

FOR

gender equality

in Ljubljana



Ljubljana
Zdravo mesto
Healthy City





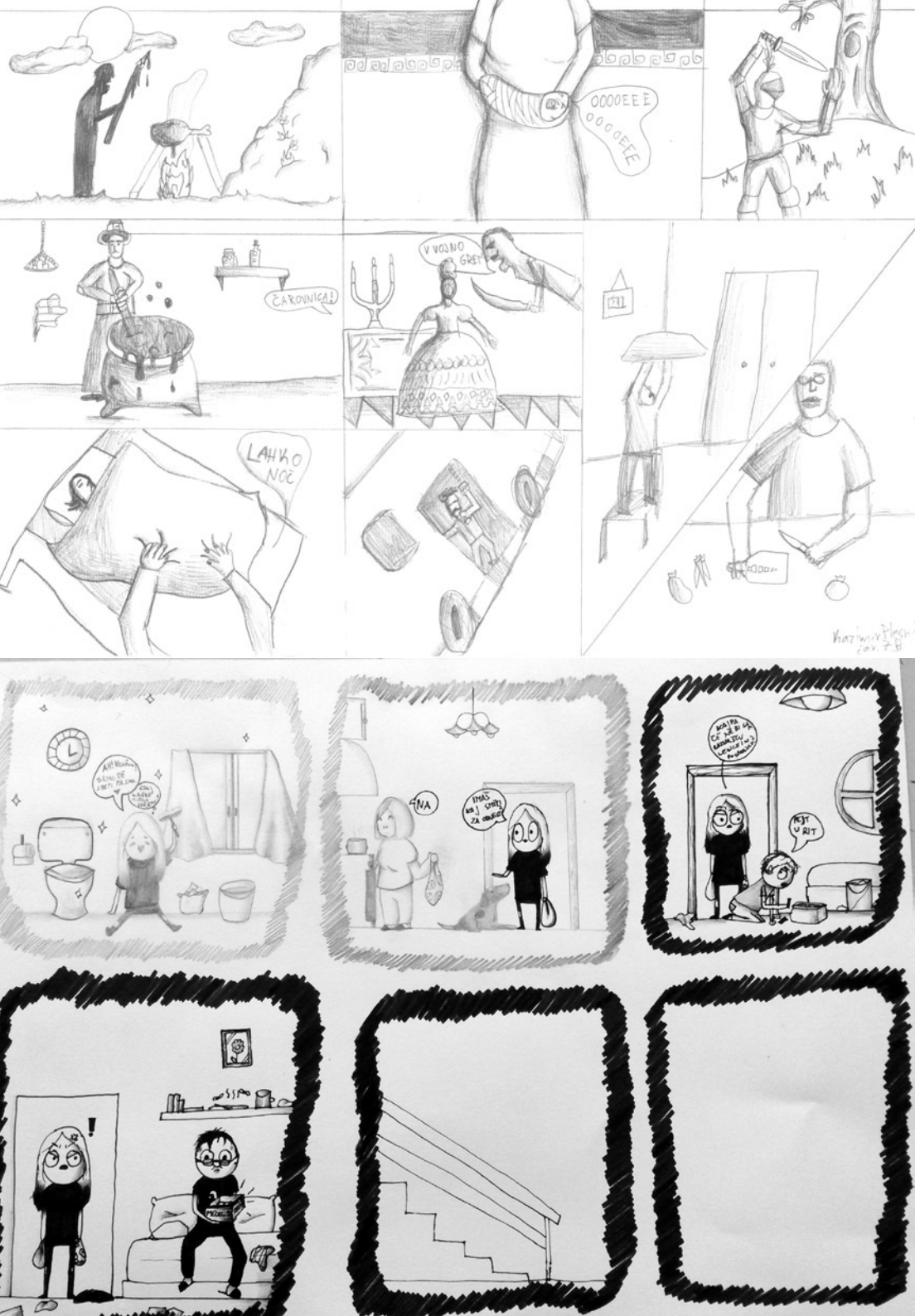
»The belief that women in our society are equal to men is just a perfidious bulwark against genuine equality. «

Goran Vojnović,
publicist



Ljubljana 2018

FOR gender equality in Ljubljana



Ljubljana
Zdravo
mesto
Healthy
City

Zoran Janković,
Mayor



Ljubljana is a city that's friendly to everyone!

Ljubljana – a green, clean, safe and friendly city – has a spirit of comradeship and solidarity. I am proud that diverse people live together here in coexistence and mutual respect, where we guarantee the human rights of every citizen.

In recent years in Slovenia, there has been considerable debate in the human rights field. In Ljubljana, we have always been on the side of those whose human rights have been or might have been violated. As a result, we were one of the few municipalities where a majority of the citizens voted in favour of the adoption of the Family Code, and thus the enactment of equal rights for same-sex partners. We were the only municipality that publicly opposed the proposal by the Health Insurance Institute of Slovenia to introduce an additional payment for contraception, because we believe that this is contrary to the constitutional right to independent decision-making on childbirth.

We can take pride in having created good conditions for easier and better quality co-ordination of family and work obligations for parents and those who care for the elderly and provide other necessary support to family members. Our activities in this field are very diverse; among others, we devote a lot of attention to various childcare services (such as kindergartens, various types of holiday care, leisure activities), care for the elderly and people in need (such as home help), where we constantly maintain a high level of quality, which we are upgrading.

Ljubljana is an open and free city in which we know how to and are able to coexist with our diversity. We are aware that gender equality is one of our most important values, and therefore, every one of us needs to make every effort to achieve this – both women and men, as only together can we create a high-quality and beautiful life for all in our Ljubljana, which to me is the most beautiful city in the world.

Tilka Klančar,
Head of the Health
and Social Care
Department



Gender equality is a fundamental human right and it means that all people, regardless of gender, are guaranteed the same opportunities to exercise all their rights and potentials in all areas of life.

I do not know anyone that would not agree with an affirmation of gender equality. So why are there still differences? Why are these differences large, disturbing, unfair, painful and obvious at every step, every day?

There is still a pay gap between women and men for the same work. There are still more poor women than men. There are still more men in higher positions than women, even though on average women are better educated. There are still many fewer women than men in politics. There is still a belief that the mother takes care of the children. People are full of admiration if a father stays at home and takes care of the children, but it is taken for granted if a woman does the same. Care of those in need in the family is mostly provided by women. In individual occupations and sports, the division between male and female fields is slowly melting away. Think of surgeons, scientists, kindergarten teachers, ski jumpers and footballers. In the Boston Marathon it was only fifty years ago that the first woman tricked her way into taking part and achieved the feat that just five years later women were allowed to compete ...

It is for these reasons that there remains no small need for 8 March – International Women's Day. Not so that, as members of the 'fairer gender', we get given flowers, which has nothing to do with the essential meaning of the day, but so that we remember the long years of struggle for the equality of women in all areas, and that we all appreciate that we are still far from bringing it to an end. Not even us here in Europe, let alone in many other parts of the world. To state clearly and honestly that there are still many things facing us as a society in this field that we need to fix.

Both women and men should show interest and willingness to ensure that the legal guarantees of gender equality are realised in daily life, kept up every day and in acts, not just for a holiday with words.

Dr. Milica Antić Gaber

“If we work to ensure that our efforts are directed towards achieving gender equality, it will gradually, and above all at the end of this process, be better for us all.”



GENDER EQUALITY IS AN ISSUE FOR EVERYONE!

Dr. Milica Antić Gaber,
University of
Ljubljana Faculty
of Arts

Many times in the past when it was said it was necessary to achieve equality of men and women or gender equality, it was first necessary to explain that this should be promoted because women are as capable as men, because they are born just as rational as men are but they simply do not have the chance to develop their knowledge, because they are not given the same educational opportunities. Or, that efforts for equality will not be oriented against men such that they are against all men; that there is no hostility towards them; that it is not vengeance; that men's domination will not be replaced by female domination and so on, but that this is an arrangement of society and states of mind within it, so that everyone, regardless of gender, will have equal opportunities to achieve whatever they want, to live in a way that suits them, and nor will they be pushed to the margins of society or become invisible.

I am not convinced that even today, this still needs to be repeated over and over again everywhere and every minute, but it must be said that if we work to ensure that our efforts are directed towards achieving gender equality, it will gradually, and above all at the end of this process, be better for us all, so gender equality is something for everyone. If the 26th US President Theodore Roosevelt were alive today, he would definitely agree with this, since many years ago he painted a picture of those who thought that 'the wife should be at home' when he said:

"Conservative friends tell me that woman's duty is the home. Certainly. So is man's. The duty of a woman to the home isn't any more than the man's. If any married man doesn't know that the woman pulls a little more than her share in the home he needs education. If the average man has more leisure to think of public matters than the average woman has, then it's a frightful reflection on him. If the average man tells you the average woman hasn't the time to think of these questions, tell him to go home and do his duty. The average woman needs fifteen minutes to vote, and I want to point out to the alarmist that she will have left 364 days, 23 hours and 45 minutes".

In addition, we absolutely have to say that from that time on, we have already taken many steps towards gender equality, but there are still many ahead of us.

Looking back in history, we find that women could not be educated at higher levels of schooling just a hundred years ago, but even if they were, many occupations were inaccessible to them; that they

could not get divorced without the consent of their spouse, and after his death they could not decide the fate of their children; they were not allowed to vote and so on. When all these rights were gradually acquired, for which the long-term efforts of exceptional individuals and many collective and organised campaigns were needed, both at national and international level, many of these rights remained on paper, because they – due to unequal opportunities in private and public life, deep-rooted patriarchal relations and a global male-dominated gender order – could not be implemented. It was precisely for this reason that in many fields (in education, employment, politics) it was necessary to take additional measures (the best known are gender quotas) that enabled women to have the same baseline possibilities at all. These measures have proved to be effective in some areas, since they have removed barriers in a short time and thus brought about significant shifts.

There are many, however, difficult to identify or 'invisible' obstacles in the form of established practices that we consider to be normal and accept as appropriate; there are many stereotypical views, internal gender-specific choices and so on. We don't usually think about these, because they seem natural and unchangeable. However, these are not like that, they are not natural, they are not a matter of biology, they are not unchangeable, but they are a matter of our choice, our decisions, the social patterns of behaviour and the practices of everyday life that were formed once upon a time in history, but of course they can be changed even though it is often difficult. For this, of course, it is necessary to be aware of this, and to be willing to accept changes and not fear them.

Some changes recently introduced into our society, which have already largely stabilised in our everyday practices, testify to this. Among these, let's mention only a few of the most important: that women can make decisions freely about their own bodies and decide to have an abortion; that rape (even within marriage) is a criminal offence; that women are legally protected from all kinds of violence by their partners or spouses and that same-sex couples can form civil unions.

However, we are still far from perfect gender equality. An index of the European Institute for Gender Equality (EIGE), adapted to European conditions, measures progress towards achieving gender equality on a scale of 1 to 100 points, where 1 point is total inequality and 100 is total equality. The distance from gender equality is measured in selected areas, of which six are key (time, work, money, power, health and knowledge), and also take into account indicators of intersectional inequality and violence against women.

