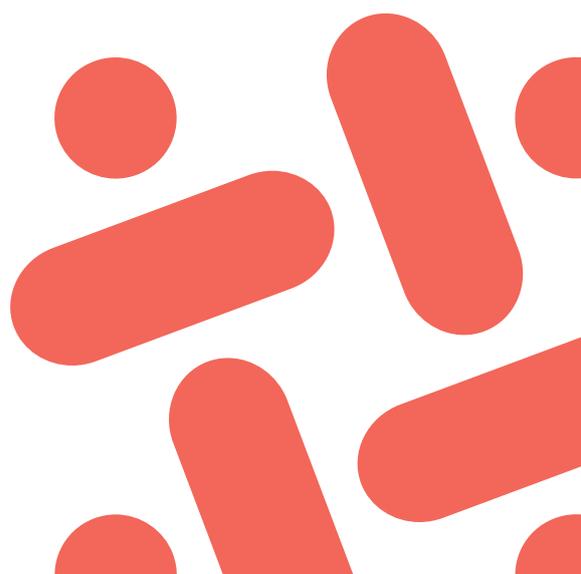


# **GENDER EQUALITY – COMPARISON BETWEEN SLOVENIA AND NORWAY**



**GENDER EQUALITY –  
COMPARISON BETWEEN  
SLOVENIA AND NORWAY**

**Issued by:** Ministry of Labour, Family, Social Affairs and Equal Opportunities

**Authors:** Sonja Robnik and Pia Ažman

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The **overall aim** of the project is to increase understanding of equal/unequal power relations between women and men in order to identify adequate responses to imbalances that persist in a gender-based power structure in society and inequalities between women and men in various areas, particularly in reconciliation of professional and private life, and the balanced representation of women and men in decision-making positions in business and politics.

The legislation and statistical data of Norway and Slovenia on the position of women and men in the labour market and decision making in politics and business are compared in this publication.

More information about the project can be found at [www.mddsz.gov.si](http://www.mddsz.gov.si) (tab Areas of Work/ Equal Opportunities) and on the project's website, [www.uravnostenost.si](http://www.uravnostenost.si).

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<sup>1</sup> The provider of funds is not responsible for the content of the publication since it presents the views of the project operator. The project, Towards Equalizing Power Relations between Women and Men, is co-financed by the Kingdom of Norway within the Norwegian Financial Mechanism Programme 2009-2014 for Slovenia.

