

Women

on Workmarket with Inclusive Techniques



Funded by the
European Union

2021-1-SK01-KA210-ADU-000034089

TABLE OF CONTENTS

FOREWORD	3
INTRODUCTION	4
1. SLOVAKIA	5
BACKGROUND	21
BEST PRACTICES SLOVAKIA	8
1. Aj Ty v IT	8
2. MNLJ CONFERENCE	9
3. Pracujúce mamy	10
4. Rodič ľavou zadnou	11
5. OZ Phoenix	12
2. CZECH REPUBLIC	13
BACKGROUND	13
BEST PRACTICES CZECH REPUBLIC	16
1. ESF Project Successful Woman	16
2. ESF Project “Opening Gate to Flexi-Jobs”	17
3. Markéta Ubíková /Smart žena	18
4. Fórum 50 %	19
5. CZECHITAS	20
3. SLOVENIA	21
BACKGROUND	21
BEST PRACTICES SLOVENIA	26
1. VITA Active	26
2. Inštitut 8. Marec	27
3. Mirovni inštitut	28
4. Mesto žensk	30
5. Zavod Nefiks	31
CONCLUSION	32
DIVERSITY	32
WORK LIFE BALANCE	33
BUILDING CONFIDENCE	33

FOREWORD

WOWIT 2021-1-SK01-KA210-ADU-000034089 project aims to empower women and other disadvantaged ethnical (Rom,) groups to create value on workmarket with equal opportunity. Around the world, finding a job is much tougher for women than it is for men. When women are employed, they tend to work in low-quality jobs in vulnerable conditions, and there is little improvement forecast in the near future. WoWIT get the inclusive techniques behind the trends and learn more about removing barriers holding women back from decent work.

Project implements coordinating and NETWORKING small scale partnership EDUCATION with training, seminars, workshops, conferences, supportive dialogues, inclusive techniques. EQUALITY focuses primarily on raising awareness of gender equality on workmarket directly support real gender equality through empowering women, their self-support and mutual support. Important part of the project are the activities aimed at eliminating gender stereotypes as a barrier to gender equality and offering solutions. The project focuses primarily on raising awareness of gender equality and at the same time its activities directly support real gender equality through empowering women, their self-support and mutual support. Important part of the project are the activities aimed at eliminating gender stereotypes as a barrier to gender equality and offering positive role models for women. The project thus promotes gender equality and awareness mutually multiplies the level of gender equality. This collection aims to bring good examples about the Women Education after maternity leave in 3 countries of EU. Partners of the Small scale cooperation:

3



This document has been prepared for the European Commission however it reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

INTRODUCTION

Gender Equality on Labor Market. Why is this necessary? The need and requirement of equal opportunities, equal treatment, and equality between women and men is a fundamental fact accepted by Slovakia and the European Union today. Laws and regulations regulate compliance with these requirements in all areas of society. However, the reality is very different from the regulations on paper. The disadvantaged position of women in the labor market, the power of stereotypes and prejudices in education, the existence of domestic violence are just some of the many areas that need help. Gender differences in the labor market remain the most visible evidence of inequality between men and women in our society. Despite laws to ensure non-discrimination and equal treatment, analyzes and statistics show that women continue to be at disadvantage in access to employment and career development. The beginnings of the current model of women's employment in Central Europe began to take shape in the second half of the 20th century as a result of the socialist concept of women's emancipation and a policy that was aiming to achieve full employment of the population.

4

Year	EU average	Czech Republic	Slovenia	Slovakia
2002	NA	22,1	6,1	27,7
2006	NA	23,4	8,0	25,8
2007	NA	23,6	5,0	23,6
2008	NA	26,2	4,1	20,9
2009	NA	25,9	-0,9	21,9
2010	15,8	21,6	0,9	19,6
2011	16,2	22,6	3,3	20,1
2012	16,4	22,5	4,5	20,8
2013	16,0	22,3	6,3	18,8
2014	15,7	22,5	7,0	19,7
2015	15,5	22,5	8,2	19,7
2016	15,1	21,5	8,1	19,2
2017	14,6	21,1	8,4	20,1
2018	14,4	20,1	9,3	19,8
2019	13,7	19,2	7,9	18,4
2020	13,0	16,4	3,1	15,8

Following the change of political regime, this discontinuous model of women labour market participation has become one of the key sources of their labour market disadvantage.