Since measurements of gender equality using this index began, Slovenia has taken some tiny steps forward, with an index of 60.8 points in 2005, 62.7 in 2010, 66.1 in 2012, and latterly 68.4 in 2015 (published in 2017). Slovenia was below the European average in 2005; by 2015 it had risen slightly above the average, which was 66.2 points. The European average has risen by only 4 points in the last decade. Therefore, in its report, EIGE emphasises that, at national level in the EU, gender equality is moving at a snail's pace. In the latest rankings of this index, Sweden is highest with 82.6 points, while Greece is bottom with 50 points. In comparative terms, Slovenia was well positioned in this measurement. Moreover, in terms of the domain of power (especially political – 65.4 and economic – 61.5), the last ten years have seen the most progress, which will unfortunately go down, bearing in mind the recent parliamentary election results. From existing Slovenian research, we can conclude that women in Slovenia, especially in the education field, have gained enviable cultural capital in institutionalised form, have quite successfully validated it in employment and work, but they still lag far behind their male counterparts in the development of professional careers and occupation of top positions. In addition, levels of segregation in study choices and subsequent employment in areas that are gender stereotypically attributed to women (educational professions, certain occupations in health and social care, in humanities and art) are still extremely high, and therefore they do not acquire those positions which would also bring them social power and therefore remain below the 'glass ceiling'. At the same time, we must not forget segmentation at lower levels, where women are clustered in activities and occupations that are associated with care for others and as such are regarded as professions suited to the so-called 'female nature' (nurses, waitresses, shop workers, nursery assistants, cleaners), due to which they cannot escape from 'sticky floors'. In addition to the structural changes described above, new challenges are emerging before us, new areas where inequalities occur or where we have not been sufficiently sensitive in the past. Particular attention will have to be paid to certain groups of women (Roma, refugees, the homeless, women with disabilities, elderly poor women, transgender women, etc.) who are even further marginalised and discriminated against due to multifaceted disadvantageous structural positions. Finally, we have to highlight that language is in no way and cannot be neutral. On the contrary, it plays an important role in creating social conditions for gender equality. By looking for forms of linguistic visibility and inclusion of all genders in language, of course we also adapt linguistic forms. These things are not only a matter for linguists, but all of us who express ourselves.

GENDER EQUALITY – WHAT IS IT?

Stereotype

Men have lost masculinity and have become feminine; women have lost femininity and become masculine.

Gender equality is a basic human right and a fundamental value of every democracy.

Under current legislation, gender is defined as a binary category. The only distinction is female or male. Nonetheless, we must appreciate the fact that women and men are heterogeneous groups, and that there are also individuals who do not identify with either of these two categories in terms of their gender identity or gender expression.

At birth, **biological sex** is defined on the basis of sexual organs and secondary sexual characteristics. In the context of a person's education and socialisation, regarding her or his biological sex, socially determined norms are imposed which are assigned to each gender. We refer to **gender** and use the terms masculinity and femininity. Through life, an individual shapes their **gender identity**. Gender identity is an individual's own inner and personal experience of their own gender, which might or might not correspond to an external distinctive sexual characteristic. If a person's gender identity matches their sex assigned at birth, the person is **cisgender**. When a person experiences a mismatch between their own gender identity and that assigned to them by society, we use the term **transgender**. Transgender is thus an umbrella term for all gender identities that are based on an individual's feelings and experiences of themselves and/or transformations in line with them. As most literature, research and analyses in the gender equality field are carried out on the basis of a binary division, we will follow this to a great extent in this booklet. More has been written about the genders outside the binary division by Anja Koletnik in *All genders are real (Vsi spoli so resnični)*.

Gender equality thus does not mean the sameness of women, men and people with other gender identities, but constitutes acceptance of diversity among people with differing gender identities. It means all of us having, regardless of gender, the same possibilities and opportunities to achieve our potential and exercise our rights in all fields of life, (political, educational, economic, social, cultural, health and private).

Gender equality is also not the same as **gender equity**. Gender equity is a narrower concept and implies legal equality, that is, we all have the same legal and formal rights. Gender equality

includes, in addition to legal-formal equality, equality in all other areas, that is, it encompasses both formal (de jure) and de facto equality. Legally guaranteed equality is still not a sufficient condition for equality to be ensured in other areas. Flander (2004) states that when we talk about equality, we are talking about the same value of a person as an individual and as a member of human society as a whole, from which the same dignity originates, which in principle requires from the social organisation the same (legal) treatment of individuals.

In addition to the legal dimension, this concept also has a wider social dimension, which relates to the social position or status of an individual and social groups, the possibility for their participation in the management of public affairs, possibilities for their participation in the distribution of social goods, etc. It is therefore societal, that is, political, economic and social (in)equality.

Legislation and measures to promote gender equality must be designed to give each individual the same opportunities to make decisions regardless of gender.

In relation to gender equality, different terms are used, so we should introduce some of the most important ones.

Feminism can be termed a struggle for social justice and a movement against the gender-imbalanced arrangement of the world.

Sexism denotes the most diverse forms of domination by one gender over the other (Jogan 2001). It appears in obvious forms (e.g. unbalanced representation of women in decision-making roles, unequal pay for doing the same work) and in covert forms (e.g. jokes about 'blondes', the glorification of women as mothers, the undesirable expression of feelings by men and so on).

Chauvinism refers to the belief by one gender that they are worth more than the other.

Discrimination refers to unequal treatment. There is a distinction between direct and indirect discrimination.

Direct discrimination is where someone in the same or a similar position is treated less favourably than another (such as admission charges to a bar for specific groups of people, unequal charges in a hair salon for females and males). **Indirect discrimination** is where due to a seemingly neutral regulation, criterion or practice a person of one gender is in a less favourable position in the same or similar situations than a person of the other gender (such as in a case where an employer asks job

Stereotype

Men don't cry.

candidates to meet certain conditions which are unnecessary for the performance of the job, thus putting people of one gender in a worse position than people of the other). Exceptionally, with the aim of preventing indirect discrimination and creating equal opportunities, **positive discrimination** or **positive measures** are allowed (e.g. gender quotas on candidate lists).

Gender stereotypes are generalised and simplified perceptions of women and men and their social roles. They are transmitted down the generations and it is therefore extremely important that in the process of schooling and education we work towards eliminating prevailing stereotypes about typical female and male roles in our society. Gender inequality in the various areas of social life prevents women and men from enjoying equal rights, opportunities and responsibilities. Equitable and equal treatment of the genders in people's early youth leads to self-acquisition of the principles of equality; in their lives they realise that these are not just words on paper that do not work in reality. In recent years, for example, we have seen an increase of women who are choosing non-traditional women's professions, while on the contrary, men choose non-traditional male occupations less and still receive negative reactions (for example, "as this is temporary, what are you thinking of doing afterwards?"). The role of men in the family has also changed – they do more than they used to years ago, and their role as fathers has also increased. Nevertheless, we still find stereotypes. A woman is still seen in the role of having bigger responsibility for the children. Thus, women in leadership positions are often asked how they will balance care for their children and their careers, and their male counterparts are not asked such questions.

**Tjaša Ficko,
Deputy Mayor
of the City
of Ljubljana**

“Everyone has the right to pursue their goals and try to make their dreams a reality, regardless of gender, gender identity, race or religion. That is at least how it should be.

Personally, I cannot remember that due to gender I have at any time been deprived of anything at all, been treated differently, or felt that I would have fewer opportunities in life. To be honest, I didn’t even think about the issue of gender inequality in my youth, perhaps because I never felt it. In the most vulnerable years, this was made possible for me by my parents and grandparents and later other, significant people to me. It is also true that I was always surrounded by strong and successful women who were recognised and respected in their environments.

Among the children with whom I grew up, I was often the only girl. Boys never took it easy on me, I was one of them – even in football and races. In the latter, I always left most of them behind.

Now I know this was not a matter of course. I could have grown up completely differently; I could have felt the fact that I am a woman as a negative pressure as much in the schooling process as in getting my first job or at any subsequent career step, as well as in my private life. All the way out to extreme cases, where you are not allowed to drive a car or open a bank account (!). All this happens around the world, it's impossible to close your eyes. Fortunately, our situation is far from these extremes, but we still have plenty of room to improve.

I believe that we have many reasons for optimism – active awareness-raising and many activities to prevent and eliminate discrimination on gender grounds have already borne fruit. It is commendable that we are ever increasingly talking about this in society and that many good solutions have been found. For an even more effective shift from words to actions, it is right that we do not wait for others to wave a magic wand to eliminate everything bad, but start with ourselves, and realise that what seem like small steps by each of us will have major effects. Our primary duty is to be responsible and respectful to our fellow humans, and if every day we apply the golden rule “Do not do to others what you do not want others to do to you”, we will achieve a lot. Perhaps the most.”



INSTITUTIONAL FRAMEWORK FOR GENDER EQUALITY IN SLOVENIA

In 1990, the Women's Policy Commission was founded by the Assembly of the Republic of Slovenia, which called for the creation of a special government body dealing with women's issues. Two years later (1992), the Office for Women's Policy was established (in 2001 it was renamed the Office for Equal Opportunities), whose key tasks were to monitor the position of women in all areas of life and work, to care for the preservation of acquired rights, take part in preparing laws, measures and acts that positively influence the position of women in the country. The Office was abolished in 2011 and its field of work was taken on by the Ministry of Labour, Family, Social Affairs and Equal Opportunities.

The umbrella laws on gender equality are the **Equal Opportunities for Women and Men Act** (ZEMŽM, passed in 2002) and the **Protection against Discrimination Act** (ZVarD, adopted in 2016 to replace the Implementation of the Principle of Equal Treatment Act). ZEMŽM defines gender equality and equal treatment of the genders as a government policy, and sets out general and specific measures to create equal opportunities. Under the Act, an institution of advocacy of equal opportunities for women and men was established (with adoption of the ZVarD, it was renamed as the **Advocate of the Principle of Equality** and became an independent state body); it guides the ministries and enables local authorities to appoint **co-ordinators for equal opportunities**.

The objectives and measures and key policymakers for the implementation of gender equality in specific areas are defined in the **Resolutions on the National Programme for Equal Opportunities for Women and Men**, adopted for 2005–2013 and 2015–2020. The basic purpose is to improve the position of women and to ensure sustainable development in the application of gender equality. Specific tasks and activities to achieve objectives and implement measures are defined in the periodic plans that are prepared every two years, as well as the precisely specified timeframe and the manner of carrying out individual tasks and activities.

The role of local authorities

The role of local authorities in the field of assuring gender equality is defined in Article 30 of ZEMŽM: *"self-governing local communities promote and create equal opportunities within their competences and take into account aspects of gender equality while undertaking measures and activities relevant to creating equal opportunities"*.

