU 2020 target of having 40 % of people aged 30-34 with tertiary education. The current rate is 43 % (with 56 % for women and only 32 % for men). Participation in lifelong learning slightly decreased in Slovenia between 2005 and 2017. Around 19 % of women and 16 % of men engage in formal and informal education and training.

Despite improvements in the sub-domain of segregation, the uneven concentration of women and men in different study fields in tertiary education remains a challenge for Slovenia. About 41 % of women students compared to only 17 % of men students study education, health and welfare, or humanities and art.



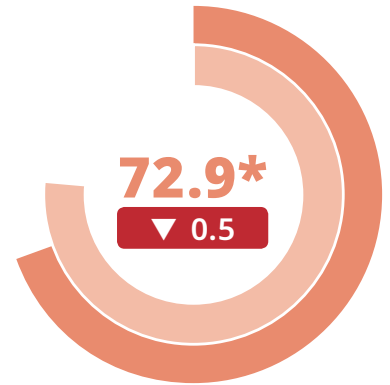
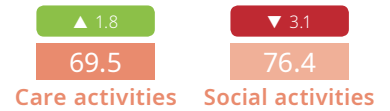


Time

Slovenia's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Slovenia's score is 72.9, which is above the EU's score of 65.7. Gender inequalities have decreased in the sharing of care responsibilities and have increased in time share related to social activities since 2005. Similar shares of women (41 %) and men (43 %) participate in sporting, cultural and leisure activities outside the home. Women are less likely to be involved in voluntary and charitable activities (18 % compared to 22 % of men).

Women take on more family care responsibilities: 35 % of women care for and educate their family members for at least one hour per day, compared to 28 % of men. The gender gap has narrowed between them (from 12 p.p. to 8 p.p.). The share of women doing cooking and housework every day for at least one hour is almost three times higher (81 %) than that of men (28 %). This gender gap has narrowed from 60 p.p. to 54 p.p.



▲ increase since 2005 ▼ decrease since 2005

* Scores not updated since 2017 edition.



Power

Slovenia's score in the domain of power is 57.6, a 21.1-point increase since 2005 (- 3.0 points since 2015). This domain improved the most over time, and ranks seventh in the EU. There are improvements in all sub-domains, with striking development in the sub-domain of political power, which is progressing three times faster than the EU's score.

Slovenia introduced a legislative candidate quota of 35 % in 2006, which supported an increase in the representation of women in parliament. The share of women parliamentarians rose from 12 % to 24 % between 2005 and 2018, and the share of women ministers increased from 7 % to 41 % over the same period. Around 32 % of local councils members are women.

The share of women on the boards of the largest publicly listed companies increased from 19 % to 27 % between 2005 and 2018. The share of women on the board of the central bank has remained 20 % since 2005. In the sub-domain of social power women comprise 43 % of board members of research-funding organisations, 36 % of board members of publicly owned broadcasting organisations and just 4 % of members of the highest decision-making bodies of national Olympic sports organisations.



▲ increase since 2005

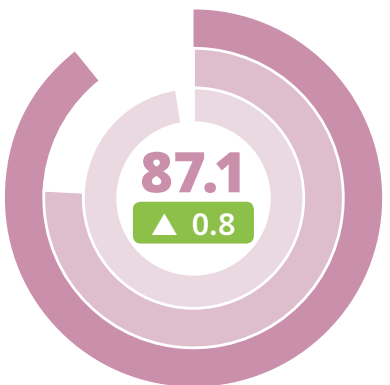


Health

Slovenia's score in the domain of health is 87.1, which is 1 point below the EU's score, with no significant change since 2005 (- 0.6 points since 2015). The sub-domain of health status increased while the sub-domain of access to health services declined. There is no new data for the sub-domain of health behaviour.

Self-perceptions of good health increased for both women (from 51 % to 62 %) and men (from 57 % to 69 %) between 2005 and 2017. Health satisfaction rises in proportion to levels of education and declines in proportion to increases in age. The gender gap is most significant between women and men with low levels of education (20 p.p.), and single women and men (14 p.p.). Life expectancy increased for both women and men from 2005 to 2016. Women on average live six years longer than men (84 years compared to 78 years). Healthy life years have decreased for women (by two years) and increased for men (by three years) since 2005.

There is also a general decline in access to adequate health services from 2005 to 2017. A higher share of women and men report unmet needs for medical examinations (5 % and 3 % compared to 1 % in 2005). Unmet needs for dental care also increased for both women and men (from 1 % to 5 %). More women and men with disabilities report unmet needs for medical care (8 % for both) compared to women and men without disabilities (5 % and 3 %).



▲ increase since 2005 ▼ decrease since 2005

* Scores not updated since 2017 edition.



