

Yes**We**Plan!

Country Situation Report

SLOVENIA



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1. BASIC DATA					
Total population	2.079.003	... of which are female	50,22%		
Number of Architects*	1.539	...of which are female	45,16%		
Number of Civil Engineers*	2.430	...of which are female	23,74%		
Graduates in Architecture	2019	185	...of which are female	2019	56,76%
	2018	198		2018	54,54%
	2017	175		2017	64,57%
	2016	387 ⁶⁾		2016	54,78%
	2015	222		2015	59,90%
	2014	212		2014	65,09%
	2013	173		2013	64,16%
	2012	184		2012	65,76%
	2011	191		2011	62,30%
	2010	203		2010	67,98%
	2009	135		2009	71,85%
	2008	82		2008	60,97%
Graduates in Civil Engineering	2019	85	...of which are female	2019	30,59%
	2018	123		2018	43,09%
	2017	114		2017	35,09%
	2016	268 ⁶⁾		2016	34,70%
	2015	113		2015	35,40%
	2014	148		2014	31,08%
	2013	156		2013	42,31%
	2012	156		2012	34,62%
	2011	133		2011	41,35%
	2010	-		2010	-
	2009	-		2009	-
	2008	-		2008	-
Students in Architecture	2019	220	...of which are female	2019	69,54%
	2018	226		2018	66,37%
	2017	253		2017	59,68%
	2016	250		2016	64,00%
	2015	266		2015	62,03%
Students in Civil Engineering	2019	7)	...of which are female	2019	7)
	2018	7)		2018	7)
	2017	7)		2017	7)
	2016	183		2016	-
	2015	208		2015	-
For Comparison: Number of medical doctors	8.365	...of which are female	61,54%		
For Comparison: Number of Lawyers	1.813	...of which are female	46,50%		

* Architects and Civil Engineers are defined as professionals with a master degree in Architecture or Civil Engineering that are authorised to conduct the profession according to the legal requirements of their country.

6) 2016 Deadline for pre-Bologna reform programme

7) The number of students that enter the Faculty (in Ljubljana or Maribor) does not reflect the number of those who really plan to finish the Master level and become a fully qualified Civil Engineer as many entries aim at receiving the formal status as students of Civil Engineering which leads to better employability and tax advantages.



2. FACTS

2.1 The professions of Architects and Civil Engineers: Regulation and Organisation

In Slovenia, Architects, Landscape architects and Spatial planners are gathered in the Chamber of Architecture and Spatial planning (ZAPS), Civil Engineers are assembled together with other engineering professions in the Slovenian Chamber of Engineers (IZS).

The division of Architects and Engineers into professionally independent Parent Sections of Architects, Spatial Planning Professionals, and Landscape Architects (MSA) as part of the Slovenian Chamber of Engineers (IZS chamber) happened in 1997. Due to the specificity of the architectural profession and pursuant to the provisions of the Construction Act, the MSA split off from IZS in 2003.

Today, ZAPS – as an independent non-governmental organisation – is the closest to the general European practice of professional association of experts, whose professions are recognized as regulated professions in the public interest in the EU, in accordance with the Directive of the European Parliament and Council (2005/36/EC) on the recognition of professional qualifications.

ZAPS was established to ensure the professionalism and protection of public interest in spatial management and construction, as well as protection of third parties. Chamber membership is granted based on professional qualifications (appropriate diploma, internship, and professional examination), and is required for preparing design documents (licensed Architect).

The professional title "Licensed Architect", "Licensed Landscape Architect" and "Licensed Spatial Planner" may be used in any word only by a person registered in the Directory of Licensed Architects, Licensed Landscape Architects and Licensed Spatial Planners at ZAPS.

The Slovenian Chamber of Engineers (IZS) issues decisions on recognition of professional qualifications ("Chartered Engineer") according to the Construction Act (GZ) upon appropriate diploma (EOK7), practice, professional examination and yearly membership fee.