Local authorities can appoint a co-ordinator for equal opportunities. At present in the City of Ljubljana (hereinafter CoL), there are a **co-ordinator for equal opportunities** and an assistant co-ordinator, who work for the Health and Social Care Department. By law, the co-ordinator carries out the following tasks:

- to take part in the preparation and implementation of the national equal opportunities programme, as it relates to local communities;
- to propose measures and activities in the field of creating equal opportunities, and
- to have an advisory role in formulating solutions in terms of creating equal opportunities.

Thus, self-governing local authorities can play an important role in achieving gender equality in society. At local level, they develop direct opportunities for education and employment and access to various available services and infrastructure, and formulate the social and cultural environment and the possibilities of direct social and political participation. Therefore, local self-government can encourage gender equality in various ways – as a planner, creator and policymaker, as an employer, and as an example to other local and national structures.

In 2016, the City Council adopted the first action plan for gender equality in CoL for the period 2016 to 2018, which is divided into eight subject areas (gender mainstreaming in the local community, decision-making processes, economic independence, reconciliation of professional and family and private life, traditional social roles and stereotypes on women and men, social inclusion of vulnerable groups of women and men, prevention of violence against women and tolerance towards the LGBT community). For each area, there is a brief description of the field, analysis of the current situation in this field in CoL, as well as specific priorities, objectives and measures in each area during the proposed period. During the action plan's implementation period, numerous new activities and events were carried out: there were exhibitions of fine arts and written materials by elementary school students, a day was organised with directors and so on.

Miha Lobnik

“Efforts should therefore be made to raise awareness among the general public and to enable life to be free of gender stereotypes for anyone who cannot or does not want to build their own identity in line with the orientations of social expectations.”



GENDER AS A PERSONAL CIRCUMSTANCE

Miha Lobnik,
Advocate of
the Principle of
Equality

Like many other countries around the world, Slovenia is at a crossroads that characterises efforts in the gender equality field. Irrespective of the legislative bases, in Slovenia we still witness discriminatory practices in many fields where a person's gender is the main denominator of exclusion. From all sides, we are surrounded by gender stereotypes as never before, media and advertising bombard us with suitable (stereotypical) ways to enrich the traditional gender roles of men and women. Discrimination and sexual harassment are also still present in the labour market. In almost all activities, women's average monthly gross earnings are lower than men's.

Inequality and violence are also conveyed into the family sphere, where one in every five woman can expect to experience violence. A lot of violence remains hidden, as it happens behind four walls; those in the neighbouring area never know anything about it until something tragic happens. There are many situations; we have normalised too many as a society and they have taken root in daily practice – such as the sexist remarks that often accompany women and men on their way to work or the diverse forms of stigmatisation of men who engage in 'feminine' professions and perform 'typical women's' tasks (care work and so on).

Therefore, gender equality, in general, is still often misunderstood, and is frequently confused with gender equity. While equity usually concerns only the same (legal) treatment of persons, the phrase gender equality covers the overall spectrum of people's dignity and is based on the acceptance of differences between genders and on equal valuation of the genders and diverse gender roles. In its essence, therefore, gender equality aims for a genuine partnership between people and the sharing of responsibilities in tackling imbalances in public and private life.

And what is the legislative framework in Slovenia? Gender as a personal circumstance is recognised by the **Constitution of the Republic of Slovenia**, since it defines Slovenia as a democratic, legal and social state that assures the enjoyment and implementation of human rights and fundamental freedoms to all, regardless of nationality, race, gender, religion, political or other belief, financial status, birth, education,

social status or any other personal circumstance. According to the fundamental principles of the Constitution, therefore, no form of discrimination is permitted, and the Constitution also provides mechanisms to eliminate the consequences of violations of human rights and fundamental freedoms. By prohibiting sexual discrimination, gender equality is recognised as a fundamental principle of democracy and respect for human rights and as such a condition for a socially just and law-abiding state.

Provisions in the Constitution are also followed by the Protection Against Discrimination Act (ZVarD), passed in 2016, which, among other things, establishes an autonomous and independent state body called the Advocate of the Principle of Equality. ZVarD provides protection against discrimination for everyone, regardless of all personal circumstances. The Advocate of the Principle of Equality has many competences, including inspection powers. His mandate extends to violations in the private sector. In addition to the possibility to make determinations on potential discrimination cases, the Advocate has the opportunity to actively work in the field of awareness-raising and education. That this is still so significant in the gender equality field is demonstrated by the latest public opinion survey conducted by the Advocate of the Principle of Equality in 2017. Namely, to 10% of respondents, discrimination is still linked exclusively with unequal treatment based on gender. Just 8% of male respondents identified women as the most frequent targets of discrimination. As forms of discrimination, ZVarD identifies harassment and sexual harassment.

The most significant legislative framework in the field of gender equality was created in 2002 with the **Equal Opportunities for Women and Men Act**, which set the foundations for improving the position of women and creating equal gender opportunities in individual areas of social life. It provides a direct rule that discrimination based on gender is prohibited, whether direct or indirect (article 5). The implementation of the Act and the steps necessary and that we have to take as a society are set out in detail in the **Resolution on a National Programme for Equal Opportunities for Women and Men 2015–2020**. Its basic orientations and goals are:

- the elimination of gender imbalances and gender segregation in the field of employment and the elimination of unemployment,

- improvement of the position of women and men in their social inclusion,
- the removal of obstacles to achieving easier reconciliation of work and family or private life,
- the elimination of gender gaps and gender segregation in education,
- the elimination of inequalities in science and higher education,
- the elimination of stereotypes in society, especially in the media, culture and sport,
- improving the health of women and men,
- removing obstacles to achieving a balanced representation of women and men in various fields of political and social life,
- zero tolerance of violence against women,
- strengthening gender mainstreaming into Slovenian development, peace and other foreign policy initiatives.

At an event entitled *Challenges and Opportunities for Women in Business: Impact of Gender on the Career*, which we organised in January with the Advocate of the Principle of Equality, Andreja Poje of the Association of Free Trade Unions of Slovenia warned that *"practices that lead to gender inequality in Slovenia still exist. Female workers are often confronted with a lack of understanding by employers regarding their private lives. There are many cases where employers ask young mothers to sign written consent to work at inappropriate times, at night, on Sundays or public holidays. Because women fear that they would not get jobs if they did not agree to such working conditions, they sign the contracts"*. The situation described is just one aspect of the issue of gender equality that we have to address in the future. Efforts should therefore be made to raise awareness among the general public and to enable life to be free of gender stereotypes for anyone who cannot or does not want to build their own identity in line with the orientations of social expectations. In the future, we will work hard with the Advocate for the Principle of Equality to reach this goal.

SOME STATISTICAL DATA

Population of the City of Ljubljana by age and gender on 1. 1. 2018
Source: SURS

Data from the Statistical Office of the Republic of Slovenia (hereinafter: SURS) show that on 1 January 2018, the population of the City of Ljubljana was 289,518 people, of whom 139,777 (48.3%) were male and 149,741 (51.7%) were female. Although the population of the city has grown in recent years, the share of males and females has remained the same. There has been a positive natural increase in the population since 2006. On average, more boys are born, while women live longer. Growth from migration was also positive in 2015 but negative in 2016. Thus, in 2016 more than people migrated out than moved in, with more women migrating out.

Age	Male	Female	Total
0–14 years	21,482	20,426	41,908
15–64 years	95,925	96,194	192,119
Over 65 years	22,370	33,121	55,491
Total	139,777	149,741	289,518

The average age of Ljubljana’s population is lower than the average age of the population of Slovenia, and was 42.5 years in 2017, being 40.9 years for men and 44 years for women. As with Slovenia in general, the number of elderly people is greater than the number of the youngest: for every 100 children aged up to 14, there were 132 persons aged 65 or over (the so-called aging index). Data by gender show that the total of the aging index for women in all Slovenian municipalities was higher than the aging index for men. In 2017, the average age at which men died in Slovenia was 74, while the average age of death for women was 81 years. Life expectancy at birth is rising for both genders in EU member states, but for boys it is lower than for girls. Girls born in 2017 in Slovenia can expect to live for 84 years and boys 78 years (SURS 2018). On the basis of a 2013 European survey, we can conclude that, in spite of various difficulties and obstacles, women in Slovenia are generally more satisfied with their lives than men. Thus, Slovenes aged 16 and over, on a scale of 0 to 10 gave their satisfaction with life an average rating of 7.0, which ranked us 14th among the EU28. Men rated their satisfaction with life slightly lower on average at 6.9, which gave us 16th place among the EU Member States (SURS 2018).

Stereotype

Men have made more significant contributions to history than women.



Siniša Borovičanin,
childcare worker

“In principle, curiosity and perseverance are prerequisites for reaching new insights. Usually, we do not know why something attracts us so strongly that we are willing to devote more to it. In general, we do not deal with it at all, especially whenever what we are doing is successful and bearing fruit that appears in the form of social recognition and monetary reward. At that time, we have the feeling that we are on the right path, that we are socially appropriate, that we are acting in accordance with social norms, ideology, etc. I also include here socially validated roles held by both genders. We can conclude that the choice of a professional or research area is influenced by our self-esteem, conformity, ability to adapt, understanding of social situations, etc.

The decision to study children and childhood in vivo, which I chose after studying pedagogy and sociology at the Faculty of Arts, caused many people feelings of discomfort, disbelief and mistrust because of the unsuitable social role. In fifteen years of work in a kindergarten where I am a teacher, I have time and time again encountered the belief that dealing with children is a woman's area, since 'by nature' they are better acquainted with children, they can more easily 'relate' to them, understand them in their violent emotions, etc. Modern man is involved in this, but his (new) role is primarily to help or to present himself with the child in public. A modern woman has an important job, she has to take care of herself and have time to socialise with her friends. The emotional life of children, however, is still the domain of women.

To persevere all these years has probably attributed to my own sense of success and, therefore, satisfaction, and above all to people around me at work and privately. Like me, they also understand that it's nothing unusual for a person that working with children leads to a desire to explore the early period in the character development that leaves the deepest traces in us. Even if you're a man.”