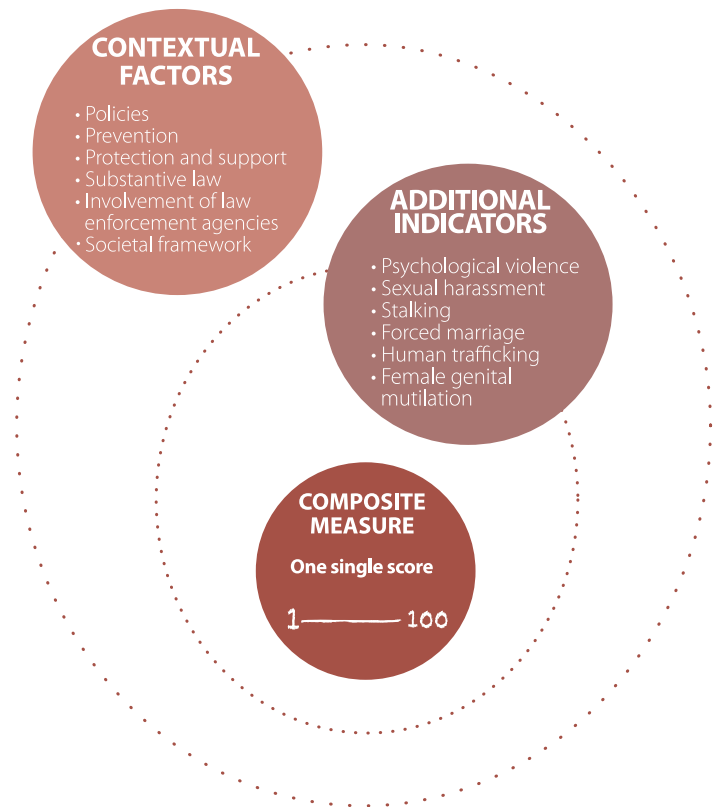
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Slovenia signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in February 2015.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Slovenia did not record women victims of intentional homicide by an intimate partner but recorded two women victims of intentional homicide by a family member in 2016. The country does not provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 25 registered women victims of trafficking in human beings



in 2016. Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couple or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about par-

ents' access to leave, especially in cases where it is based on definitions of traditional standard employment.

In 2016, 19 % of women and 13 % of men aged 20-49 (potential parents) were ineligible for parental leave in Slovenia. Unemployment or inactivity was the main reason for ineligibility for 98 % of women and 95 % of men. Being in a same-sex relationship was a reason for ineligibility for the remaining women and men. Among the employed population, all women and men were eligible for parental leave (with the exception of same-sex couples).

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Slovenia, 55 % of all informal carers of children are women. Overall, 49 % of women and 52 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), fewer women and slightly more men are involved in caring for or educating their children or grandchildren in Slovenia. The gender gaps are wider among women and men who

are not working (32 % and 26 %), and between women and men working in the public sector (65 % and 69 %).

Slovenia has reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. About 45 % of children below the age of three are under some form of formal care arrangement, and 41 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 94 % of children from age three to the minimum compulsory school age (86 % are in formal childcare for at least 30 hours a week). Around 9 % of households in Slovenia report unmet needs for formal childcare services. Lone mothers are more likely to report higher unmet needs for formal childcare services (15 %), compared to couples with children (8 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Slovenia are women (61 %). The shares of women and men involved in informal care for older persons and/or people with disabilities several days a week or every day

are 14 % and 10 %. The proportion of women involved in informal care is 1 p.p. lower than the EU average, while the involvement of men is the same. About 19 % of women and 14 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 14 % of women and 9 % of men in the 20-49 age group. Around 51 % of women carers for older persons and/or persons with disabilities are employed, compared to 58 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is narrower in Slovenia than in the EU (7 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 47 % of women informal carers work, compared to 65 % of men. Around 22 % of women and men in Slovenia report unmet needs for professional home care services.

Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Slovenia, men spend more time commuting to and from work than women (around 42 minutes per day for men and 38 minutes for women). Women and men in couples with children spend a greater amount of time commuting (39 minutes

and 44 minutes) compared to women and men in couples without children (36 minutes and 38 minutes). Single women commute 14 minutes less per day than single men (31 minutes compared to 45 minutes). Women commute slightly more than men, if they work part-time, and spend less time commuting than men, if work full-time. Women working part-time travel 35 minutes from home to work and back, while men commute 34 minutes, compared to 38 minutes for women and 43 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

Around 62 % of women and 58 % of men have no control over their working time arrangements. Access to flexible working arrangements is lower for both women and men

in Slovenia than in the EU, where 57 % of women and 54 % of men have no possibility to change their working time arrangements. Around 56 % of women and 53 % of men working in the private sector have no control over their working time arrangements. Access to flexible working time is lower in the public sector: 73 % of both women and men have no control over their working time arrangements.

Even though there are more women than men working part-time in Slovenia, fewer women (28 %) than men (39 %) part-time workers transitioned to full-time work in 2017. The gender gap is narrower than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to continuously upskill and stay up to date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Slovenia's participation rate in lifelong learning (12 %) is above the EU average (11 %), with the sixth widest gender gap (4 p.p.) in the EU. Women (aged 25-64) are more likely to

participate in education and training than men regardless of their employment status, 16 % of women employees participate in lifelong learning activities compared to 12 % of men employees. Conflicts with work schedules are a barrier to participation in lifelong learning to a similar extent for women (26 %) as for men (27 %). Family responsibilities are reported as a barrier to engagement in education and training for 31 % of women compared to 24 % of men. Both work schedules and family responsibilities are less of an obstacle for participation in lifelong learning in Slovenia than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

© European Institute for Gender Equality, 2019

Reproduction is authorised provided the source is acknowledged.



European Institute for Gender Equality
Gedimino pr. 16
LT-01103 Vilnius
LITHUANIA

Contact details

<http://eige.europa.eu/> 
[facebook.com/eige.europa.eu](https://www.facebook.com/eige.europa.eu) 
twitter.com/eurogender 
[youtube.com/user/eurogender](https://www.youtube.com/user/eurogender) 
eige.sec@eige.europa.eu 
+370 52157444 



Publications Office
of the European Union