# TABLE OF CONTENTS

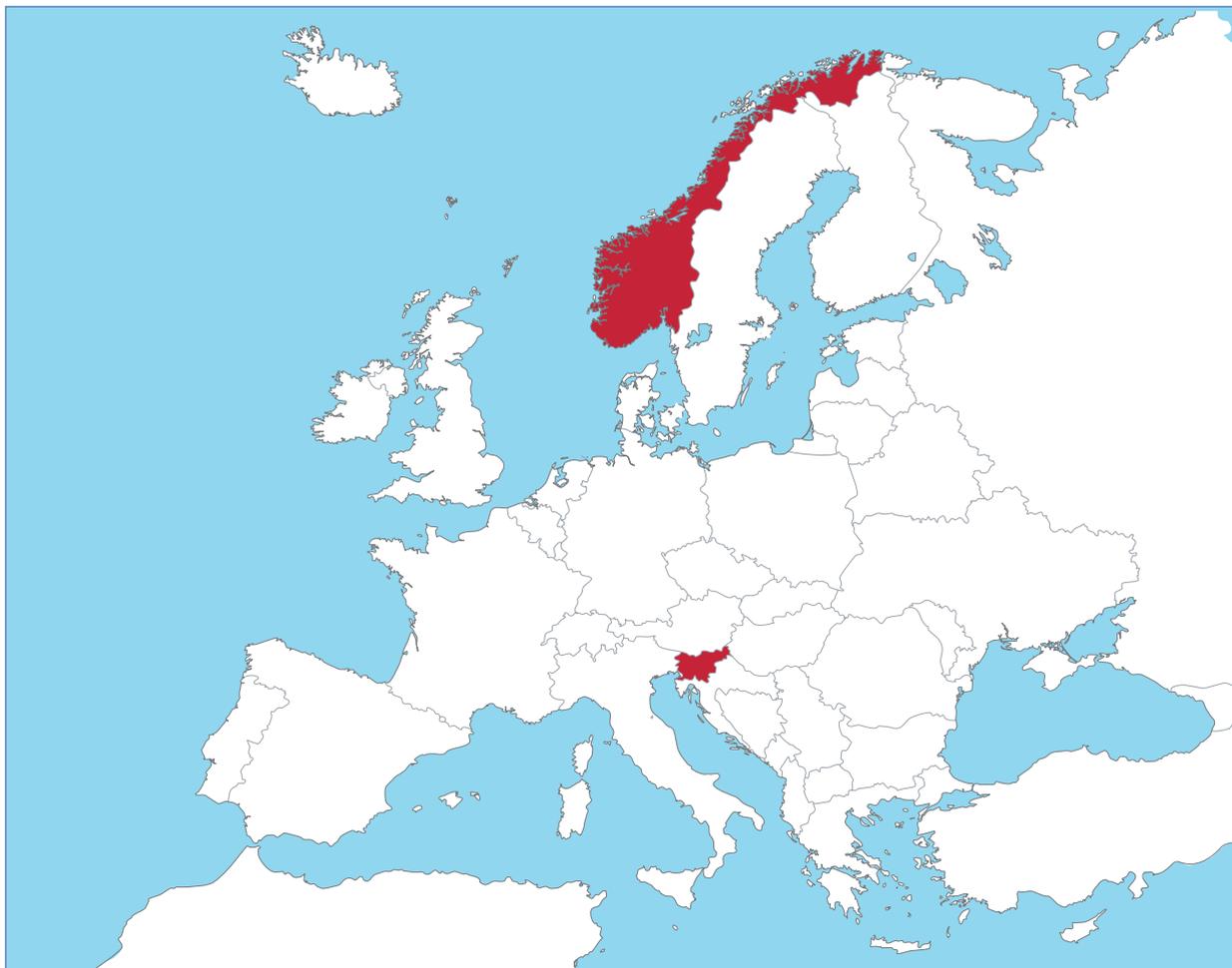
Global gender gap index . . . . . 6

Gender equality – basic legislation . . . . . 7

Work-life balance and gender equality in parenting . . . . .11

Gender equality in political decision-making . . . . .13

The balanced distribution of economic power and resources  
between women and men . . . . .15



	 Norway	 Slovenia
<b>Population</b>	5,223,256	2,064,188
<b>Share of women</b>	49.56 %	50.42 %
<b>Share of men</b>	50.26 %	49.58 %
<b>Life expectancy</b>	Women: 84.15 years Men: 80.36 years	Women: 83.68 years Men: 77.97 years
<b>Expected healthy life years</b>	Women: 71.7 years Men: 68.6 years	Women: 59.6 years Men: 57.8 years
<b>Fertility rate</b>	1.73	1.58
<b>Surface</b>	385,178 km <sup>2</sup>	20,273 km <sup>2</sup>
<b>Capital city</b>	Oslo	Ljubljana
<b>Form of government</b>	Parliamentary democracy and constitutional monarchy	Democratic republic
<b>Constitution</b>	17 May 1814	23 December 1991
<b>Gross domestic product</b>	61,542 USD per capita	31,129 USD per capita

Sources: Statistics Norway, Statistical Office of the Republic of Slovenia, Norwegian Institute of Public Health, Eurostat, OECD.  
 Note: The latest available data (2013, 2014 or 2015) are displayed, which cannot be compared directly due to different times of capture.

# GLOBAL GENDER GAP INDEX

On the World Economic Forum scale, which assesses the global gender gap index, **Norway** ranks second and **Slovenia** is ninth among 145 countries.

Norway is placed first in the world regarding gender equality in the field of economic participation and opportunity and third in the field of political empowerment. Slovenia's performance in these fields is also good; it is 16<sup>th</sup> in the field of political empowerment and 24<sup>th</sup> in the field of economic participation and opportunity.