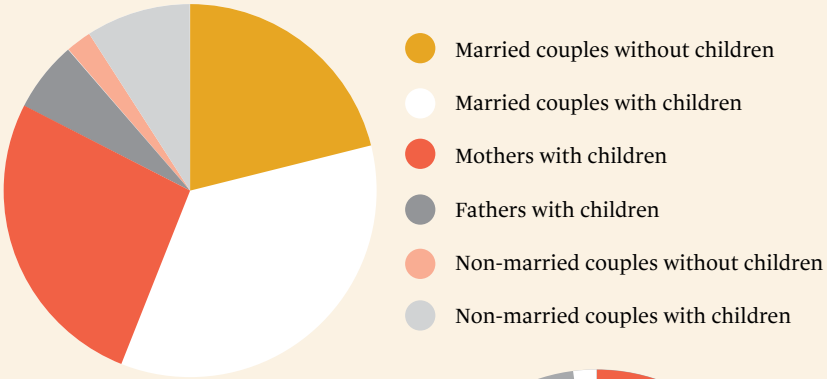
FAMILY LIFE AND PARTNERSHIP AND WORK-LIFE BALANCE

“A family is a domestic community consisting of a child, regardless of the child’s age, with both parents or one parent or another adult if such adult cares for the child and has certain obligations and rights in relation to the child pursuant to this Code” (Family Code Article 2). In Slovenia, there are also so-called rainbow families or same-sex partnerships with children (there are no real data on how many of them there are, because they are often invisible – SURS data for 2015 suggests about seventeen). The Slovenian Parliament has passed two laws that would make same-sex families equivalent to heterosexuals, including in terms of the adoption of children, but both were rejected in referenda (in 2012 the Family Code and the 2015 Act amending the Marriage and Family Relations Act). Under the Civil Union Act, the partners in same-sex relationships acquired the same rights as married couples, with the exception of the right to joint adoption of children and fertility treatment with biomedical assistance. According to Slovenian case law, partners living in same-sex families have the right to adopt a partner’s biological child under the same conditions as heterosexual families. Same-sex partners can also adopt a child from a surrogate mother in countries that allow it (for example, the case some years ago of a Slovenian gay couple who adopted a girl in the USA with a help of a surrogate mother; the overseas court ruling was later recognised by the District Court in Ljubljana). According to SURS data, on 1 January 2015 there were 74,258 families residing in the City of Ljubljana. As in Slovenia in general, the type of family predominant in Ljubljana is a married couple with children (one third). In recent years we have seen a rise in the proportion of single-parent families, among which mothers with children predominate (almost a quarter of families). Of 56,173 families with children, more than half had one child and more than a third two children (figures).

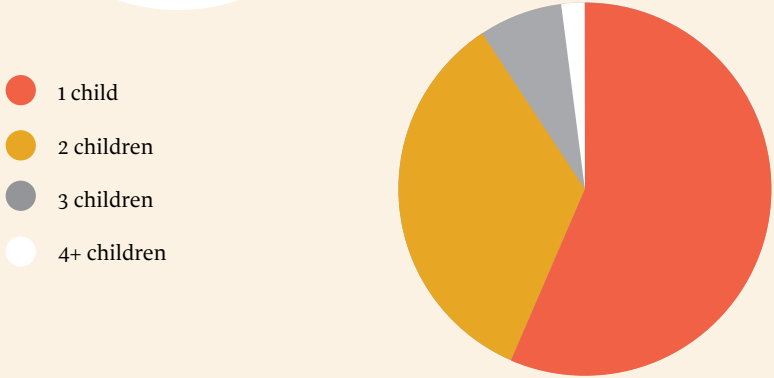
Stereotype

The woman is responsible for the home and children.

Types of family in the City of Ljubljana on 1. 1. 2015
Source: SURS 2018



Families with children in the City of Ljubljana on 1. 1. 2015
Source: SURS 2018



Co-ordination of one’s private and working life is one of the most important conditions for the enforcement of equal gender opportunities in society. Research around the world has shown that after the birth of a child, workloads increase on average for men and decrease for women, and that during this time, the gender gap increases due to the burden of unpaid work (Anxo et al in Kanjuo Mrčela, Štebe and Vuga Beršnak, 2016: 24). In this case, Slovenia is a positive exception, since parenthood does not negatively affect women’s employment, but the rate of women’s full-time employment is traditionally high and remains so even after the birth of children. According to Eurostat data, in Slovenia, compared to other European countries, there is a low proportion of part-time workers, but the trend of such work is rising (in 2016, 8.8% of men in the EU28 and 31.9 % of women worked part time whereas in Slovenia, 6% of men and 13.1% of women did part-time work, but in Slovenia the share of women working part-time had risen 6% since 2002). Among the reasons that Slovenia has no problems keeping women and mothers in the labour market is a well-established

public, subsidised and accessible-to-all kindergarten network, the possibility of extended stay and morning care for children in the lower grades of primary school, hot meals in primary schools, the option of (subsidised) meals in middle schools and students' meals plus a quality scheme of parental rights and cash benefits (e.g. child allowance, benefits for larger families). In Slovenia there is a tradition of relatively well-regulated institutional care for children and parental leave. Thus, all employed mothers use maternity leave, since it is compulsory; most fathers use the paid part of paternity leave (less often unpaid paternity leave); parental leave is mostly used by mothers and to a lesser extent fathers. This data thus shows that paid leave specifically intended for fathers promotes greater involvement of fathers in active parenting (Kanjuro Mrčela, Štebe and Vuga Beršnak, 2016: 26–27).

Here, it is necessary to highlight precariousness, meaning the uncertainty of employment and the absence of or difficulty in exercising certain rights that apply to standard employees and which significantly impact or create difficulties in reconciling family and working life.

The problem of harmonising private and work obligations is reflected in the use and division of time, taking into account personal needs in the working sphere and in co-ordinating the needs of the private or family life with the work activities of women and men. Despite the changes in the division of family duties and responsibilities between women and men, women still spend more time caring for the household, children, the elderly and other family members who need support. Many women in their late active age care for dependents in the extended family on two sides – for their grandchildren and for their elderly parents (Mandič and Filipovič Hrast 2011: 7). Thus, 2004 European research on time use confirmed the traditional division of responsibilities between genders: employed women devoted more time to the household and care work (two hours a day more) and men to paid work (almost an hour a day more) (European Commission 2004). A survey on living conditions by SURS in 2010 showed that average men in Slovenia have 27 hours of free time per week and women just 21. At the annual level, this difference amounts to about 312 hours, or 13 full or 39 working days (8-hour working day).

It is essential that men do their share of household tasks and childcare, since by sharing family responsibilities, women and

men can achieve a balance between private and working life. Local authorities play an important role in facilitating the reconciliation of work and family life, as they can ease the co-ordination of women's and men's private and work obligations via various programme and service networks. In order to ensure equal gender opportunities, it is essential to create conditions for easier and better harmonisation of family and work obligations for parents and those who care for the elderly and other family members who need support. These conditions include, in particular, various services in childcare and care for the elderly, as well as other assistance to people in need and safe and flexible forms of employment.

Public and support childcare services in the City of Ljubljana

The leadership role of the CoL in pre-school learning and education is to provide a system through which we offer a healthy, safe, educational and encouraging environment. In line with regulations, we provide a network of organisations and programmes for the implementation of quality lifelong learning.

As a supplement to the public network, CoL supports the operation of private kindergartens, schools and music schools, as this enables the exercise of the right to choose regardless of the parents' social status. Ljubljana has 23 public kindergartens and 48 public schools.

In line with Article 14 of the Pre-School Institutions Act, CoL's 23 public kindergartens operate daily programmes that last a maximum of nine hours a day for each child, even though kindergartens have up to 12 hours of working time from 5am to 5pm. Kindergartens run morning, afternoon and alternating programmes. Each year, kindergartens perform analyses of parental needs regarding their working hours and adapt their organisation to them accordingly. Enrolment in kindergartens of children with permanent residence in Ljubljana is extremely high. In the last school year it was 91%, while for Slovenia as a whole, kindergarten enrolment was 78.7%, according to the latest SURS data. This enrolment figure of children in Ljubljana confirms the extremely good alignment of the needs of parents and the quality programme offer in our public kindergartens. A 2014 EU Eurobarometer survey revealed that 87% of Ljubljana

citizens are satisfied with schools and other educational institutions, which put Ljubljana in first place among the European capitals. Survey data from 2013 among parents who have children in public kindergartens in Ljubljana showed that over 90% of parents are fully satisfied with childcare. In Ljubljana, we also offer supplementary programmes and content for pre-schoolers and schoolchildren. To this end, various public institutes have been set up, such as Mala ulica, Mladi zmaji and Pionirski dom, which run quality programmes and activities for children and their parents. Every year through our public tenders, we support other projects that offer children the option of free, organised and safe ways to spend their leisure time with their peers. Throughout the year, numerous free leisure-time activities for primary school pupils take place in Ljubljana, which provide not only quality opportunities for their leisure time, but also prevent social exclusion, reduce violence between children and promote creativity and ecological awareness among children, thereby increasing the quality of life of children and their families. At CoL, we pay special attention to the organisation of childcare during school holidays as we are aware that parents need quality and affordable care for their children during the holidays. Thus, via annual public tenders, CoL co-finances programmes for holiday care during the Christmas, summer and autumn school holidays, which are run by NGOs. During the school holidays, some of CoL's public institutes (Mala ulica, Mladi zmaji, Pionirski dom, the Zoo, Ljubljana Castle) also run various programmes.

Public and support services for the elderly and assistance to family members in need in Ljubljana

CoL's diverse services assure proper care for the elderly and other family members in need. By law, CoL guarantees a subsidised network of public provision for the family assistance at home services operated by the Ljubljana Home Care public institute (hereafter: ZOD) and concession holder the Pristan Care institute. In addition to a public service, ZOD also provides social services and organises socialising for the elderly with volunteers. CoL also (co)finances care costs in institutes for adults (homes for the elderly and special social care institutes),

Stereotype

Managing matters related to helping family members in need is women's work.

where the beneficiary or other obligor is partly or fully exempt from payment. CoL's statutory tasks, which aim to achieve a higher quality of life for the elderly and those needing help, are extensively supported by numerous other NGO activities, programmes and projects. In the city, these offer various forms of support and help for a more independent and better quality of life in the home environment, plus from a social care perspective, the conditions for socialising, education and participation in sport and culture. One of the more successful projects is activity day centres for the elderly (currently there are nine), which, besides the option of the daily social inclusion of users, also offer various types of exercise, dancing, computer learning, creative workshops, foreign language learning and more. All efforts and actions by CoL to provide a city that's friendly to the elderly have now been consolidated into two action plans where all CoL's bodies, public institutes and public companies in this field are involved as contractors. In order to regularly consider the issues and initiatives of older people living in the city, CoL also operates a Mayor's consultative body, its Council for Older Citizens' Issues, and in 2016, an Info Point 65+ opened at Mačkova ulica 1, where older people and those with disabilities are offered basic information about the services and activities available to them in the city. At CoL, we are (or were) concerned about the recent Bill on Long-Term Care. The bill shifts a substantial part of care to users, their families and relatives. This transfer of care to family members seems unacceptable to us because in practice this usually means that the delivery of care is transferred to women and this (under certain conditions) for a payment equal to the minimum wage or on a voluntary basis, which indirectly results in increased burdens, economic dependence and inequality of women.



