

# Yes**We**Plan!

## *Country Report*

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## *Slovenia*



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COUNTRY: SLOVENIA

Definition of “Architects and Civil Engineers” for the data collection form: Professionals with a master degree in Architecture or Civil Engineering that are fully licensed to conduct the profession according to the legal requirements of their country.

Data collection methods: Use of knowledge available in the organisation / desk research / (min 5) expert interviews (Indications of source / reference list to be added under Topic 4.)

1. Basic data

1.1 Total population:	X.YY Mio.		1.2 ... of which are female:	X.YY Mio. (XX.YY%)	
1.3 Licensed (defined here as in “authorized to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Architects: <b>*Licensed = Registered in SLO</b>	1539 (9.9.2019)		1.4 ...of which are female:	695 (45,16%, 9.9.2019)	
1.5 Licensed defined here as in “authorized to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Civil Engineers: <b>*Licensed = Registered in SLO</b>	2430 (2019)		1.6 ...of which are female:	577 (2019)	
1.7 Registered (defined here as in “registered in a professional body/chamber”) Architects (please give the numbers for 2010 and 2019 for comparison): <b>*ZAPS: Architects, Landscape Architects and Spatial Planners</b>	2010	2019	1.8 ...of which are female:	2010	2019
	1391	1539		536 (38,53%)	695 (45,16%)
1.9 Registered (defined here as in “registered in a professional body/chamber”) Civil Engineers:	2430 (2019)		1.10 ...of which are female:	577 (2019)	
1.11 Self-employed registered Architects (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Architects): <b>SLO average in general: 12%, 31% women</b>	2010	2019	1.12 ... of which are female:	2010	2019
	N/A	N/A (estimated: survey 50%)		N/A	N/A (estimated: survey 50%)
1.13 Self-employed registered Civil Engineers (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Civil Engineers):	2010	2019	1.14 ...of which are female:	2010	2019
	N/A	N/A (estimated 5%)		N/A	N/A (estimated 1%)
1.15 Graduates in Architecture	1.16 ...of which are female:		1.17 Graduates in Civil Engineering	1.18 ...of which are female:	
2019	133	92	2019	85	26
2018	143	73	2018	123	53
2017	126	76	2017	114	40

2016	327* (2016 Deadline for pre-Bologna reform programmes)	173	2016	268* (2016 Deadline for pre-Bologna reform programmes)	93
2015	159	100	2015	113	40
2014	149	96	2014	148	46
2013	138	81	2013	156	66
2012	148	94	2012	156	54
2011	159	97	2011	133	55
2010	172	116	2010	N/A	N/A
2009	135	78	2009	N/A	N/A
2008	52	35	2008	N/A	N/A
1.19 Students (starting 2019) in Architecture		1.20 ...of which are female:	1.21 Students (starting 2019) in Civil Engineering		1.22 ...of which are female:
2019	168	112	2019	N/A* (the entry number does not reflect the No of interested students)	N/A* (no limitation for entry - the number of enrolled student is much lower than the No of open places)
2018	167	111	2018	N/A*	N/A*
2017	184	109	2017	N/A*	N/A*
2016	194	119	2016	183	N/A
2015	183	113	2015	208	N/A
1.23 For Comparison: Registered Medical Doctors (15.7.2019)		8365	1.24 ...of which are female:		5148
1.25 For Comparison: Registered Lawyers (28.3.2020)		1813	1.26 ...of which are female:		843

## 2. Narrative descriptions / Facts

2.1 How are the professions of Architects and Civil Engineers regulated and organised (content of legal framework, legal scope of professional services, requirements for access to and conduct of the profession, membership in Chambers/professional bodies, possible forms of conducting the professions, Chamber/professional body organisation, official equality policy in professional body)?

Architects, spatial planning professionals, and landscape architects had been organized as a professionally independent Parent Section of Architects, Spatial Planning Professionals, and Landscape Architects (MSA) as part of the Slovenian Chamber of Engineers (IZS chamber) since 1997. Due to the specificity of architectural profession and pursuant to the provisions of the Construction Act, MSA split off from IZS in 2003. Today, ZAPS - as an independent non-government organization - 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 on the basis of 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 Chamber of Architecture and Spatial Planning of Slovenia).

