

PROMOTION OF GENDER EQUALITY IN THE TEACHING PROFESSION AND WITHIN THE UNIOUN

CEE Round Table

Bucharest, 21. October 2015



Committee for Equality ESTUS Slovenia

- to promote awareness on the gender (in)equality in teaching profession and in society, monitoring and responding to current issues in this field
- established in January 2015

Committee for Equality ESTUS Slovenia

- Working group for Equality – 7 standing members appointed by regional union boards
- regular quarterly meetings, additional events (round tables, workshops)

Gender structure in ESTUS

- the last congress of the union (188 delegates):
115 women (61,2 %), 73 men (38,8 %)
- Main board (2014-2018) (53 members): 33
women (62,3 %), 20 men (37,7 %)
- Executive board (7 members): 4 women (57,1
%), 3 men (42,9 %),
- Union members: 73 % women

Gender structure in education in Slovenia

Level of education	Teaching staff	Men	Women
Higher education	10.781	6.258	4.523 (42 %)
Secondary education	6.625	2.203	4.422 (66,7 %)
Primary education	15.585	1.855	13.730 (88 %)
Preschool education	10.198	204 (2 %)	9.994 (98 %)

Source: Statistical Office of the Republic of Slovenia, school year 2011/2012.

Gender structure in Slovenian higher education

	1991/92	1995/96	1999/00	2005/06	2011/12
All	2.568	3.566	4.666	6.896	8.850
Women	609	987	1.643	2.584	3.633
The proportion of women	23,7 %	27,7 %	35,2 %	37,5 %	41,1 %

Data for the university teachers and employees by gender (1991/92-2011/12).

Source: Statistical Office of the Republic of Slovenia.

Gender structure in Slovenian higher education

Habilitacijski naziv	2002	2006	2011
Professors	719	1.177	1.593
% women	12,1 %	17,6 %	22,5 %
Associate professors	645	1.018	1.187
% women	21,9 %	27,0 %	31,8 %
Assistant professors	1.896	2.263	2.552
% women	42,3 %	43,1 %	43,1 %

Source: Statistical Office of the Republic of Slovenia.

Women in Slovenia

Women are better educated than men but on average earn less.

Higher education, 2011 (diploma)	Women (per 100 men)	Pay gap, 2012
EU-27	145,2	16,4 % (EU-28)
Slovenia	152,1	2,5 %
Norway	156,4	5,1 %

Source: The Ministry of Labour, Family, Social Affairs and Equal Opportunities, Department for Equal Opportunities (June 2014, project Gender balance, co-financed by the program of the Norwegian Financial Mechanism 2009-2014).

Women in Slovenia

Women represent more than a half of the population, but they are in minority regarding the political decision-making.

	Women	Men
Ministers (SI)	15 %	85 %
Ministers (NOR)	47 %	53 %
Parliament (SI)	33 %	67 %
Parliament (NOR)	40 %	60 %
Mayors (SI)	5 %	95 %
Mayors (NOR)	22 %	78 %

Source: The Ministry of Labour, Family, Social Affairs and Equal Opportunities, Department for Equal Opportunities (June 2014, project Gender balance, co-financed by the program of the Norwegian Financial Mechanism 2009-2014).

Women in Slovenia

More women are unemployed compared to men.

Unemployment rate, age 15-64, 2013	Women	Men	Unemployment rate, age 25-29, 2013	Women	Men
EU-28	10,9 %	11,0 %	EU-28	14,4 %	14,6 %
Slovenia	11,1 %	9,6 %	Slovenia	20,0 %	15,0 %
Norway	3,3 %	3,7 %	Norway	4,6 %	5,9 %

Source: The Ministry of Labour, Family, Social Affairs and Equal Opportunities, Department for Equal Opportunities (June 2014, project Gender balance, co-financed by the program of the Norwegian Financial Mechanism 2009-2014).

Women in Slovenia

Women do more unpaid work than men:

- on average women spend 26 hours/week for housework; men 9 hours/week
- on average working women spend 12 hours/week for taking care of children; men 4,5 hour/week (women also more often take care of elderly)