Saša Biaggio,
automotive
service
technician

"I took my first step into a 'man's world' when I enrolled in the Secondary Vocational and Technical School Bežigrad, where I trained as a car mechanic, and later I upgraded my knowledge with technical education at the same school. When my classmates saw me on my first day, they couldn't understand what I was doing there, but I had to face the most obvious stereotypes in my first year on a placement with an external employer. The workers there were very clear in their view that this was not a job for a woman, and to underline their opinion, they told me at the end that I wouldn't be getting a bonus (payment for three weeks' work). As a person, I am very stubborn and persistent, so I didn't let the first obstacle stop me, and within a month, during the summer holidays, I found work in a mechanic's-tyre workshop. At first, there too, some customers (mostly men) 'rolled their eyes'. But because I enjoyed my work, I persisted. Over time, the workforce got used to me, since I went to work almost every Friday and Saturday and in the holidays too. So the customers got used to me. There were exceptions where some of the clients, after I'd been working there in the workshop almost six years (during the holidays and at weekends, whenever it was possible) still had their doubts and always wanted to have the service done by a male colleague. The most interesting such experience I've had with a customer was the following: A customer brought a vehicle in to have the rear brake pads replaced. When the customer (a man) saw that I was going to replace the brake pads, he wasn't happy. So he interrupted my work and wanted to speak to my supervisor. Let me remind you that I had just raised his vehicle with a lift. The bosses stood up for me and told the customer that they guaranteed my work 100%, that the service would be done more than excellently, plus they would check that I was doing everything right. It's true, Slovenes are attached to their cars and you don't want a student having lessons on your car, especially not a woman. When I'd finished the job, the customer was very pleased with the quick and efficient service, and wanted to invite me for a coffee. Once I'd finished my technical education, I carried on learning and completed my studies in Celje. I'm one of the first girls to become a qualified automotive service technician. After graduating, I also changed job. My boss from my old company called me a few times to tell me that some customers missed me. I don't work in a workshop anymore, but take the vehicles for service as a service consultant, so I'm still connected to the workshop. But I haven't hung up my tools, because I still take in work at home, where I also have a lift. While I was still studying I spent a month in Finland with a friend, who's a bit special like me, as she's a mechanic and engineer. In Finland all the stereotypes about women have been smashed, Scandinavia has huge numbers of female mechanics".

ECONOMIC INDEPENDENCE

In Slovenia, work or the economic independence of women and men is one of the most important values; therefore, we have a long and strong tradition of high employment rates of women. Statistics show that almost half of all employees are women and, just like men, they mostly work full-time and on average about the same number of hours a week. SURS data reveals that in 2016, out of 817,000 people in paid employment in Slovenia, 370,000 or 45% were women. On average, working women are better educated than men. Thus, in 2016, 55.5% of working women had tertiary or high school education, 36.3% had middle school and 8.2% had elementary school or less. Among working men, the share of men with middle school education is higher than the proportion of men with tertiary or high school (the same figure shows data for CoL - see table below). Tertiary and high-school educated women were paid a monthly average of €2,146 gross, which was €450 less than men with the same education. Nevertheless, income differences between men and women in Slovenia have been among the smallest in the EU28 for many years.

Education	Total	Male	Female
Primary school or less	10,202	5,632	4,570
Middle school	52,667	32,508	20,159
High school, tertiary	53,991	22,508	30,826
Total	116,860	61,305	55,555

Various studies confirm that, despite having higher average education, women find it harder to find a job, occupy lower jobs, often have fewer career opportunities and, with respect to their level of professional competence, are still less paid than men. In addition, despite the legal ban on all forms of discrimination, in practice the treatment of women in employment and work is often unequal to that of men. Most cases of discrimination are related to maternity, as young women find it harder to get a job than young men, plus when they return to work from parental leave they are often allocated to worse jobs. Gender differences in rates of employment, unemployment and self-employment, wages for equal work or work of equal value, fixed-term employment and horizontal (clustering of

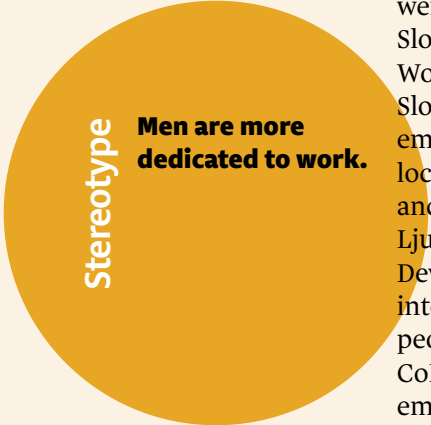
women or men in certain occupations) and vertical (clustering of women or men at particular levels) segregation in the labour market are indicators of gender-based economic inequality and discrimination. A key element in the long-term and sustainable economic and social development of each municipality is the full integration of the male and female working population into the labour market, with equal opportunities and equal treatment in employment and work.

SURS data shows that of the working age population in Ljubljana (those aged 15-64) in 2016, about 59% were employed or self-employed, which is lower than the Slovenian average (60%), but in the city the number of working women was higher than the Slovenian average (56.3%) and the number of working men was lower (63.3%).

Of the city's working population in 2016, SURS data reveals 11.7% were registered unemployed of whom – unlike in other larger Slovenian municipalities – there were more men than women. Women are more employable in Ljubljana than elsewhere in Slovenia. The Employment Service of Slovenia promotes new employment through active employment policy measures. At the local level, good partnerships between the Employment Service and some organisations (e.g the Cene Štupar Public Institute - Ljubljana Education Centre, Ljubljana Urban Region Regional Development Agency) have been established that enable many interesting projects. For the employment of hard-to-employ people, among other things public works are suitable, where CoL confers a declaration of public interest or co-finances employment.

Entrepreneurship is one of the areas dominated by men. Although in the world in general women are increasingly choosing entrepreneurship, the share of women in Europe remains very low – 6%. A 2017 Global Entrepreneurship Monitor survey for Slovenia showed that of every ten newly born enterprises, only three are set up by women. It is a concern that a quarter of female entrepreneurs still opt to set out on an independent journey due to necessity. Women's businesses are also smaller than those founded by men. Bisnode analysis reveals that the majority of women entrepreneurs deal with activities such as hairdressing, cosmetics, accounting, tax consultancy and catering, and that women's enterprises are more stable (as many as 90% of female sole proprietors stay in business for at least five years, while only 43% of male

The working active population of the City of Ljubljana by education and gender on 31. 12. 2016
Source: SURS



sole proprietors last so long). The most significant obstacle preventing women from going into business is their belief that they do not have appropriate entrepreneurial skills – EU-wide, two thirds of women and half of men think that (Rebernik et al, 2018). In recent years, women's entrepreneurship has been promoted in Slovenia, including through subsidies (e.g ESS with partners).

Gender segregation

Gender segregation still arises in Slovenia as well as in Ljubljana – both horizontal (certain industries or professions are still reserved for women or men) and vertical (there are still more men in leading, responsible, decision-making roles). This gender imbalance means that society does not exploit all the resources and talents of both genders. Besides women's participation in the workplace being the foremost prerequisite for social development and economic growth, it is also important for individuals' economic and living conditions.

In Slovenia, education choices are still gender stereotypical – girls are heavily predominant in education, administration, clothing, design, veterinary, hairdressing, photography, cosmetics and pharmacy, but there are very few in stonemasonry, computer science, forestry, metallurgy, engineering, electronics, etc. Various statistics (e.g She figures) show that horizontal (clustering of women and men in certain sectors) and vertical (clustering of women and men in certain functions and positions) segregation also occur in the sciences. At undergraduate level, more female students enrol than male, and consequently the number of female graduates is higher. Many more female students enrol in social studies and humanities than in sciences and technology. This is obvious horizontal segregation. In post-graduate studies, however, the share of female students is lower, but has been gradually rising in the last three decades. In Slovenia, almost half of female students are studying for their Master's and more than a third for their PhD. As a result, the share of women employed in the scientific and research sphere is much lower than the proportion of men. Maca Jogan (2001) thus states that vertical gender segregation characterises participation in research, teaching and management of academic institutions – as the proportion of women is smaller, so is the

Stereotype

A boy absolutely cannot go to a school for cosmetics.

number in higher positions. It is a phenomenon of the so-called 'scissors' – more women than men study and graduate, but then a gap forms in the acquisition of the title of the Doctor of Science, which grows all the way to the title of full professor. The obstacles preventing women from reaching the top university jobs are best illustrated by the 'glass ceiling' metaphor. Via this syntagm can be seen the experience of women who are prevented from progressing beyond certain limits, from where the visible and invisible structural mechanisms of inequality begin to operate that prevent them from reaching the highest positions (Zaviršek 2001, 72).

The City of Ljubljana as an employer

We are aware that as an employer with its own equal opportunity policy, CoL must set an example for other employers in employment and work. In employment, we guarantee access to jobs to all interested candidates on the same terms.

On 30 April 2018, the City Administration employed 551 people – 163 men (30%) and 388 women (70%). Of these, only a handful – 24 people (4%) were employed on fixed-term contracts (EU-funded project work, temporary replacements and trainees). The share of staff by gender is also reflected in managerial positions – 68% of management jobs were held by women (56% of level I managers and 72% of level IIs).

The City Administration is obliged to ensure a quality working environment free from any form of harassment. Thus, on 1 June 2009, we adopted an *Accord on Employer's Measures to Protect Staff from Sexual and other Harassment at Work*, signed by the Mayor and president of the trade union. On the basis of the accord, a Committee for the Prevention of Mobbing was appointed consisting of three members which deals with reported cases of mobbing. Two surveys on the presence of mobbing in the City Administration have been carried out. In 2015, a lecture on mobbing was held for all staff.

Stereotype

Football really isn't for girls.

The world is unfair.
People are unkind. We push each other away because we are different from each other. It seems to us that some are more valued than others because they are richer, have a different religion, skin colour and, ultimately, also for reason of gender differences.

ENAKOST MED SPOLOMA-

REALNOST ALI UTOPIJA?

Gender equality –
reality or utopia?

While technology is now developing at supersonic speed, people's mentalities are changing only slowly. Opinions change slowly, especially where people have many prejudices and history wrote a different story.

Ivet je nepravilen. Ljudje smo nepravilni.
Izrinjamo drug drugega, ker smo si med sabo različni. Ždi se nam, da so nekateri več vredni kot drugi, ker so bogatejši, drugačne veroizpovedi, barve kože in konec koncev tudi zaradi razlike med spoloma.

Medtem ko se tehnologija danes razvija s
madrvočno hitrostjo, se razmišljanje ljudi le počasi
spreminja.

Mnenje se počasi spreminja, predvsem tam, kjer
imamo ljudje veliko predsodkov in nam je zgodovina
pisala drugačno zgodbo.

Že v prazgodovini so si ljudje delili delo. Ženske so bile
zadolžene na nabiralništvu, skbele so na drovine in ogenj.
Moški pa so odhajali na lov in preživljali družino.

As early as prehistoric times,
people divided up the work.
Women were in charge of
gathering and taking care of
the family and the fire. The men
went out hunting and provided
for their family.

Ker pa so danes oboji v službo
morajo delo doma bolj pravi
porazdeliti kot nekoč. Nekateri
v današnjem času kuhajo,
pomirajo posodo, perejo perilo in
ka otroke! Včasih so ta dela opravljali
samo ženske.

Because these days both
go out to work, domestic
tasks must be more fairly
divided than before. Many
men cook, clean, wash the
dishes, wash the clothes and
take care of the children!
Once, these jobs were only
done by women.

Even if years ago nobody could imagine men staying at home and taking care of the baby, this is something quite normal today.

Today we live in a democratic society, where there is a fundamental principle that we are all equal before the law.