1. SLOVAKIA

BACKGROUND

From a historical point of view, the mass entry of women into paid employment dates back to the 1950s. For these purposes, the state, within the framework of labor and social legislation, systematically created conditions for increasing the employment of women and especially mothers, which included, among others: 18 weeks of maternity leave (1954); extension of maternity leave to 22 weeks and additional maternity leave lasting up to 1 year of age, special conditions of maternity leave for single mothers (1964); embedding part-time work (1966); establishment of breastfeeding breaks (1965); a ban on terminating an employment relationship with a pregnant worker and the mother of a child under 1 year of age (1965); the employer's obligation to re-employ the employee after returning from maternity leave (1966). The share of working women in the total number of working people increased from 23.6% in 1950 to 42.8% in 1970. Maintaining the standard of living of households: the two-income model of households (income of men and women from paid employment usually full-time) firmly anchored in the daily life of families as a tool to ensure their needs. The growing representation of women in the working population has been accompanied by the building and expanding a network of public childcare services. Despite the increase in the number of places in pre-school childcare facilities, the demand for these facilities by families has grown steadily and exceeded their supply. The shortage of pre-school places and the state's inability to meet the growing demand for institutional childcare led to further measures in the early 1970s to extend maternity leave from one to two years. Under the influence of the concept of full employment on the one hand, and measures in the field of family policy on the other, a specific model of work trajectory for women was formed for Slovakia and the Czech Republic, consisting in alternating phases of work activity and maternity leave, a model of intermittent (discontinuous) working trajectory. On a practical level, this model has led to an increase in the number of years spent by mothers at home caring for children and to a long-term separation from the labor market.¹ In the following we are comparing outcomes of the last 10 years about the development of gender wage gap.

5

What can mothers perceive?

- **Direct and indirect discrimination against women**
- **Horizontal labour market segregation = women are more likely to be hired for low paying jobs**
- **Vertical labour market segregation = men are more likely to get hired for leading roles**
- **Family and household care = women are more likely to fulfill the role of a caretaker of children, family and home**
- **Gender stereotypes = women and men are assigned different stereotypical characteristics, abilities and social roles (woman = caretaker, man = provider)**

¹ https://www.gender.gov.sk/en/files/2015/06/Strategy_EN.pdf

MATERNITY LEAVE

In connection with the childbirth and care for a newborn child, women are entitled to maternity leave for the duration of 34 weeks.

Single mothers are entitled to maternity leave of 37 weeks. Women giving birth to two or more children simultaneously are entitled to maternity leave for 43 weeks. In connection with the care for a newborn child, men are also entitled to parental leave from the birth of the child of the same amount, provided that they are caring for the newborn child.

PARENTAL LEAVE

To encourage the provision of care for the child, the employer is obliged to provide parents with parental leave upon request until the day the child reaches the age of three. In the case of a child with long-term unfavorable health conditions requiring special care, the employer is obliged to provide the parent, upon request, with parental leave until the day the child reaches the age of six.

PARTICIPATION OF MEN IN PARENTAL LEAVE

In recent years, there have been several changes in Slovakia that increase the motivation of fathers to spend several weeks with a newborn child. In 2016 and 2017, maternity benefits increased in relation to previous income, and since 2017 also the maximum possible maternity allowance. From 2019, both parents can go on maternity leave at the same time if they have more than one child under the age of three. Almost every fourth father today goes on maternity leave. The reason is the increase in maternity benefits in relation to previous income and greater awareness of this option. The result is an earlier return of mothers to the labor market. In recent years, however, the proportion of working fathers who receive maternity leave has also increased. Fathers choose maternity in certain specific situations, such as men with above-average incomes. Half of the fathers who went on maternity leave in 2019 earned an above-average wage. The probability that the father will go on maternity leave increases also if the mother earns more than the father.

The probability that the father will go on maternity leave is also higher when one of the parents is a self-employed person (SZČO). The reason may be that SZČO fathers may continue to work in addition to the maternity leave, in addition, no fees are paid when receiving maternity leave.

The number of fathers at maternity leave also grows with the education of the father and mother. Higher-educated mothers start work slightly earlier than other mothers, and a maternal father can be a welcome way to provide childcare. It is also assumed that men and women with higher education are more often advocates of gender equality. On the contrary, this opportunity is much less used by fathers from marginalized Roma communities.

INDICATORS

<https://spectator.sme.sk/c/20530775/fathers-also-take-care-of-their-children.html>

<https://www.slsp.sk/sk/aktuality/2020/2/17/zien-v-politike-je-stale-malo-pretlacaju-sa-najma-v-regionalnych-strukturach>

FLEXIBLE WORKING FORMS

Slovakia is one of the countries with a low degree of flexibility in the forms of work organization, employment of men and women (Slovakia is even one of the lowest among the EU member states). Short-term work can represent a way out of gender segregation in the labor market and long-term lower female employment, etc. Especially for women - mothers of young children, this could be a chance to maintain work habits, skills. On the other hand, part-time work poses the possibility of lower pay, limited career progression, exclusion from participation in employee training and other benefits. New forms of work organization and working time should therefore (optimally) be accompanied by a wide range of social and pro-family arrangements, supporting both women and men, taking into account the diverse opportunities of employees.