	Global index	Economic participation and opportunity	Educational attainment	Health and survival	Political empowerment
<b>Norway</b>	0.850	0.868	1.000	0.974	0.559
<b>Slovenia</b>	0.784	0.778	1.000	0.973	0.385

Source: The Global Gender Gap Report 2015, World Economic Forum.

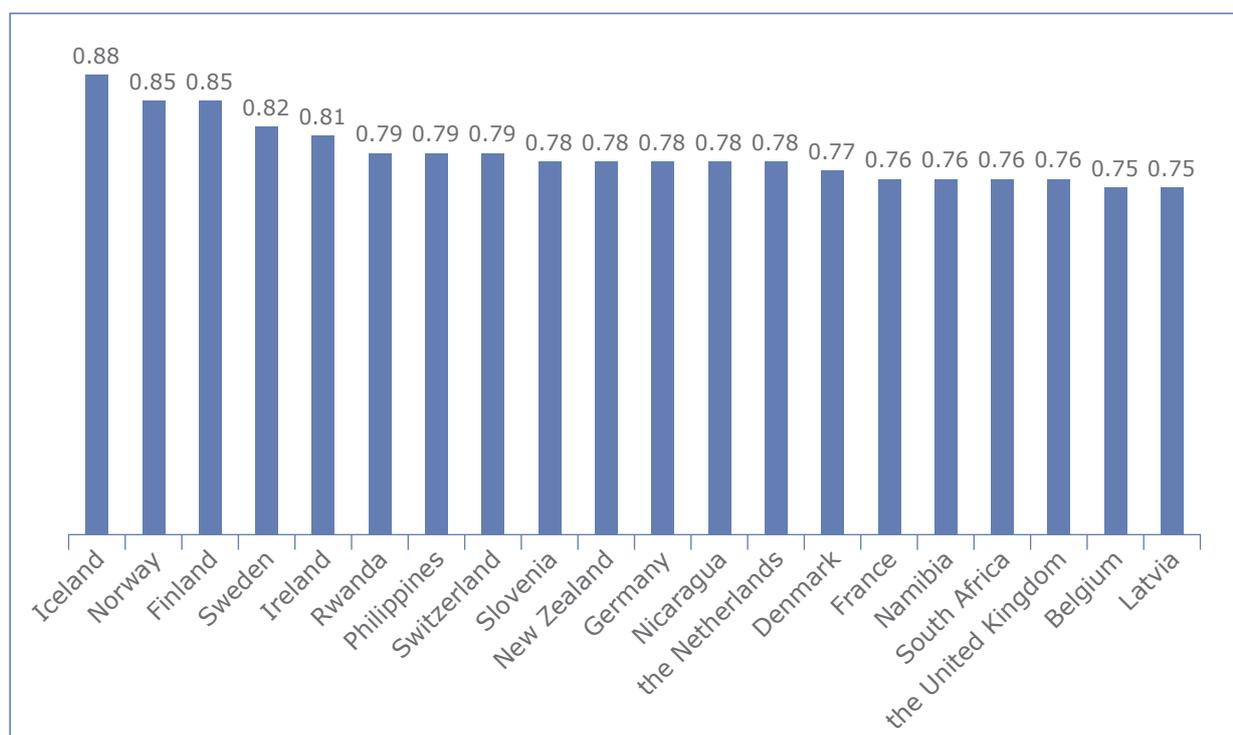
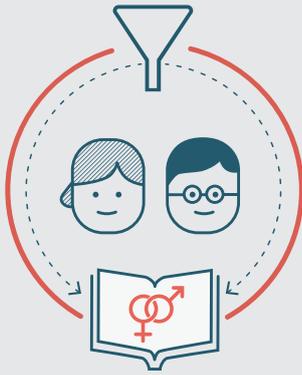


Figure: First twenty countries on the list of the World Economic Forum – Global Gender Gap Index.  
Source: The Global Gender Gap Report 2015, World Economic Forum.



# GENDER EQUALITY – BASIC LEGISLATION

**Norway** passed the Gender Equality Act in 1978 and amended it in 2013. According to the relevant Act, equality means equal status, equal opportunities and rights, accessibility and accommodation. A special objective of the Act is to improve the position of women. The Act prohibits discrimination on the basis of gender, which also includes discrimination on the basis of pregnancy and leave from work in connection with childbirth or adoption. The prohibition also applies to discrimination on the basis of a person's actual, assumed, former or future pregnancy or leave and also refers to a person with whom the person who is discriminated against has a connection.