Everyone has the right to vote, go to school and obtain the education they desire regardless of gender. Everyone can choose a partner and start a family. Nevertheless, there remain gender differences in some situations. Women are more often unemployed than men, work in lower and worse paid jobs and find it more difficult to get management jobs.

Le si pred leti nihče ni predstavljal, da bodo moški doma in skrbeli za novorojenčka, je danes to nekaj povsem običajnega. Vsak ima volilno pravico in lahko hla in pridobi želeno izobrazbo ne glede na spol. Vsak si lahko izbere partnerja in ustvari družino. Kljub temu pa v nekaterih primerih še vedno obstajajo razlike med spoloma. Ženske so pogosteje nezaposlene kot moški, so na nižjih in manj plačanih delovnih mestih in težje pridobijo položaj na vodilnih mestih.

Danes živimo v demokratični družbi, kjer je temeljno načelo, da smo pred zakonom vsi enaki.

Due to the historical division of roles in the family and society, women in the modern age encounter the issue of discrimination when entering the labour market and, above all, in reaching the highest positions in society.

Zaradi zgodovinske delitve vloge v družini in družbi so v moderni dobi ženske naletale na problem diskriminiranosti pri vstopu na trg delovne sile in predvsem pri poseganju najvišjih položajev v družbi.

Čez leta je nastalo veliko stereotipov o tem, da ženske niso dobre voznice, ministrice, predsednice... a so vseeno pokazale, da so lahko enakovredne moškim.

Over the years, many stereotypes have arisen about how women are not good drivers, ministers or presidents, but they have nevertheless shown that they can be equal to men.

Danes skorajda ni več poklica, ki ga ne bi morali opravljati.

Celo moški lahko pomagajo pri porodu. ne kličejo ga dedi ampak babičar.

Nowadays, there are virtually no jobs that they would not be able to do. Even men can assist at childbirth.

Women often face violence, since most violence is committed against women. Many women die because of this, some end up in hospital, and some seek a shelter in women's refuges. Violence is all around us - at work, at home, and sometimes even on the streets. This is a really major problem that needs to be solved.

lim, da ni pomembno kaj
kaksne predhodke imajo
moški ali ženska opravlja
veseli in srečuje, saj ga

bo le v tem primeru opravljal dobro
in vestno.

Ustvarja delo, pa naj ga opravlja
moški ali ženska, je potrebno spoštovati.

Vendar stvari še vedno niso v najboljšem redu.

Ženske so velikokrat tudi del nasilja, saj se
večina nasilja izvaja nad ženskami. Veliko žensk umre
zaradi tega, nekatere ležijo v bolnicah, nekatere pa si poiščejo
zavetišče v materinskem domu. Nasilje pa se dogaja povsod
v službi, doma včasih pa tudi na ulicah.

To je zelo velik problem, ki ga je treba rešiti.

Zal mi je, da kot navadna učenka pravim, da
zadev. Če pa bi se ženske združile in pokazale, da
svet jemal bolj resno in postali bi enakoverdne moškim.

Vsak dan imamo novo priložnost stvari, ki

Every day we have a new opportunity to fix things that we do not like and make the world a better place for all of us. I really hope that the gender gap will slowly get smaller and one day disappear completely, so all our dreams come true and equality will prevail on our planet.

nam niso všeč in da naredimo ta svet boljši za vse nas.
Resnično upam, da se bo razlika med spoloma počasi
zmanjševala in da bo nekega dne izginila, saj se nam bodo
tako uresničile vse sanje in da bo na našem planetu zavladala
enakopravnost.

IN ZA KONEC ŠE ENO ŽIVLJENJSKO VODILO ZA V

Vsak človek je drugačen, ker vsakega navdaja drugače. Vsak ima drugačne želje in cilje.

Mi smo tisti, ki sprejemamo odločitve.
Pomembno je, da si upaš iti za svojimi željami.

To finish with, here is another piece of guidance for life for all of us: Everyone is different, because we all take inspiration from different things. We all have different desires and goals. We are the ones who make decisions. What's important is that you dare to follow your dreams.

Zdenka Grozde,
Director of Ljubljana Public
Holdings

“Men don't cry!” “Women should be behind the stove”. These and similar statements are still heard repeatedly. How limited such thoughts are. We've brought them with us from who knows which periods and motives.

I don't think that some characteristics are not more feminine, and others more masculine, but these derive primarily from physical characteristics and partly also roles that women have as mothers and men as fathers. Why would anyone actually oppose this? Let's accept this and each enjoy our own role.

The statements I first quoted do not arise from these characteristics and I disagree with them. I believe that leadership positions, entrepreneurship and other similar roles are equally appropriate for both women and men. In this, what's more significant is the personal qualities of the person in a position, not gender or some other element. Nor do I find a man who is willing to prepare lunch, go shopping in the market or clean the bathroom is any less a man.

What's important in the issue of equality is respect. If we respect each other as unique individuals, we appreciate differences as well, and if we are aware that everybody is doing their best in a given moment then the question of what is for men and for women actually disappears.

We must definitely upgrade awareness of mutual respect.”



BALANCED REPRESENTATION IN DECISION-MAKING PROCESSES

From the perspective of the representation of various interests and considering the needs of various social groups, it is of key importance that gender is balanced in policy formulation and in decision-making processes at both national and local level. Balance means that the representation of each gender is at least 40%.

In addition to legislative steps to increase women's representation in politics and other decision-making, it is necessary to remove other obstacles that prevent balanced representation of gender and various social groups. These barriers are strongly influenced by stereotypes and the traditional roles of women and men in society, so it is necessary to create a broader social and political environment that can ease women's entry and participation in political and other decision-making at all levels.

In Slovenia in recent years, women's representation in politics has noticeably improved due to changes in electoral legislation, which introduced gender quotas onto candidate lists for elections to the National Assembly, European Parliament and in local elections. The aim of the gender quota is to give both genders the same opportunity to run for election and to ensure that, as an underrepresented group, women achieve at least about the same basic starting point as men to enter politics (Antić Gaber et al 2003, 48). In the last but one parliamentary elections in 2014, almost 36% of women were elected (where it should be highlighted that the majority of women came from political parties newly founded just before the elections, where they had searched for new faces). The weakness of the Slovenian electoral system for National Assembly elections, despite the 35% gender quota, was reflected in the last elections, where only 22 female MPs were elected (24%).

The Local Elections Act of 2005 brought in a gradual shift to 40% gender representation on candidate lists and thus contributed to more balanced results in municipal council elections. The share of female councillors elected has risen by more than 20% since the first local elections in Slovenia in 1994 (from 10% to 32%). Gender imbalance or the lack of women at local level is evident in the mayors. At present, of 212 Slovenian local authorities, only 16 have female mayors, just 7%. Nonetheless, this is the most in Slovenian history.

Another current theme is balanced representation of women

and men in decision-making roles in business. This has both an aspect of democracy and a business or economic aspect. Research (e.g Catalyst) has proven there is a positive link between women's presence in corporate management and their companies' business results; this is mainly attributed to the fact that with greater diversity of membership (in terms of age, education, gender etc.) the solutions adopted are more comprehensive. Through the prism of democracy, we cannot talk about having achieved social justice if women do not have equal opportunities to access the highest decision-making jobs, despite their higher average education and despite being almost as many as men in the labour market. In Slovenia in 2016, in the largest stock-exchange-listed companies, 10% of CEOs were female – just two women out of twenty in this position (even fewer in the EU28, 7%) and 20% of board members. A 2012 survey of Slovenia's largest companies by the Office for Equal Opportunities (Robnik 2012) showed that only a third of companies surveyed had ever had a woman at the highest decision-making level. At the time of the survey, 22% of companies had women at the highest decision-making level; 14% of firms had balanced gender representation in lower management (heads of groups, departments, shifts) and 22% among middle management (heads of organisational units such as services, sectors). Among the main reasons companies state for not achieving balanced representation of women and men in decision-making roles are that they in are a sector where there are significantly more of one gender (40%); that there is only one person in the top management group (29%); that there are still prejudices that among women there are not enough experienced and suitable candidates (6%); nobody considered this for men, and the prejudice that in middle management there is not sufficient choice between female candidates for the highest positions (11%).

Research on Gender Equality in Decision-making Jobs in Business (Kanjuro Mrčela et al, 2015) confirmed the thesis that the career paths of female Slovene managers differ from those of males. The main findings showed that on average men took their first managerial job earlier (at age 29) than women (at age 31). The reasons for slower promotion of women are diverse, but they can be summed up in the following clusters: social stereotypes, the caregiving role of women, the differing upbringing of women and men, the lack of informal associations, and the non-implementation by firms of the principle of gender equality and, consequent unequal opportunities for promotion.

Stereotype

Politics is for men, women aren't interested.

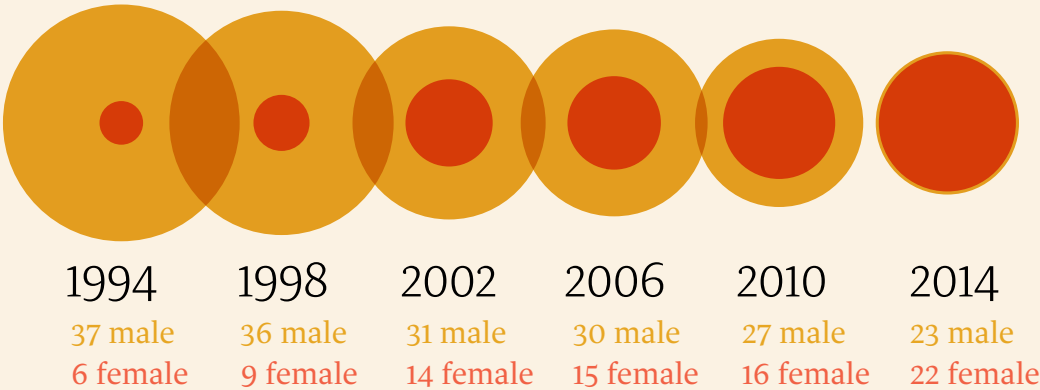
Stereotype

Women don't have the relevant business skills.

Women in decision-making processes in the City of Ljubljana

The passage into law of gender quotas has contributed to a more balanced representation of women and men on Ljubljana City Council. After the enactment of gender quotas, 15 female councillors were elected in 2006 (33%), 18 councillors in 2010 (40%), and currently the Council has a balance by gender – 22 female councillors and 23 males (see chart below). The Council's Commissions and Boards, which are predominantly balanced, are led by 10 male presidents and 9 females. We find among them the Board for Defence, Rescue and Civil Protection, which has single-gender composition.

Numbers of female and male councillors elected in Ljubljana at local elections 1994 - 2014
Source: Reports on election results



In the 17 district authorities, the current picture of female and male representatives elected in local elections is similar. 112 (44%) female members and 145 (56%) male members have been elected to the district councils. In the districts of Bežigrad, Jarše and Moste, more women have been elected than men. However, this share of women elected is not reflected in the presidential and vice-presidential posts. Thus, during this term of office, there are 6 (35%) female presidents and 11 (65%) males, 13 female vice-presidents (33%) and 26 (67%) males.