The IZS chamber 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 on-going 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 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,

	<p>- on the basis of employment as a civil servant, on behalf of the body governed by public law in which they are employed (as a building officials and inspectors in governmental bodies (public employees), involved for example in building permit acquiring process)</p> <p>- 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 (a land owner that builds a single-family home for his own use),</p> <p>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 rule applies for IZS.</p>
<p>2.2 What is the content of the legal framework on which gender equality is based in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p>The general provision is in Constitution of Republic Slovenia (Article 14). Employment Act (Article 6): 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 circumstance under this Act, equal treatment rules and equal opportunities rules women and men.</p> <p>Labour Resolution Act: Article 133: The employer is obliged to pay equal pay to workers regardless of gender for equal work and work of equal value.</p> <p>As Slovenia is a member of EU, also relevant EU documents are applicable.</p> <p>There are no special regulations in professional laws for Architects and Civil Engineers.</p>
<p>2.3 Official pay gap (in general)</p>	<p>The average monthly payment of men in 2018 was 3,3% higher (1.836 EUR) than the average (1.778 EUR) and of women 3,9% lower (1.709 EUR) than the average (Source: <a href="http://www.stat.si">www.stat.si</a> (Structural wage statistics for 2018)(Statistical Office of the Republic of Slovenia)</p> <p>The average monthly payment of men in 2017 was 2,8% higher (1.769 EUR) than the average (1.721 EUR) and of women 3,3% lower than the average (1.664 EUR) (Source: <a href="http://www.stat.si">www.stat.si</a> (Structural wage statistics for 2017)(Statistical Office of the Republic of Slovenia)</p> <p>The pay gap in Slovenia has a tendency of growing.</p>
<p>2.4 Content of transparency rules regarding payment/income (in general)?</p>	<p>Basic salary for public employees is regulated on national level by wage classes, which are regulated by The Law on salaries in public sector.</p> <p>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 not regulated.</p> <p>For private employees the salaries are regulated in the legal frames of each company, where a type of work is defined for each payment range. Minimum income is regulated through collective agreement of construction trades.</p>
<p>2.5 Maternal leave (defined here as the right to (paid) absence from employment shortly before and after giving birth) / Parental leave (defined here as the right to (paid or unpaid) absence from employment of a parent with certain securities in regard to social and/or labour legislation) / Care leave (defined here as the right to (paid or unpaid) absence from employment in case of care obligations such as sick children): What is the content of the legal framework in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p>According to The Parental Protection and Family Benefits Act there are:</p> <ol style="list-style-type: none"> <li>1. Parental leave (maternity leave, paternity leave, childcare leave,)</li> <li>2. Parental allowance (Parental compensation for full absence from work is 100% of the basic salary)</li> <li>3. The right to part-time work and the right to payment of parental social security contributions.</li> </ol> <p>Maternity leave is intended for the preparation for 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 - so together 365 days.</p> <p>The father has the same right for a maternity leave as a mother - reduced for the number of days already used by a mother. The minimum is 28 days.</p> <p>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.</p> <p>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.</p> <p>Family benefits are cash benefits that comprise:</p>