Authorized Architects and Civil Engineers can perform their professional duties on an ongoing and permanent basis in one or more of the following ways:

- as a self-employed entrepreneur or an individual engaged in a profession independently
- on the basis of employment in a company that fulfils the conditions/is registered for performing architectural and engineering activities under the provisions of the Architecture and Civil Engineering Act (ZAID)
- on the basis of another legal relationship regarding the performance of work for a company that meets the conditions/is registered for performing architectural and engineering activities under the provisions of this Act (ZAID), if the authorized Architect or Engineer is a shareholder
- on the basis of employment as a civil servant, on behalf of the body governed by public law in which they are employed (as building officials and inspectors in governmental bodies (public employees), involved for example in the building permit acquiring process)
- on the basis of an employment relationship with a legal person who builds facilities solely for his own use and whose activity is not construction for the market or intermediation in the sale of real estate, on his behalf and on his account (e.g. a land owner that builds a single-family home for his own use)



The professional tasks of a Certified Architect are the architectural design of buildings, especially buildings and open space, managing the preparation of municipal detailed spatial plans as well as the participation in the preparation of other spatial implementing acts in the part related to urbanism and the professional field of architecture.

The professional tasks of a Certified Landscape Architect are landscape architectural design of buildings, landscapes and open space and participation in the preparation of spatial implementation acts, in the part relating to the professional field of landscape architecture.

The professional tasks of an authorized Spatial Planner are to manage the preparation of spatial implementation acts.

The professional tasks of a Certified Civil Engineer relate to the professional field of construction, in particular to the preparation of plans for construction, geotechnical, carriageway and similar structures of buildings and other structures and interventions in space and their implementation, construction plans for civil engineering, static and seismic analyses, seismic hazard studies of buildings and geological geotechnical analyses of foundation soils and testing of construction materials.

The professional tasks of a Certified Architect, a Certified Engineer and a Certified Landscape Architect also include construction supervision, preparation of expert opinions and studies in the professional field, for which they are authorized, as well as advising and representing the client and managing the investment.

There is an exam for both Architects and Engineers to become a Chartered professional in order to be able to prepare and sign the technical plans and other tasks listed above. The exam can be taken after a certain amount of planning experience. Architects that work on e.g. interior design, scenography, etc., can work without a license. Only Chartered Architects and Engineers are members of their Chambers.

There is no official equality policy in the Chamber of Architecture and Spatial Planning of Slovenia, except an internal regulation rule: Representatives of both sexes and, as a rule, representatives of all three sections (Architects, Spatial Planners and Landscape Architects) must be represented on the Governing Board. Similar rules apply for the IZS.

2.2 Legal framework of Gender Equality

The general provision is embedded in the Constitution of the Republic of Slovenia (Article 14). The Employment Act (Article 6), states that the employer must ensure equal treatment, regardless of nationality, race or ethnic origin, national or social origin, during the employment or the termination of the employment contract for the seeker or job seeker (hereinafter: the candidate), gender, skin colour, health status, disability, religion or belief, age, sexual orientation, family status, union membership, property or other personal circumstances under this Act, equal treatment rules and equal opportunities rules for women and men.

The Labour Resolution Act, Article 133 states that the employer is obliged to pay equal pay to workers regardless of gender for equal work and work of equal value.

As Slovenia is a member of the EU, also the relevant EU legislation is applicable.

There are no special regulations in professional laws for Architects and Civil Engineers.



2.3 Official pay gap

The average monthly payment of men in 2018 (1.836 EUR) was 3.3% above the average (1.778 EUR) and of women (1.709 EUR) 3.9% below the average (Source: www.stat.si -Structural wage statistics for 2018 - Statistical Office of the Republic of Slovenia)

The average monthly payment of men in 2017 (1.769 EUR) was 2.8% above the average (1.721 EUR) and of women (1.664 EUR) 3.3% below the average. (Source: www.stat.si - Structural wage statistics for 2017 - Statistical Office of the Republic of Slovenia).

The pay gap in Slovenia has a tendency of growing.

2.4 Income transparency

The basic salary for public employees is regulated on national level by wage classes, which are regulated by The Law on salaries in the public sector.

The basic salary is regulated for every position and task by the (starting) wage class. 10 promotions are foreseen for each position or title. For private employees the salaries are only regulated in the legal frames of each company, where a type of work is defined for each payment range. The minimum income is regulated through collective agreement of construction trades.

2.5 Maternal, Parental and Care leave

According to The Parental Protection and Family Benefits Act there are:

1. Parental leave (maternity leave, paternity leave, childcare leave)
2. Parental allowance (Parental compensation for full absence from work is 100% of the basic salary)
3. The right to part-time work and the right to payment of parental social security contributions

Maternity leave is intended for the preparation of childbirth, care and care of the baby immediately after childbirth and protection of maternal health at and after the birth of the baby. Maternal leave generally begins 28 days before the estimated date of birth and lasts 105 days. After maternity leave, parental leave takes a further 260 days – in total 365 days.