Since Slovenian independence, Ljubljana is one of the few municipalities and the only urban municipality to have been led by a female mayor. From 1997 to 2006, Viktorija Potočnik and then Danica Simšič were Mayor of Ljubljana. Prior to Slovenia's independence, Ljubljana was led by Tina Tomlja and Nuša Kerševan. At the last local elections in 2014, Zoran Janković was elected mayor, for the third time since 2006. He has appointed both female and male deputy mayors every time. Currently, the City has two female and three male deputy mayors. The City Administration currently has a female Director. The current picture of the management team in the City Administration (counting the director, heads of department, services, inspectorates, city wardens, sections, offices, units) shows a high representation of women among management staff – 68% of women, which is about the same proportion as that of all employees who are female (70%). Women are also well represented in decision-making posts in the City's public institutes and public companies (65% of all heads and directors). However, it should be emphasised that in schooling and education, female representation is very high – of 80 institutes, 73% of institute heads are women, of which in 23 kindergartens, only one has a male head, while in 48 primary schools there are 16 male and 32 female heads. On the other hand, there is a lower representation of female directors in institutes and companies in the field of urban, infrastructure and transport development, namely 33% (four female directors in 12 public companies or institutes).



**Klara Zadnikar,
bus driver**

“As a little girl, I wanted to be a policewoman. As this wasn’t possible when I started middle school, I enrolled in a school for mechanical engineering. I was one of two girls at the beginning, but then the other one completed. In fact, I did not have any problems, but sometimes I had the feeling that some teachers demanded more from me than from others because they wanted to know if I was fit for this school, while others turned a blind eye to certain things because they were glad that a girl had chosen to study this.

I worked in offices for many years, always in a fairly male team, among plastic makers, toolmakers and so on. The thing about becoming a bus driver was a joke at first. Once, on some trip, someone from Ljubljana Passenger Transport (LPP) laughed and said I should take the bus test and come to work with them. I said then that this wasn’t for me. After weighing it up, I said why not. I left my office job, took the bus test, and applied for a tender. At first I was with Alpetour and somehow passed a test, and now I’ve been working for LPP for over two years.

I like it because in a way I’m my own boss. I take the working book and the task, I sit on the bus and I say, “Klara, now everything depends on you.” You have to be 100% behind the wheel. And when you’ve finished, you can say that you’ve done a good job – no traffic accidents, and for some it was a nicer day. That’s a pleasure to me. To show that ‘female drivers’ work with pleasure and quality and that we have a sophisticated sense of elegance. I think that we female drivers are here because we enjoy this job, not just because of the money. There is a lot of adjustment and co-ordination with the rest of the family, as our shifts are varied.

I also get compliments from the passengers. An older lady used to say to me, “Oh, how great you look, you’re should be on the catwalk, not the bus.” I told her I’d rather stay here. I also remember a fellow who looked at me enquiringly as he got on the bus and asked, “Are we going to get there in one piece?” And I said, “You know, sir, I’m also afraid for myself, so there will be no problem.” He came up to me at the end of the journey and said, “Madam, I’ve had such a lovely journey with you.” And I said, “Well, you see, I’ve got you here safely”. I love working with people. It’s a pleasure to do my job. My colleagues are always grumbling to me “Klara, what are you taking in the mornings so that you are so smiley (even at 2 in the morning)? We always hear you laughing a few minutes before we see you”. I always say that the day goes quicker if you go to work happy. And my days really fly by.”

SOCIAL INCLUSION OF VULNERABLE GROUPS

The battle against poverty and social exclusion is a long-term process which we have to constantly study and eliminate the causes. Various factors contribute to the higher risk of poverty and social exclusion, such as unemployment, poor health, housing and education. The at-risk-of-poverty rate is a dimension of social exclusion and is higher in women than in men. SURS data for Slovenia for 2016 shows that among women it was 15.2% and 12.5% among men. The at-risk-of-poverty rate among older women is extremely problematic. Among women aged 65 or over, the at-risk-of-poverty rate was 22.5%, and among those aged 74 and over it was as high as 26.6%. In addition to older women, rural women, women from ethnic minorities, unemployed women, retired women living alone, women with various forms of disability and single mothers are more likely to find themselves in positions of social exclusion. Women living in rural areas are more vulnerable to exclusion and poverty, as access to a variety of services mostly found in larger towns, such as the pharmacy, doctor's surgery or bank is a major problem.

The at-risk-of-poverty rate in women is higher in all age groups than in men, but differences are more visible in the elderly. This is mainly linked to women's pensions and past inclusion in paid work (lower participation of women in the labour market, lower hourly pay for work done, fewer years at work, successive periods of parental leave, sick leave and so on) (Leskovšek 2017). The high risk of poverty is also seen in single-parent families, who are mostly female single-parents; this indicates the impoverishment that women experience with their children after breaking up with their partners (Leskošek 2017, 70).

A local authority can help prevent social exclusion by impacting the social position of vulnerable groups in its area through appropriate services and measures. Infrastructure development (public transport, housing) is extremely important. In Ljubljana, public transport plays a significant role under the auspices of Ljubljana Passenger Transport, which is expanding its fleet, upgrading and modernising it. In doing so, special attention is paid to vulnerable groups – buses are mostly low-floor, equipped with modern technology and there are many handrails available. All those who need transport in the pedestrian area of the Old Town can take a ride free-of-charge

with an electric vehicle – the Cavalier on call.

Housing provision for vulnerable people is also important. The most important instrument of the housing policy that we implement via the CoL Public Housing Fund is to provide suitable rental housing and other possible solutions: sheltered housing, rental purchase of apartments, favourable housing loans, housing exchanges, consent to put out a part of the dwelling to sublease and rent subsidies. As a temporary solution to housing problems, the Public Housing Fund can also allocate accommodation units.

Vulnerable groups also have a special place in the CoL Strategy for the Development of Social Care 2013 to 2020. Thus, various programmes and services are implemented for individual vulnerable groups. The Strategy mentions as vulnerable groups: the elderly; women and children, victims of violence; children and young people; people with mental health problems; people with eating disorders; people with problems due to using and/or drug addiction; people with problems due to consuming and/or alcohol addiction; people with difficulties due to overusing and/or addiction to modern technologies and the internet, and other forms of addiction; people at risk of poverty and homelessness and their consequences; people with various forms of disability; immigrants, Roma and lesbians, gays, bisexuals and transgender (LGBT) persons. Thus, through public tenders, various programmes for vulnerable groups are co-financed – such as accommodation (e.g safe housing for victims of violence, homeless shelters, mothers' refuges) and advisory, educational, etc. CoL also has three action plans, namely 'Age Friendly Ljubljana', 'Ljubljana – a city tailor made for people with disabilities' and 'Gender Equality in the City'.

Programmes and services for people in social distress are extremely important. Thus, CoL operates a homeless shelter and day centres where homeless people can spend the day. They have the option of obtaining clothes and footwear and a hot or packed meal. There are also bathrooms where users can look after their personal hygiene. CoL also supports the operation of two so-called mothers' refuges for mothers with young children up to the age of 14, pregnant women and women with children who are in housing distress and have nowhere else to stay. In addition to accommodation, users of mothers' refuges are provided with expert psychosocial support for the active solution of existential problems.

Contributions to easing the consequences of poverty and homelessness are made by the Red Cross Regional Association Ljubljana, whose operations CoL co-finance through a direct contract by law and on a programme basis. Families and individuals who find themselves in a material and socially vulnerable situation with the risk of poverty due to extraordinary events are assisted by the supply of basic living necessities (food parcels, hygiene supplies, clothing and footwear); homeless people can go to their premises in Vič for hygiene care (showers, hygiene supplies, clean clothes). In line with its Ordinance on Financial Assistance, CoL grants financial support to citizens without their own income and those whose own income does not reach the minimum income per family member under the Social Assistance Benefits Act, plus those incomes exceed the minimum income by up to 30%. This financial assistance is intended to assist those in material hazard, help at the beginning of the school year, cover the costs of school camps or trips, cover the cost of lunch for children in elementary and middle school where lunches are provided, cover the cost of lunch for citizens aged over 65 years and childbirth support.

**A girl must know
how to cook
and a boy how to
change a tyre.**

Anže Čeh,
midwife



"I chose to study midwifery out of curiosity because I was fascinated by the miracle of birth. I was the only male student on the course, and as far as I know, there are currently just three men working as midwives in Slovenia, but my classmates accepted me well. Probably also because I was older than them and I already knew what I wanted. However, I agree that you need to be brave to make such a decision as it's a sensitive area. I don't think that there are many boys who would be mature enough at the age of 19 to choose this profession, but I advise youngsters to try.

To me, childbirth is a thing of wonder and adrenaline. Every birth is different; various situations arise that you need to respond to quickly. Moments can be crucial, so I look on every birth with respect.

Birth is a lengthy process, it lasts several hours; it's a long road, but it usually flies by for us in the maternity unit. You can face various obstacles during the birth. You need knowledge; it really helps to have a lot of experience and patience. The trust that is established between the woman and the midwife is hugely important. In a very short time, you need to gain the trust, which is specific to our work, and it is necessary to really focus on this. It is important to ascertain what kind of approach is needed in a particular childbirth – e.g. softer or more robust. Above all, we must be confident that the woman feels safe.

Honesty and sincerity are important. If something goes wrong, it's necessary to say frankly that not all is as we expected and that we will look for a new way forward. During childbirth, we counsel and focus the women, and give them a choice of co-decision making. Listening is crucial.

The woman's partner can be really helpful at the birth. The partner's active involvement, even if it's just holding her hand or massaging her can be hugely important. The most important thing is that the woman is supported.

I am currently also working on hypnotherapy. This is hypnosis for pregnant women who are scared of giving birth. At the moment, I am the only one in our maternity unit doing this, but around the world hypnotherapy is already a well-established method, and I hope that in our country, it can soon be one of the possible methods of delivery.

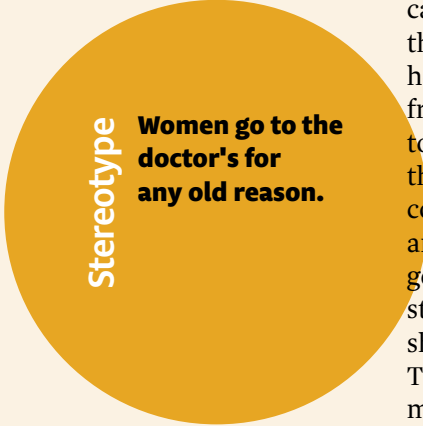
Being a midwife is my life mission and I am delighted to do this job."