	<p>1. Parental allowance, 2. Childbirth assistance, 3. Child allowance, 4. Large family allowance, 5. Child care allowance, 6. Partial payment for lost income.</p> <p>There are no special regulations in professional laws for Architects and Civil Engineers.</p>
<p>2.6 How many % of preschool children have potentially access to childcare services and what kind of preschool childcare services are available and how are they organised (overview providers, form, duration, costs, etc)?</p>	<p>Every preschool child has potentially access to childcare services according to the LAW OF KINDERGARTENS (ZVrt): Preschool education in kindergartens takes place in two ages groups: - First period: children between one and three years old - Second period: children from the age of three until entering school. Preschool programs are funded by: - Public funds, - Funds of the founder (municipality) - Parental payments, and - Grants and other resources.</p> <p>There are public and private kindergartens (subsidized by the state).</p> <p>2015/16 78,1% of all children in the age of 1-5 were attending public or private kindergartens (91% public, 9% private) 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))</p> <p>Full costs for the public kindergartens are fixed and regulated by the government on the basis of 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%.</p> <p>2019/20: full price for the age 1-3: 576,00 EUR, for the age 3-5: 418,00 EUR, combined: 446,00 EUR</p> <p>30% lower cost for the second child in the kindergarten, the third (+) child attends kindergarten free</p>
<p>2.7 Are there any public supporting measures for women in technical professions (such as special awards, programmes, mentoring schemes, (obligatory) quota systems, bonus points for women in case of procurement procedures etc.) in place (please describe)?</p>	<p>There are no special measures for women in technical professions.</p>
<p>2.8 Are there any gender equality programmes /programmes to increase the number of women in technical professions in place in vocational education/in schools (please describe)?</p>	<p>There are no gender equality programs in the field of architecture or landscape architecture - there are more female than male students in the Faculty of Architecture (app. 65% female and 35 % male) and in the Biotechnical Faculty, department of Landscape architecture (app. 76% female and 24 % male) (2019/20). In the field of civil engineers studies there are more male than female students (app. 65% male and 35% female). There is a promotional programme called: We will be engineers! (<a href="https://www.inzenirji-bomo.si/sl/novice/">https://www.inzenirji-bomo.si/sl/novice/</a> )</p>
<p>2.9 How are working hours regulated? Are there any legal regulations for flexible working times (flexitime/home office etc.)? How is the percentage of male/female part-time workers (in general / if data is available: in the professions)?</p>	<p>Labour Resolution Act (Article 143): 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. Home office: Labour Resolution Act: Articles 68 - 72.</p> <p>With the employment contract, the employer and the employee can agree about the work from home full or part time. Home office provides to the worker 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.</p> <p>There are no legal regulations for flexible working times. They are regulated by companies' internal rules. Pregnant women and mothers with issues of breastfeeding and childcare till age of 6 are entitled to the adoption of working time according to the needs of a woman.</p> <p>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)</p>

	<p>In 2018: 30% parents with children till age 6 worked part time, 5% of those were men (Source: <a href="https://www.zurnal24.si/slovenija/krajsi-delovnik-za-starse-toliko-starsevga-v-resnici-koristi-331846">https://www.zurnal24.si/slovenija/krajsi-delovnik-za-starse-toliko-starsevga-v-resnici-koristi-331846</a>)</p>
<p><b>3. Narrative descriptions / Expert opinions</b></p>	
<p>3.1 Please describe briefly the history of professional gender equality in your country</p>	<p>Already within the framework of the former Yugoslavia, Slovenia has made a major step 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 (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.</p> <p>Women could not enlist into technical studies in the Austro-Hungarian empire until 1918. First female with a doctor degree in Slovenia was (Ana Mayer - Kansky) in 1920 from chemistry, first female architect received her degree in 1932 (Dušana Santel), (Sonja Lapajne Oblak) the first female engineer obtain her degree in 1932.</p> <p>The statistics in general show that according to the active part of the population there are working 95,5% of men and 95,1% of women; the ratio of women to men is 45:55%.</p> <p>Slovenia is one of the countries that, after measuring different indexes of equality between women and men, rank high. The World Economic Forum's Global Gender Index places us 36th among 153 countries in the world and the Gender Equality Index of European Institute for Gender Equality places us on the 11th position in the European Union. (Gender Equality index 2019)</p> <p>But there are quite a few areas of inequality for women and men: despite the fact that there are half of women in the population, 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 the Slovenian only one woman led 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, that there were more women among the unemployed, that there were twice as much part-time workers, that they were paid almost a tenth less than men, and that 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 the 2019, more were graduated annually (71% at the second Bologna level), but there were still less 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: <a href="http://www.sloga-platform.org/enakost-spolov/">http://www.sloga-platform.org/enakost-spolov/</a>)</p>
<p>3.2 Are there any political, social, religious, economical etc. frameworks or groups that have tried (or are still trying) to prevent comprehensive gender equality or make it more difficult?</p>	<p>In principle there is no specific groups. Some non-equality issues are connected by religious institutions/believes. There are some issues in the political parties and religious groups concerning rights for abortion, in vitro fertilization for single women, but also some rights for the same sex partnerships.</p> <p>The religion in Slovenia is represented in the following percentage: 73% Catholicism, 21,5% Non religious, 2,4% Islam, 2,2% Eastern orthodox, 0,9 Lutherans</p>
<p>3.3 Regarding gender equality; are there special challenges that female Architects and Civil Engineers have to face (such as sexual harassment, health and working conditions, bullying at the building site, client or employer discrimination, image, etc.)?</p>	<p>Generally not.</p> <p>Individual bullying can be found on the building site by extreme individuals; women need more strength to initiate the authority...</p> <p>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 organizations or within organizations (80% of men and 71% of women would accept leadership within the organization), despite being less satisfied with their position within the organization (34% of dissatisfied women, 20% of dissatisfied men).</p> <p>Mainly men clients prefer hiring men to architectural projects/buildings of larger scale.</p>
<p>3.4 In regard to the official pay gap, please describe reasons and future tendencies especially regarding the field of Architecture and Civil Engineering:</p>	<p>Official pay gap is about 5%. It is difficult to define the pay gap in architectural profession, as there is no transparency at payment.</p> <p>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 <a href="http://www.zaps.si">www.zaps.si</a>) Greater downward deviations, which mean less successful architectural solutions and a lower level of plan processing, depend on demand and</p>