The father has the same right for a parental leave as the mother – reduced for the number of days already used by a mother. The minimum is 28 days.

The father is also entitled to a paternity leave at the birth of the child for a period of 30 days. The right is non-transferable.

Regarding care leave, one parent is entitled to childcare leave of 260 days immediately after the end of maternity leave. One parent who nurtures and cares for a child up to the age of three is entitled to part-time work.

Family benefits are cash benefits that comprise Parental allowance, Childbirth assistance, Child allowance, large family allowance, child care allowance and partial payment for lost income.



There are no special regulations in professional laws for Architects and Civil Engineers.

2.6 Childcare services

Every preschool child has potentially access to childcare services according to the Law of Kindergartens (ZVrt):

Preschool education in kindergartens takes place in two age groups:

- First period: children between one and three years old
- Second period: children from the age of three until entering school

Preschool programmes are funded by Public funds, Funds of the founder (municipality), Parental payments, and Grants and other resources.

There are public and private kindergartens (subsidized by the state).

In 2015/16, 78.1% of all children in the age of 1-5 were attending public or private kindergartens (91% public, 9% private). In 2018/19, 81.7% of all children in the age of 1-5 were attending public or private kindergartens (94.4% public, 5.6% private). (Source: www.stat.si/ / Statistical Office of the Republic of Slovenia)

Full costs for the public kindergartens are fixed and regulated by the government based on the income of parents. Each community (Municipality) offers a subvention for children attending the kindergarten. The amount is determined according to the average monthly income per person in the family. Maximum payment rate is 77%.

In 2019/20 the full price for the ages 1-3 was 576 EUR, for the ages 3-5 418 EUR, combined: 446 EUR.

There are 30% lower costs for the second child in the kindergarten, the third (+) child attends kindergarten with no costs.

2.7 Public supporting measures for women in technical professions

Since 2018, the Chamber of Architecture and Spatial Planning of Slovenia (ZAPS) with the working group „Women in Architecture“, provides a framework to support women in the profession and to improve the conditions for professional work in the field of architecture. The group has also been a part of the ACE (Architects' Council of Europe) Work Task. Already within the framework of the former Yugoslavia, Slovenia has made a major step forward in the field of equality of women in society. Gender equality and the organization of social structure support a woman in her active social role. Still, the main challenges remain economic empowerment. Survey research has shown that certain differences between male and female architects do exist, but they are mostly a potent expression of the problem of the whole profession.

In 2019, the Management board of the Slovenian Chamber of Engineers (IZS) initiated a project called “Women in Engineering”, a project for female engineers who are members of IZS. The main goals of the project are encouraging professional women engineers to promote their work and career, networking, investigation of the actual position of women engineers in Slovenia in comparison to male colleagues and cooperation with related professional



associations. IZS gives special importance to the promotion of equality of male and female members.

2.8 Gender equality programmes in Education

There are no gender equality programmes in the field of Architecture or Land-scape Architecture – there are more female than male students in the Faculty of Architecture (approx. 65% female and 35% male) and in the Biotechnical Faculty, department of Landscape Architecture (approx. 76% female and 24% male) (2019/20).

In the field of Civil Engineers, studies show that there are more male students than female students (approx. 65% male and 35% female). A promotional programme exists, called: We will be engineers! (<https://www.inzenirji-bomo.si/sl/novice/>)

2.9 Working hours

The Labour Resolution Act (Article 143) states, that full-time work shall not exceed 40 hours per week. The law or collective agreement may stipulate as full-time working time shorter than 40 hours per week, but not less than 36 hours per week.

Regarding home office the Labour Resolution Act: Articles 68 – 72 states, that with the employment contract, the employer and the employee can agree about the work from home full or part-time. Home office provides the same rights as the work at the employer's premises.

The rights, obligations and conditions, which depend on the nature of the work at home, shall be regulated between the employer and the employee with the employment contract.

There are no legal regulations for flexible working times. They are regulated by companies' internal rules. Pregnant women and mothers with issues of breast-feeding and childcare until the age of 6 are entitled to the adoption of working time according to the needs of a woman.