HEALTH AND REPRODUCTIVE RIGHTS

Health is a general value and a key impactor on the welfare of the population. Various curative and preventive activities are organised within primary health care. Here, we can highlight preventive examinations of reproductive age women and run three screening programmes for breast cancer (DORA), large colon and rectal cancer (SVIT) and cervical cancer (ZORA). Despite the fact that after many years of struggle women have gained important rights, it is always necessary to fight anew to keep them. So, for example, reproductive rights have been under constant attack in Slovenia in recent years from both moralistic and austerity measures. A debate has reopened about the right to contraception and abortion. At this point, we emphasise that the right to independent decision-making on the birth of children is a constitutional right and as such may not be violated or limited.

Slovenia is among the countries where the number of legal abortions has been in decline since 1983 – in a 20-year period (1991-2011), the number in the general population fell threefold, and among adolescents almost fivefold (Robnik 2016, 87). This is due to good access to contraception, the right to personal choice of gynaecologist and sex education content in schools, etc. Therefore, to us it seems important that contraception remains free, as if you had to pay for contraception (as was proposed by the Health Insurance Institute of Slovenia in 2016) it would put young women and women from vulnerable social groups in a difficult position and could lead to a higher number of unwanted pregnancies. The right to abortion is also an important part of reproductive health. In countries where it is not legal, there are illegal abortions that are expensive and dangerous to the life and health of women. An exhibition by Laia Abril about the danger and harm caused to women by the lack of legal, safe and freely accessible abortion entitled 'On abortion' was held at the Kresija Gallery in November 2017.

On the other hand, we have debates on the right to reproduction with biomedical help. At present, in Slovenia this right is held only by women in a heterosexual marriage or civil partnership and who cannot become pregnant naturally. Single women and lesbians have no such rights in this country. Some countries, including those considered to be much more conservative than Slovenia, have already managed this – for



example, in Austria, lesbians gained this right in 2015; in Hungary, even single women regardless of sexual orientation have this right. It is unacceptable that such a right is denied to women in Slovenia, because they are unjustly forced to go abroad for numerous attempts at conception with biomedical aid and pay sky-high amounts (more than €10,000) to foreign experts, while Slovenia is famous for having some of the best established and highest quality artificial insemination teams, which are moving up the join the best in the world.

Until recently, being transgender was on the World Health Organisation (WHO) list of mental illnesses (as was until 1992, for example, homosexuality). We hope that this change also brings about easier legal confirmation of gender in Slovenia. At present, transgender people can legally validate their gender only with a certificate of change of gender from competent healthcare staff/institution. It should be noted here that some transgender people do not seek medical change of gender, but only legal confirmation of gender.

Generally speaking, girls born in Slovenia in recent years can expect a life expectancy about six years longer than their male peers. However, data show that women have poor health longer than men, as in a longer lifetime they suffer from chronic illnesses longer. The problems they face differ to some extent due to anatomy, as the symptoms of one and the same disease can be different in men and women, and consequently treatment may differ. At the same time, the health and treatment of men and women are sometimes subject to gender stereotypes, which can harm both. A 2007 Canadian study examined attitudes to patients in casualty units and showed that men were taken more seriously than women. Thus, staff came more quickly to assist men and treated them more enthusiastically. Otherwise, in the field of mental illness, data show that even if there are similar or identical symptoms, doctors are more likely to diagnose depression in women than men; professional underestimates of depression in men are often linked to major differences in suicide (Knave 2015).

A portrait of Dr. Vesna Leskošek, a woman with short brown hair and glasses, wearing a blue floral patterned top and large square earrings. She is seated with her hands clasped in front of her. To her right is a tall, clear glass vase filled with dried reeds and small white flowers. The background is a solid red wall.

Dr. Vesna Leskošek

“Gender is an important factor in maintaining and strengthening health, mainly because of the gender-assigned roles that put women and men in differing social positions, which in turn affect health.”

GENDER DIFFERENCES IN HEALTH IN THE CITY OF LJUBLJANA

Dr. Vesna Leskošek,
University of
Ljubljana Faculty
of Social Work

In 2015 research was carried out on citizens' health in Ljubljana, which was presented in a special publication entitled Health Care Profile of the City of Ljubljana. The research showed that gender is an important factor in maintaining and strengthening health, mainly because of the gender-assigned roles that put women and men in differing social positions, which in turn affect health. Health does not depend solely on the state of our bodies, but also on the psychic characteristics and the circumstances in which we live.

Data showed that women are relatively healthier than men, as 89% of them said they had no health problems, compared to just 44% of men. Despite having more problems, women have a more developed strategy of coping with everyday life, which also raises their quality of life and, consequently, they keep their health. More than 60% of women have very high energy for everyday activities and obligations. Somewhat more women than men have no opportunities for leisure activities, but women assessed their inclusion in their surroundings better than men who have more trouble in this, even though the majority are well-integrated. For both genders, the support of friends and contact with friends and relatives are very important, a view held by over 90%. Information technology, which is aimed at obtaining information as well as communication, is one of the important factors for maintaining health in the present.

On the other hand, the research revealed that mental health disorders are a matter of concern in women's health; this is mainly related to workloads and difficulties in reconciling work and family life. In addition to paid work, women often take on obligations of unpaid care work in their private lives. Care work comprises both physical effort as much as psychological and emotional. Therefore, among those surveyed, in third place behind morbidity was stress, which women experience much more often than men. Women are more often tired all the time than men, they are more often afraid, sleepy or insomniac and face anxiety. All these conditions are present in men, but to a lesser extent.

Men and women aged over 64 are relatively equally afflicted by high blood pressure and increased cholesterol, while cardiovascular disease is more common in men. Men also have

higher blood sugar levels. Women are more likely to be affected by worn joints and the spine and osteoporosis. We have also seen a rise in women with colorectal cancer and lung cancer, but these are still lower than in men (Grom-Hočevar et al, 2010). The morbidity data are quite consistent with the main causes of mortality. The most common cause of death in Ljubljana is cardiovascular disease. In 2013, more women (60.6%) than men (39.4%) died from circulatory diseases. The second most common cause of death in Ljubljana in 2013 was cancer, which killed 0.7% more women than men. The third most common cause of death was external causes, including suicide (6.76%). 12.16% more men than women die from external causes. However, there are no gender differences in deaths due to respiratory diseases (NIJZ, 2015).

Survey results show that Ljubljana has many advantages as a capital that have a positive impact on human health. Most respondents felt that they had a good quality of life and were satisfied with their health. People are generally satisfied with CoL services and the city's infrastructure facilities. They consider that important institutions are sufficiently accessible and most are within a distance they can manage. One important challenge for the future is an aging society, as the number of older people aged over 65 in Ljubljana is rising, while the number of young people remains about the same. Among the elderly there are more women than men, and it is also characteristic that they are more likely to experience shortages and poverty, which affect their access to services and programmes. Therefore, in the future, the preservation of the health of older women will be a special challenge at all levels, for the state as much as local communities.

VIOLENCE AGAINST WOMEN

Both women and men are victims of violence; both women and men are also causers of violence. However, data proves that significantly more women than men are victims of violence. Women mostly experience violence from men with whom they are (or were) in a relationship, and men mostly experience so-called street violence from other men. Data also show that, in cases of intimate partner violence against women, the consequences are usually worse, injuries from physical violence are more severe and the duration of violence is longer.

A 2010 national survey on violence against women in the private sphere revealed that one in two women over the age of 15 has experienced a form of violence, of which the most common are psychic, followed by physical, property damage, restriction of movement and sexual violence.

Violence constitutes a violation of fundamental human rights, freedoms and dignity, and a serious interference with a person's physical and psychological integrity. Violence against women includes domestic violence, sexual violence, sexual harassment, trafficking in women and girls, forced prostitution and pornography, forced marriages, etc.

Any form of violence against women is an obstacle to improving the situation of women, as exposure to violence limits their lives and often leads to social isolation, asocial behaviour, reduced economic opportunities and unwillingness to engage in local life. A life without violence must be guaranteed both in the private and the public sphere. In Slovenia, violence against women is no longer only a problem of the private sphere, but gained a wider social dimension when the state began to recognise the need for systemic regulation of the prevention and treatment of violence against women at state level. In 2008, the Domestic Violence Prevention Act was passed and Slovenia was among the first to sign and then in 2015 ratify the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. These states parties undertake an integrated approach to addressing violence against women and girls.

In addition to the state, municipalities also play an important role. In this area, CoL has been very active for many years by supporting programmes in the field of preventing violence against women (both programmes to support women and children, victims of violence – safe housing, counselling, etc., as well as programmes for those who cause violence), and through active co-operation with NGOs in diverse activities and events, especially during the 16 Days of Activism against Gender-Based Violence (from 25 November to 10 December).

Contact details for institutions

Ministry of Labour, Family, Social Affairs and Equal Opportunities

Sector for Equal Opportunities

Kotnikova ul. 28

1000 Ljubljana

E: gp.mddsz@gov.si

S: http://www.mddsz.gov.si/delovna_podrocja/enake_moznosti/

The Sector for Equal Opportunities co-ordinates policy formulation and preparation of regulations in the gender equality field, monitors the status of women, prepares analyses and reports and promotes gender equality by informing and raising awareness.

Advocate of the Principle of Equality

Železna cesta 16

1000 Ljubljana

T: 01 4735 531

E: gp@zagovornik-rs.si

S: <http://www.zagovornik.si/>

The Advocate of the Principle of Equality is an independent state organ, which has its legal basis in the Protection against Discrimination Act. The Advocate makes determinations on individual cases of discrimination and does independent research on discrimination, awareness-raising and informing the public.

City of Ljubljana

Health and Social Care Department

Co-ordinator for Equal Opportunities

Mestni trg 1

1000 Ljubljana

T: 00386 1 306 4100

E: ozsv@ljubljanasi.si

The Co-ordinator proposes measures and activities in the area of creating equal opportunities.

Human Rights Ombudsman RS

Dunajska cesta 56 (4th floor)
1109 Ljubljana
T: 00386 1 475 00 50 in 080 15 30
E: info@varuh-rs.si
S: <http://www.varuh-rs.si/>

The Human Rights Ombudsman protects human rights and fundamental freedoms in relation to state and local authorities and holders of public authority.

Information Commissioner

Zaloška ul. 59
1000 Ljubljana
T: 00386 1 230 97 30
E: gp.ip@ip-rs.si
S: <https://www.ip-rs.si/>

The Information Commissioner is a self-standing and independent body with powers to implement provisions in the field of personal data protection.

NGOs carry out diverse programmes in various areas for different (vulnerable) groups.

A list of co-financed social care programmes, support and assistance can be found at: <https://www.ljubljana.si/sl/moja-ljubljana/zdravje-in-socialno-varstvo/socialnovarstveni-programi-podpore-in-pomoci/>

A list of preventive health care programs can be found at: <https://www.ljubljana.si/sl/moja-ljubljana/zdravje-in-socialno-varstvo/preventivni-programi-varovanja-zdravja/>

A list of activities for children can be found at: <https://www.ljubljana.si/sl/moja-ljubljana/otroci-v-ljubljani/aktivnosti-za-otroke/>

A list of activities for young people can be found at: <https://www.ljubljana.si/sl/moja-ljubljana/mladi-v-ljubljani/aktivnosti-za-mlade/>

Sources and useful literature

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