WOMEN IN SCIENCE

Gender good for science and science good for gender?

The issue on gender dimension in science and related problems is relatively a new topic in theory as well as in policy agenda. It is often connected with the question of the benefits from women's presence in the sciences. The phenomenon of "leaky pipeline". This is the situation where women begin scientific careers and indeed they may even be the majority of graduates - in some disciplines - they usually disappear in disproportionate numbers at each stage of the academic ladder: the higher the level of education, the lower the proportion of women.

The present situation in Slovakia is very similar compared to the other European countries. Horizontal and vertical segregation in academic careers is evident not only in the universities but also in research institutions. But contrary to the other countries the gender dimension in policy agenda and in practice does not belong to the preferred issues.

CRISIS IMPACT ON WOMEN

Financial crises and the policy responses put in place impact men and women differently, and yet the effects of austerity measures on women and girls are rarely considered.


COVID-19 causes "shecession" - a recession in the economic situation of women: pandemic has created larger employment losses for women than for men. Women have suffered disproportionate job and income losses because of their over-representation in the hardest-hit sectors, such as accommodation and food services, and the manufacturing sector. Women are also more likely to work in part-time and irregular jobs, which were more likely to be terminated or furloughed in the early months of COVID-19.

Some research suggests that the COVID-19 "shecession" should more accurately be called a "momcession." Women's work losses were driven in large part by the outcomes of mothers, specifically, who often took on additional hours of (unpaid) care of their children during school shutdowns. The pandemic increased the imbalance in childcare and household - working from home, cooking, learning with children.


While some women may decide to leave the labor market temporarily during a pandemic with a view to returning to work after the end of the pandemic, research shows that career breaks have a long-term impact on women's labor market prospects, and women return to lower paid and less qualified positions.

BEST PRACTICES SLOVAKIA


1. Aj Ty v IT

Name/Title of the Best Practice	Aj Ty v IT (YOU also in IT)
Logo of the organization and/or project (if existing)	
Mission & Vision	Civic association Aj Ty v IT was established in 2012 with the aim of motivating and supporting girls and women in the field of information technology. The intention of the association, expressed by the motto "Technology has no gender", is to build a technologically equal society and ensure that women do not remain on the sidelines, but become a direct part of the technological future. With its activities, the association destroys social stereotypes about the role of women in IT, is dedicated to community building and the education of girls from the age of 8, through high school girls to special career programs designed for adult women. He also cooperates with the IT faculties of universities. In less than ten years of activity, more than 25 thousand girls, women and teachers from all over Slovakia have gone through his workshops, courses and academies.
Main activities and methods	<ol style="list-style-type: none"> 1. Series of Academies <ol style="list-style-type: none"> 1. Confidently myself 2. SMART woman (Google application) 3. Competency mapping 4. Coding from basics 5. IT Security 6. Women Tester academy 7. Women UX Academy 8. Women Python Academy 2. Supporting workshops and webinars 3. Group Coaching with professional Coach (CV, LinkedIn, preparation for the interview)
Target group	<ul style="list-style-type: none"> • Women at risk in the labour market • Women after maternity leave, • Unemployed women, REPAS courses • Women above 55 years old • Female employees and Employers
Location	Slovakia, Bratislava
Stakeholders/partners	Aj Ty v IT
Contact Info / Website	www.ajtyvIT.sk

2. MNLJ CONFERENCE

Name/Title of the Best Practice	Mert nonek lenni jó Because it is Good to BE a Women MNLJ CONFERENCE
Logo of the organization and/or project (if existing)	
Mission & Vision	<p>MNLJ's goal remains the same after five years: strengthening and supporting the women's community in the highlands, togetherness, as well as the acquisition and dissemination of knowledge. The trademark MNLJ is honesty, openness, whether it is about any sensitive or unpleasant topic. Over the years, they gathered around us a lot of active, conscious and strong people. Since this was one of their most important goals of the web magazine Because it's good to be a woman they write about actual topics and show that there are women who live, create and works in region who can be role models and examples for others - perhaps just for inspiration.</p>
Main activities and methods	<p>They are proud of women also for an organized family day, on which it was finally able to host not only the ladies, but also their lovely couples and their children on a pleasant Saturday afternoon.</p> <p>On MNLJ YouTube channel, which was launched in 2018, several videos are uploaded in which topics are presented from skilled domestic professionals.</p> <p>In addition to going around a serious topic, It also shows places and unknown locations from the beautiful Csallóköz. - Rye Island</p>
Target group	<ul style="list-style-type: none"> • Women at risk in the labour market • Women in Rye Island, rural Southern Slovakia
Location	Slovakia, Bratislava
Stakeholders/partners	<p>Companies Psychologists, Helping professions Coaches Photographers Local Service and Product providers www.mertnoneklennijo.com</p>
Contact Info / Website	www.mertnoneklennijo@gmail.com