Among other things, the Act also governs:

- prohibition of harassment on the basis of gender and sexual harassment, and urges managements of organisations and educational institutions to act preventively;
- binds public authorities, employees and employers' organisations to make active, targeted and systematic efforts to promote gender equality;
- the balanced participation of both genders on all public committees, governing boards, councils, boards, delegations etc. ;
  - if a committee has two or three members, both genders must be represented; if the committee has four or five members, each gender must be represented by at least two members; if the committee has six to eight members, each gender must be represented by at least three members; if the committee has nine or more members, each gender must be represented by at least 40 per cent of members;
  - the above provision also refers to the appointment of deputy members;
  - exemptions are possible in the event of special circumstances in which it is unreasonable to meet the requirements;
- determines additional rules that apply to the labour market<sup>2</sup>:
  - the prohibition of discrimination also applies to the announcement of a job vacancy, appointment, reassignment and promotion, training and skills development, pay and working conditions, and the cessation of employment relationships;
  - the prohibition of collecting information about pregnancy, adoption or plans to have children;
  - equal pay for the same work or work of equal value;
- in connection with parental leave, workers have the right to:
  - return to the same, or a corresponding, position,

<sup>2</sup> Slovenia regulates this field with the Employment Relationship Act – the key legislative provisions on the equality of both genders in the labour market comply with those in the Norwegian legislation.

- benefit from improvements in working conditions to which the worker would otherwise have been entitled during their absence, and
- make pay claims and be assessed in pay negotiations in the same way as other workers in an undertaking.

**Slovenia** passed the Equal Opportunities for Woman and Men Act in 2002, and amended it in 2007 and 2016. According to this Act, gender equality means that women and men participate equally in all fields of public and private life and have equal status, equal opportunities to exercise all rights and to develop their personal potential, whereby they contribute to social development and equally benefit from the results of development.

Inter alia, the Act governs:

- the definition of non-balanced gender representation:
  - when the representation of one gender in a specific field of social life or in part of such a field is lower than 40 per cent;
- special measures:
  - which remove objective obstacles that cause unbalanced representation of women and men or unequal status of persons of one gender or afford special benefits in the form of incentives to the under-represented gender or the gender experiencing unequal status;
- tasks of the Government and ministries:
  - when preparing regulations and other measures that apply in fields which are relevant to establishing equal opportunities, ministries must consider the gender equality perspective;
  - ministries must appoint co-ordinators for equal opportunities for women and men;
- tasks of local communities:
  - promote and establish equal opportunities and consider the gender equality perspective with regard to the adoption of measures and activities needed to ensure equal opportunities;
  - may appoint co-ordinators for equal opportunities;
- tasks of political parties:
  - must adopt a plan every four years in which they take a position on the issue of the balanced representation of women and men.

Employment rate, 20–64 years	Women	Men
<b>EU-28</b>	64.3 %	75.9 %
<b>Slovenia</b>	64.7 %	75.3 %
<b>Norway</b>	76.7 %	81.3 %

Source: Eurostat, Labour Force Survey, 2015.

Part-time employment rate, 20–64 years	Women	Men
<b>EU-28</b>	32.1 %	8.9 %
<b>Slovenia</b>	13.7 %	7.0 %
<b>Norway</b>	38.4 %	14.8 %

Source: Eurostat, Labour Force Survey, 2015.

Employment rate	Employment rate of people aged 25–49 without children		Employment rate of people aged 25–49 with one child under the age of 6	
	Women	Men	Women	Men
<b>EU-28</b>	77.6%	79.3%	69.5%	90.5%
<b>Slovenia</b>	74.9%	80.1%	79.2%	94.4%
<b>Norway</b>	N/A	N/A	N/A	N/A

Source: Eurostat, Labour Force Survey, 2015.

Wage gap	
<b>EU-28</b>	16.1%
<b>Slovenia</b>	2.9%
<b>Norway</b>	14.9%

Source: Eurostat, 2014.