	<p>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.</p> <p>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.</p> <p>At the moment there is a lack of Civil engineers in Slovenia therefore the payment rise is expected. There are no significant differences for the same position, but in general men take the leading positions.</p>
<p>3.5 How long do women/men actually stay at home after childbirth in general/in the professions of Architects and Civil Engineers? How is parental leave (see 2.6) actually accepted? Are there differences between women/men? If yes, what are the reasons?</p>	<p>There are differences between types of employment. Self-employed often work during their parental leave, depending on the personal choice and (amount) of work (projects). There are differences between the Architects and Civil Engineers according to the type of employment (self employment is more common type for architects) while civil engineers have to be employed. Women usually use the maternity leave, men architects sometimes take the paternity leave (14 days), but in the second part (parental leave) mostly women stay at home with a child. Of course there are some exceptions. Reasons are mostly in traditional roles, biological issues and ....</p>
<p>3.6 is there a difference regarding consumption of care leave between women /men? If yes, what are the reasons?</p>	<p>There is no legislative difference between men and women for care leave. In practice mostly women take it, men rarely. Reasons are in traditional roles and in often in socio economic reasons, higher positions of men in profession, ... But there are individual exceptions.</p>
<p>3.7 How important are relatives and social environment for women in general/female Architects and Civil Engineers in the care of their children?</p>	<p>The relatives and social environment is very important in Slovenia, not only for the female architects and civil engineers, but in general. Families live close together and take care for each other.</p>
<p>3.8 How are working hours practiced? What are the experiences in solutions of flexible working times?</p>	<p>Working hours are practiced diverse 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 also at least part 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.</p>
<p>3.9 How difficult is the access to the profession for newcomers in practice (working conditions and hours, other aspects)?</p>	<p>Before the global recession the access to employment for newcomers was easy. There was no problem to get the job. During the recession it is difficult to find a regular job and permanent employment. After the recession architectural companies often hire self-employed architects (entrepreneur) instead of 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)</p> <p>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.</p>
<p>3.10 What is the experience regarding solidarity among female Architects and Civil Engineers?</p>	<p>Solidarity in Slovenia is a common practice in general due to historical facts.</p> <p>Female Civil Engineers support each other even better due to the small percentage of women in the profession.</p>
<p>3.11 How do you generally assess (future) developments regarding (professional) gender equality?</p>	<p>Gender equality and the organization 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 on the leading positions. A good temporary tool to establish the good balance of gender equality can be quotas.</p>
<p>3.12 Is there anything else you would like to add or further specify?</p>	<p>The goal is to improve working conditions (working hours, payment) and self-evaluation in the field of architecture and that would contribute to establishing the true value of the architectural profession in society.</p> <p>Establishing the proper economical value of architectural and civil engineering work.</p>

**Indications of source / reference list:**

Please map important institutions in your country in regard to gender equality in general / in regard to the profession of Architects and Civil Engineers

In Urban design, specific projects deal with gender equality in context of different international projects (URBACT, Gender Equal Cities).

A project called 'We will be engineers!' supported by industry started to promote engineering work in general (<https://www.inzenirji-bomo.si/sl/>)

In general, specific NGO's usually take the role of such institutions.