The percentage of the M/F part-time workers in general is:

10% women, 6% men (in 2014) (Source: www.stat.si (Structural wage statistics for 2017) Statistical Office of the Republic of Slovenia)

In 2018: 30% of parents with children until age 6 worked part time, 5% of those were men (Source: <https://www.zurnal24.si/slovenija/krajsi-delovnik-za-starse-toliko-starsev-qa-v-resnici-koristi-331846>)

3. EXPERT OPINIONS

3.1 History of professional Gender Equality

Already within the framework of the former Yugoslavia, Slovenia has made a major step towards equality of women in society. Gender equality and the organization of social structure support a woman in her active social role (organised childcare, early/family friendly working hours (6am – 2pm), social network and help of the extended family, voting rights, access to all the professions for women).



Women could not enlist into technical studies in the Austro-Hungarian empire until 1918. The first female with a doctor's degree in Slovenia was Ana Mayer-Kansky in 1920 in chemistry, the first female Architect received her degree in 1932 (Dušana Šantel), and Sonja Lapajne Oblak who was the first female engineer, obtained her degree in 1932.

The statistics show that in general, according to the active part of the population there are 95.5% of men and 95.1% of women working; the ratio of women to men is 45:55.

Slovenia is one of the countries that rank high, after measuring different indexes of equality between women and men. The World Economic Forum's Global Gender Index places Slovenia 36th among 153 countries in the world and the Gender Equality Index of the European Institute for Gender Equality places Slovenia on the 11th position in the European Union. (Gender Equality Index 2019).

However, there are quite a few areas of inequality for women and men: despite the fact that half of the population are women, there are significantly fewer in political decision-making places. In 2019, only 8% of women were mayors, 32% city and municipal councillors, 23% parliamentarians, 38% EU parliamentarians, and in all the years Slovenia had only one woman lead the government. Data on the situation of women in the labour market show that the employment rate of women in 2019 was lower than that of men. There were more women among the unemployed, there were twice as much part-time workers, they were paid almost a tenth less than men, and there were far fewer decision-makers in the economy than men, whether they were chairpersons (15%) or board members (23%), CEOs, employee representatives, etc. In Slovenia, as in most other EU countries, women are better educated than men – in 2019, more women were graduated annually (71% at the second Bologna level), but there were still less female academics (25% full-time and 34% associate professors), among the members of the Slovenian Academy of Sciences and Arts, only 4% of them since its inception.

(Source: <http://www.sloga-platform.org/enakost-spolov/>)

3.2 Societal obstacles preventing comprehensive Gender Equality

In principle, there are no specific groups that have tried (or are still trying) to prevent comprehensive gender equality. Some non-equality issues are connected by religious institutions/beliefs. There are some issues in political parties and religious groups concerning rights for abortion, in vitro fertilization for single women, but also rights for same sex partnerships.

The religion in Slovenia is represented in the following percentage:

73% Catholicism, 21.5% Atheists, 2.4% Islam, 2.2% Eastern orthodox, 0.9% Lutherans

3.3 Challenges for female Architects and Civil Engineers

In general, there are no special challenges that female Architects and Civil Engineers have to face.

Individual bullying can be found on the building site by extreme individuals; women need more strength to initiate the authority.



A survey conducted by Architects, Landscape Architects and Land Planners (n = 460) in the 2019 project shows, however, that women are less ambitious than men and less interested in leadership in organisations or within organisations (80% of men and 71% of women would accept leadership within the organisation), despite being less satisfied with their position within the organisation (34% of dissatisfied women, 20% of dissatisfied men).
Mainly male clients prefer hiring men to architectural projects/buildings of larger scale.

3.4 Pay gap: Reasons and future tendencies

The official pay gap is about 5%. It is difficult to define the pay gap in the architectural profession, as there is no transparency regarding the salaries.

The prices of design services are market based as the European Union legislation states. To protect investors, designers and the public interest, the Chamber of Architecture and Spatial Planning of Slovenia and the Chamber of Engineering of Slovenia have prepared a manual for evaluation of design services. The values of the design services, as calculated by the program, represent the recommended prices, which enable the Architects to plan quality architectural solutions and produce quality projects (*Source: www.zaps.si*). Greater downward deviations, which mean less successful architectural solutions and a lower level of plan processing, depend on demand and supply and impair the position of the profession. Price reductions were extensive during the economic crisis, with prices not fully adjusted for all businesses after the recovery of the economy.