Unemployment rate (as per working age population)	Women	Men
<b>EU-28</b>	9.5%	9.3%
<b>Slovenia</b>	10.1%	8.1%
<b>Norway</b>	4.0%	4.7%

Source: Eurostat, 2015.

Share of women and men with tertiary education (aged 30–34)	Women	Men
<b>EU-28</b>	43.4%	34.0%
<b>Slovenia</b>	56.4%	32.0%
<b>Norway</b>	60.9%	41.5%

Source: Eurostat, 2015.

Share of women among tertiary students	
<b>EU-28</b>	54.9%
<b>Slovenia</b>	57.7%
<b>Norway</b>	60.1%

Source: Eurostat, 2012.

Share of female students in science, mathematics and computing	
<b>EU-28</b>	37.3%
<b>Slovenia</b>	41.0%
<b>Norway</b>	34.6%

Source: Eurostat, 2012.

### Share of female students in engineering, manufacturing and construction

<b>EU-28</b>	25.1%
<b>Slovenia</b>	25.1%
<b>Norway</b>	26.7%

Source: Eurostat, 2012.



## WORK-LIFE BALANCE AND GENDER EQUALITY IN PARENTING

**Norway** governs issues of parental protection with the Working Environment Act from 2005 (amended in 2013). The Act determines that a pregnant employee is entitled to a leave of absence with pay in connection with prenatal examinations if such examinations cannot reasonably take place outside working hours. A pregnant employee is entitled to leave of absence for up to twelve weeks during pregnancy. Parents are entitled to 49 weeks of paid parental leave, of which three weeks before the birth are intended only for the mother. Following the birth, ten weeks of leave of absence are intended for the mother and ten for the father, and the parents may divide among themselves the remaining 26 weeks. The sharing of parental leave has been possible in Norway since 1974.

The number of days intended for a child's illness is limited in **Norway**: an employee is entitled to a maximum of 10 days' leave of absence per calendar year until the child's twelfth birthday or a maximum of 15 days if the employee has two or more children in his or her care. If a child has a chronic or long-term illness or disability, the employee is entitled to a maximum of 20 days' leave of absence. If an employee has sole responsibility for the care of a child, they are entitled to twice the number of days of leave.

**Slovenia** addresses the matter of parental leave with the Parental Protection and Family Benefits Act and the Employment Relationship Act. Maternity leave normally commences 28 days before the expected date of childbirth for a period of 105 days. Paternity leave with benefit is 15 calendar days or 11 working days, 50 calendar days (35 working days) with the payment of social security contributions and five calendar days with benefits from the end of parental leave until the child completes the first grade of primary school. Others who actually nurse or care for a child immediately after its birth are also entitled to parental leave (other person and mother's spouse, cohabiting partner or a partner in a registered civil partnership). Parental leave is intended for a mother and father for a period of 130 days for each parent (total of 260 days). The mother may transfer 100 days of parental leave to the father, while 30 days are non-transferable and may only be used by the mother (the father may use 230 days at most and 260 days only exceptionally). The father may transfer to the mother his 130 days of parental leave (the mother may use all 260 days). Parental leave is extended in the case of birth of twins or several children, a premature infant or a child who needs special care.

The number of days intended for a child's illness in Slovenia is limited according to the individual case (and not annually), i.e. to no more than seven working days (and up to 15 working days for children under 7 or older children with a moderate, severe or profound mental and physical handicap). The right to compensation may be extended to 30 working days for care of a child under the age of 7 or an older child with a moderate, severe or profound mental and physical handicap when this is necessary due to the medical condition of the child. Absence due to child's illness may be extended exceptionally up to six months (e.g. sudden worsening of the child's health).

Part-time employment (share in total employment; aged 15–64)	Women	Men
<b>EU-28</b>	32.4%	8.9%
<b>Slovenia</b>	13.2%	6.2%
<b>Norway</b>	38.9%	15.3%

Source: Eurostat, 2016 (1/4).

Reason for part-time employment is provision of care for children or disabled adults (aged 15–64)	Women	Men
<b>EU-28</b>	27.2%	4.4%
<b>Slovenia</b>	14.9%	6.2%
<b>Norway</b>	*12.4%	No data available

\*Low data reliability.

