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## **A review of gender differences in Slovenia in selected fields**

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#### Summary

Slovenia has relatively small differences between women and men compared with the EU, but except for life expectancy, they are mostly in favour of men. Although women tend to be better educated than men, they are more often unemployed, earn lower wages, do more unpaid work, are less frequently represented in key decision-making positions and receive lower pensions.

More than half of Slovenia's population are women, as women live longer than men. Life expectancy for women is higher than life expectancy for men also at the level of regions. It is rising for both genders, but the gender gap has narrowed more visibly only in the past ten years.

The participation rate of women (15-19 years) in upper secondary education is lower than the participation rate of men. In programmes that enable direct transition to tertiary education, the share of women is higher than the share of men. The participation rate for women (20-24 years) in tertiary education is therefore higher than that for men, also at the level of regions; the gender gap is larger than on average in the EU. In 2016, the share of adult women (25-64 years) with at least upper secondary education was lower than the corresponding share of men, at the national level as well as in all regions. The shares of women aged 25-64 years and 30-34 years with tertiary education are higher than the corresponding shares of men, which is also true for all regions. The participation in life-long learning is also higher for women than for men. Women perform better than men in reading and science, but are worse in mathematics.

Women's labour market outcomes are generally worse than those of men. The activity rate of women is lower, although the gap between the rate of women and the rate of men narrowed somewhat during the crisis. The employment rate of women is also lower, while their unemployment rate is higher than that for men. The registered unemployment rate of women is higher in all regions and municipalities. The activity rate gap between women with small children and those without them is one of the smallest in the EU. The activity rate for women in their prime age years (30-54 years) is high. Women mostly work in service activities. Their share in the highest paid occupations is below the average. Moreover, they are more likely to be employed on fixed-term contracts and work part-time. On average, women work fewer hours than men.

Women earn less than men. Slovenia has one of the lowest gender pay gaps in the EU, although the difference between women's and men's earnings has increased slightly since the beginning of the crisis (from 4.1% in 2008 to 7.5% in 2015). The gender pay gap by sector is the highest in financial and insurance activities, by age in the 40–49 age group, by education among the most educated (20.4%) and by occupation among non-industrial occupations and managers. The pay gap is the highest in the Gorenjska region and the lowest in south-eastern Slovenia.

Men in Slovenia spend more hours of paid work per week (43 hours) in their main job and in other services than women (38 hours). Working women dedicate more hours (32 hours) for care and housework (men: 15 hours). Both spend more hours of paid and unpaid work than the EU average. Parental leave is used mostly by women (only 6.4% of fathers took parental leave in 2015). The participation of children in formal childcare increased. In 2015 the participation rate for children under the age of three totalled 37.4% (EU: 30.3%) and the participation rate for children from three years to compulsory school age 90.9% (EU: 83.3%).

In 2015 female and male pensioners were on average the same age, but female pensioners had fewer years of pensionable service (as women live longer and retire earlier). The old-age pension for women was on average 114 EUR lower (amounting to 631 EUR) than the old-age pension for men. However, the average old-age pension of women who retired in 2015 (i.e. new pensioners) was already higher than the average pension of newly retired men, as the average length of pensionable service for women increased and came close to that for men. In 2015 the pension gender gap for pensioners aged over 65 years stood at 21% and was lower than in the EU (38%).

Although the share of women in decision-making positions is increasing, it is still low. In October 2016, 24.8% of board members of the largest publicly listed companies in Slovenia were women (EU: 23.9%). In the last ten years, the representation of women in key decision-making bodies of Bank of Slovenia, the parliament and the government has also increased.

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