The absence of the official minimum tariff conditions for the architectural service evaluation is a major problem of living and working conditions in the profession. Of course this impacts the pay gap as well. On all levels in general we can state that men are more skilled and self-confident to gain better payment for their work (outside the Public Sector jobs). In general men are more often owners of companies and they are in general taking the leading positions (73%) in companies. The higher the positions, the less women are present. Also from this point of view male work is paid better. Women in general are easier satisfied with lower and less paid positions, due to not only lack of confidence, but also as they are often not prepared to take higher responsibilities if they have children. But, of course, there are some exceptions, women that earn much and are skilled to gain good payment for their work.

At the moment there is a lack of Civil Engineers in Slovenia, therefore a payment rise is expected. There are no significant differences for the same position, but in general men take the leading positions.

3.5 Parental leave in practice

There are differences between types of employment. Officially employed they have maternity and parental leave by their collective contract. Self-employed often work during their parental leave, depending on the personal choice and the amount of work (projects).

There are differences between the Architects and Civil Engineers according to the type of employment (self-employment is the more common type for Architects) while Civil Engineers have to be employed. Women usually use the maternity leave, male Architects sometimes take the paternity leave (14 days), but in the second part (parental leave) mostly women stay



at home with the child. Of course, there are some exceptions. Reasons are mostly traditional roles, biological issues, etc.

3.6 Care leave in practice

There is no legislative difference between men and women for care leave. In practice, mostly women take it, men rarely do. This is often because of traditional roles and socio-economic reasons, higher positions of men in the profession, etc. However, of course, there are individual exceptions.

3.7 Importance of supporting networks

The relatives and social environment are very important in Slovenia, not only for female Architects and Civil Engineers, but in general. If families live close enough, they take care of each other. Due to a good developed infrastructure of kindergartens in Slovenia, there is not a great need for the care of grandchildren. Sometimes grandparents take over the care of kids at an early age (till 3) as the parents prefer to take the institutional care yet afterwards. However the grandparents are often helping on the late afternoon hours after the closing of kindergarten or school.

3.8 Working hours in practice

Working hours are practiced diversely according to the type of employment. Public/civil servants (estimated 10-20%) and employees in big companies practice 5/7 and regular eight working hours with flexible start (7-9 am). Private companies mostly expect the employees to work more than eight hours and at least parts of the weekend (payment fixed amount per month). Flexible working time is enabled in big companies according to personal priority. Self-employed Architects practice mostly long and flexible working hours.

3.9 Access to the profession for Newcomers

Before the global recession, the access to employment for newcomers was easy. There was no problem to get a job. During the recession, it was difficult to find a regular job and permanent employment. After the recession, architectural companies often hired self-employed Architects (entrepreneurs) instead of choosing regular employment. Precarious ways of work are most common among Architects. It is expected to be self-employed (entrepreneur) in order to cooperate with established offices mostly in the architectural profession. Working hours and conditions are not regulated (similar to 3.8).

To become a licensed Chartered Architect, it is necessary to take an exam at the Chamber after gaining a good amount of practical experience in an office.

In the Civil Engineering branch, the working situation is more regulated and due to the lack of professionals, most of the Civil Engineers are regularly employed and newcomers have an easy access to employment.



3.10 Solidarity in practice

Solidarity in Slovenia is a common practice in general due to historical facts. Female Civil Engineers support each other even better due to the small percentage of women in the profession.

3.11 Future developments of professional Gender Equality

Gender equality and the organisation of social structure support a woman in her active social role since WW2 due to good foundation of gender equality in former Yugoslavia. Developments tend to improve the position of women in the society and profession. Young men are more involved into the family obligations. Therefore, women have more potential to balance the career and family life. Consequently, women are more often represented in leading positions. A good temporary tool to establish the good balance of gender equality can be quotas.

The however still present gender gap in our case even deepens due to the growing consolidation of the capitalistic system. The program to raise awareness on the topic and supporting women in life and professional skills would be a welcoming content of the work of the Chamber.

The goal is to improve working conditions (working hours, payment) and self-evaluation in the field of Architecture for men and women, which would contribute to establishing the true value of the architectural profession in society and the proper economical value of architectural and Civil Engineering work.