Source: Eurostat, Labour Force Survey, 2015.

Time spent in unpaid work (per day)	Women	Men
<b>OECD-26</b>	272 minutes	138 minutes
<b>Slovenia</b>	286 minutes	166 minutes
<b>Norway</b>	211 minutes	162 minutes

Source: OECD, 2010.

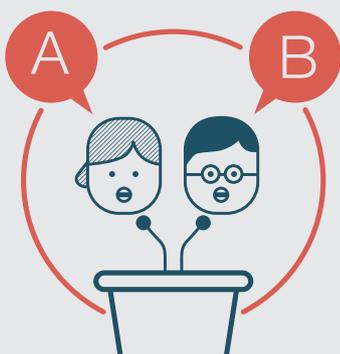
Number/share of fathers who used their right to paternity leave or child-care leave	Slovenia			Norway	
	Up to 15 days	Over 15 days	Child-care leave	Share of fathers who used full paternal quota or more	
<b>2004</b>	12,667	/	ND	2013	68.5%
<b>2010</b>	18,042	3,734	1,415	2014	68.2%
<b>2015</b>	16,374	2,890	1,315		

/ - the right has not been in force yet // ND - no data.

Source: MDDSZ, Statistics Norway.

Share of children attending early childhood education and care	Up to the age of 3	From the age of 3 to admission to primary school
<b>EU-28</b>	28%	83%
<b>Slovenia</b>	37%	90%
<b>Norway</b>	55%	91%

Source: Eurostat, 2014.



## GENDER EQUALITY IN POLITICAL DECISION- MAKING

In **Norway**, women were granted voting rights in 1913; Norway was the first independent country in the world to enact women's suffrage<sup>1</sup>. In **Slovenia**, female inhabitants of Ljubljana were able to vote in 1911; women living in Slovenian national territory which came under Austrian rule after 1920 were granted voting rights in 1920.<sup>2</sup> Universal suffrage was finally enacted in Slovenia, then part of Yugoslavia, in 1945.

**In Norway**, women obtained a one-third share in national politics already in the 1980s; unlike in the majority of other countries, this was achieved without the implementation of a legally required minimum share of each gender or so-called quota at the national level. However, quotas were adopted by Norwegian political parties, but only after women had already been intensively involved in politics (Socialist Left Party in 1975; Norwegian Labour Party in 1983; Centre Party in 1989 and Christian People's Party in 1993)<sup>3</sup>.

Unlike Norway, **Slovenia** is a country where the share of women in politics at the national and local level did not even come close to balanced representation, i.e. at least 40-per cent participation of women and men, until the implementation of a legally prescribed minimum share of each gender on electoral lists. This legislation (2004) was first applied during elections of Members of the European Parliament, and balanced representation has thus been achieved already in the first elections. The Act requires the balanced representation of both genders on electoral lists, and at least one woman and one man had to be placed in the upper half of the list.

The legislation governing local elections (2005) determines that candidates must be selected in such a way that each gender is allocated at least 40 per cent of candidacies when a political party or voters in a constituency propose more than one person, and must be positioned in the first half of the list alternately by gender. If there are three candidates on the list, at least one person of each gender must be on the list. This provision came into force gradually; a 20-per cent share was applied in the first local elections after the passage of the Act, and a 30-per cent share in the second elections. Thus it was only in the local election in 2014 that the balanced representation of genders was ensured on electoral lists for the first time.

From the viewpoint of the balanced representation of women and men in Slovenia, the legislation on the elections of deputies to the National Assembly was amended in 2006, stipulating that neither gender on the electoral list could be represented with less than 35 per cent of the total actual number of candidates on the list. If there are three candidates on the list, at least one person of each gender must be on the list. Since the implementation of the mandatory minimum gender quota on electoral lists, the share of female deputies in the Slovenian Parliament increased by about three times.

<sup>3</sup> 100 Year of Democracy for Women in Norway. Published at [www.tnp.no](http://www.tnp.no) (9 September 2013)

<sup>4</sup> Aleš Žužek. V Ljubljani so liberalci napadli ženske, ki so prišle na volišče (Liberals attacked women who came to the polls in Ljubljana.). Published at [www.siol.net](http://www.siol.net) (23 April 2015)

<sup>5</sup> Global Database of Quotas for Women. Published at <http://www.quotaproject.org/>.

Participation of women in national parliaments	Bureau	Female members	Male members	Share of female members	Share of male members
<b>EU-28</b>	9 W, 19 M	2,029	5,116	28%	72%
<b>Slovenia</b>	Men	31	59	34%	66%
<b>Norway</b>	Men	67	102	40%	60%

Source: European Commission Database, 2016.

Participation of women on national councils	Bureau	Female councillors	Male councillors	Share of female councillors	Share of male councillors
<b>EU-28</b>	3 W, 10 M	660	1,799	27%	73%
<b>Slovenia</b>	Men	3	37	8%	92%
<b>Norway</b>	/	/	/	/	/

Source: European Commission Database, 2016.

Participation of women in local politics	Mayors		Share		Male and female councillors		Share	
	Number of women	Number of men	Women	Men	Number of women	Number of men	Women	Men
<b>EU-28</b>	10,765	60,698	15%	85%	323,673	584,836	36%	64%
<b>Slovenia</b>	16	196	8%	92%	1,069	2,296	32%	68%
<b>Norway</b>	96	333	22%	78%	4,115	6,670	38%	62%

Source: European Commission Database, 2015.

Leaders of political parties	Presidents				Vice-presidents			
	Number of women	Number of men	Share of women	Share of men	Number of women	Number of men	Share of women	Share of men
<b>EU-28</b>	24	118	17%	83%	58	121	32%	68%
<b>Slovenia</b>	1	4	20%	80%	4	6	40%	60%
<b>Norway</b>	3	3	50%	50%	3	4	43%	57%

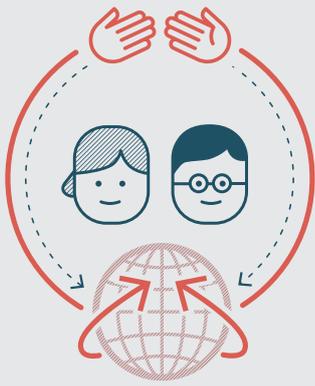
Source: European Commission Database, 2015.

Women's representation in decision-making positions in state administration	Number of ministries	Level 1		Level 2	
		Share of women	Share of men	Share of women	Share of men
<b>EU-28</b>	431	34%	66%	40%	60%
<b>Slovenia</b>	17	53%	47%	61%	39%
<b>Norway</b>	16	39%	61%	40%	60%

\*Level 1: high-level official posts at ministries.

Level 2: mid-level official posts at ministries.

Source: European Commission Database, 2015.



## THE BALANCED DISTRIBUTION OF ECONOMIC POWER AND RESOURCES BETWEEN WOMEN AND MEN

**Norway** enacted a minimum corporate board gender quota; the Act was passed in 2003 and implemented gradually. However, Norway did not pass such legislation hastily; the first government bill was drafted in 1999 and anticipated at least 25-per cent representation of each gender.

The Act of 2003 first applied to companies owned by the state or municipalities (2004), and then to newly-established public limited companies (2006), and later to existing public limited companies (2008) and municipal and cooperative companies (2009). The Act now requires 40-per cent participation of women and men on corporate boards. The legislation includes detailed rules on the number of representatives of each gender if 40-per cent participation is not possible:

- if a board has three or four members, both genders should be represented;
- if a board has five or six members, both genders should be represented by at least two members;
- if a board has seven to nine members, both genders should be represented by at least three members;
- if a board has ten or more members, the membership should be comprised of at least 40 per cent men and 40 per cent women<sup>6</sup>.

The Act anticipates severe sanctions, including the liquidation of a company.

In the field of balanced gender representation in decision-making positions in business, **Slovenia** has no (yet) legislation which prescribes a minimum share of both genders<sup>7</sup>. The general act on gender equality (Equal Opportunities for Women and Men Act of 2002) determines that when appointing or proposing governmental representatives in public corporations or other bodies governed by public law, the Government must observe the principle of balanced representation of both genders, except when this is not possible for objective reasons.

<sup>6</sup> Mari Teigen. 2010. Gender Quotas for Corporate Boards in Norway: Innovative Gender Equality Policy. In: Colette Fagan, Maria C. Gonzales Menendez and Slivia Gomez Anson (eds.). Women on Corporate Boards and in Top Management. European Trends and Policy.

<sup>7</sup> As this publication was being drafted, a special working group was preparing a draft act to regulate this field.

Women's representation in business	Number of companies	General male director/female director		Executive function		Non-executive function	
		Share of women	Share of men	Share of women	Share of men	Share of women	Share of men
<b>EU-28</b>	615	4%	96%	15%	85%	25%	75%
<b>Slovenia</b>	20	10%	90%	23%	77%	21%	79%
<b>Norway</b>	21	0%	100%	17%	83%	39%	61%

Source: European Commission Database, 2015.

Equal gender representation is not important only in political decision-making or decision-making in business. The share of women and men in many other decision-making positions is also an important indicator of the level of democracy in a society. The latest data available on the representation of women and men in positions of supreme court presidents and decision-making positions of public service radio and television are presented below.

Representation of women and men in supreme courts	Bureau		Membership	
	Number of women	Number of men	Share of women	Share of men
<b>EU-28</b>	8	20	39%	61%
<b>Slovenia</b>	0	1	38%	62%
<b>Norway</b>	0	1	35%	65%

Source: European Commission Database, 2015.

Representation of women and men in leading positions of public service radio and television	Bureau		Management			
	Number of women	Number of men	Number of women	Number of men	Share of women	Share of men
<b>EU-28</b>	9	39	136	299	31%	69%
<b>Slovenia</b>	0	1	4	7	36%	64%
<b>Norway</b>	0	1	4	4	50%	50%

Source: European Commission, 2015.

Representation of women and men on the works councils of the public service radio and television	Works councils			
	Number of women	Number of men	Share of women	Share of men
<b>EU-28</b>	6	14	30%	70%
<b>Slovenia</b>	2	0	100%	0%
<b>Norway</b>	1	2	33%	67%

Source: European Commission, 2015.

Representation of women and men in executive and non-executive positions in public service radio and television	CEOs			Executive positions			Non-executive positions		
	Number of women	Number of men	Share of women	Number of women	Number of men	Share of women	Number of women	Number of men	Share of women
<b>EU-28</b>	5	44	10%	116	235	33%	126	266	32%
<b>Slovenia</b>	0	1	0%	5	4	56%	2	7	22%
<b>Norway</b>	0	1	0%	3	6	33%	3	2	60%

Source: European Commission, 2015.

Representation of women and men in independent regulatory bodies in public service radio and television	Bureau		Membership			
	Number of women	Number of men	Number of women	Number of men	Share of women	Share of men
<b>EU-28</b>	9	26	88	179	33%	67%
<b>Slovenia</b>	0	1	0	7	0%	100%
<b>Norway</b>	0	1	2	4	33%	67%

Source: European Commission, 2015.

Through the Norway Grants and EEA Grants, Norway contributes to reducing social and economic disparities and to strengthening bilateral relationships with beneficiary countries in Europe. Norway cooperates closely with the European Union through the Agreement on the European Economic Area (EEA).

For the period 2009-14, Norway's contribution is €1.7 billion. Grants are available for non-governmental organisations, research and academic institutions, and the public and private sectors in twelve newest EU member States, Greece, Portugal and Spain. There is broad cooperation with Norwegian entities, and activities may be implemented until 2016.

Key areas of support are environmental protection and climate change, research and scholarships, civil society, health and children, gender equality, justice and cultural heritage.

More information on the Norwegian Financial Mechanism Programme 2009-2014 is available at [www.norwaygrants.si](http://www.norwaygrants.si) and [www.norwaygrants.org](http://www.norwaygrants.org).



REPUBLIKA SLOVENIJA  
MINISTRSTVO ZA DELO, DRUŽINO,  
SOCIALNE ZADEVE IN ENAKE MOŽNOSTI



uravnotežimo  
odnose moči  
med spoloma