3. Pracujúce mamy

Name/Title of the Best Practice	Pracujúce mamy - www.pracujucemamy.sk (Working Moms)
Logo of the organization and/or project (if existing)	
Mission & Vision	<p>PM help create workplaces where quality employees achieve work results in harmony with their family life. We connect talented women after a career break with employers who understand the importance of work-family balance. Successful examples from Slovakia and abroad show that it can be done. The project manager was always interested in people, their fates and was looking for ways to help them. Forbes 30 under 30 and mom 2 under 2. Graduate of Nexteria Leadership Academy, whose mission is to build bridges. The role of mother did not take away her desire to work, and when she realized that she was surrounded by very smart, like-minded women, she began to find out how to bring value beyond the usual standards in the employment relationship. At Working Moms, she covers everything related to companies.</p>
Main activities and methods	<p>Main activities are cooperation with bigger companies through advocacy for women in the field of HR issues: Awareness rising with campaigns for better financial results Companies with a mixed (male-female) workforce at all levels achieve 15% better financial results than their competitors in the same country. Maintaining productive age by 2030, compared to 2015, the 25-44 generation is estimated to decrease by 22%. More loyal employees 83% of workers will change employers if they have an offer from someone who respects their family needs more. OZ connects talented women after a career break with employers who understand the importance of work-family balance. Successful examples from Slovakia and abroad show that it can be done</p>
Target group	<ul style="list-style-type: none"> • companies • women after maternity leave, • unemployed women, • female employees • employers
Location	Slovakia, Bratislava
Stakeholders/partners	companies
Contact Info / Website	www.pracujucemamy.sk , OZ Pracujúce mamy, Františka Veselovského 2, 917 01 Trnava

4. Rodič ľavou zadnou

Name/Title of the Best Practice	Rodič ľavou zadnou, OZ Piškotka
Logo of the organization and/or project (if existing)	
Mission & Vision	<p>The idea maker of project believed that with a good knowledge of the legislation, she could redirect the steps of the people who came in her way so that they could live in an environment that was safe and friendly. She studied law, held several positions in her working career, and has been working in a multinational company for 10 years.</p> <p>They worked for the Union of Maternity Centers and provided valuable advice to women who found themselves in a crisis situation or encountered domestic violence or tyranny. Children are definitely their greatest passion. She herself has an eight-year-old daughter, and for five years she has been running MC Piškotka in Svaty Jur and a language school for children, where she also teaches.</p>
Main activities and methods	<p>Montessori and experiential education are close to her, she believes in effective dialogue between parent and child. She is the founder and organizer of the Parent Left Behind conference.</p> <p>The organisation offers experiential education, inspiration and regular workshops to parents. This project was associated with the creation of the Piškotka parent center, which grew into Rodič with left leg and later Teacher with left rear. Here it covers the education of not only parents but also teachers and educators. Tourism, nature, books and traveling are her passions, thanks to which she believes that families and education in Slovakia are in for a pleasant change. They organize workshops, webinars for awareness raising, provide consulting and pro-bono counselling.</p>
Target group	<ul style="list-style-type: none"> • educational projects and companies • parents • teachers • mothers of children, • teens • female employees
Location	Slovakia, Bratislava
Stakeholders/partners	OZ Piškotka
Contact Info / Website	www.rodiclavouzadou.sk

5. OZ Phoenix

Name/Title of the Best Practice	Z Phoenix Polgári Társulas
Logo of the organization and/or project (if existing)	
Mission & Vision	The association was founded in 2005 with the aim of primarily protecting the interests of Hungarian women and children in Slovakia in terms of protecting and shaping human rights, intellectual and cultural values, and undertakes to increase and support their equal opportunities in all areas of life. The most effective way to achieve these goals is to increase the participation of women in decision-making positions: political representation at the local, district, district, county and national levels, management of state offices and institutions, management of private companies and NGOs. Our name choice The name is based on the ever-reviving hope, the possibility of a fresh start, on the shape of the mythological bird, which symbolizes the force constantly reborn from its ashes, which often best characterizes the life path of women.
Main activities and methods	The organization's projects range from training through scientific research to practical sessions. Our long-term goal the creation of a network that covers the Hungarian-inhabited countryside, enabling local initiatives to be embraced and supported. In addition to all this, we consider it important to contact and cooperate with domestic Hungarian and Slovak organizations, as well as with Hungarian and Transylvanian, Transcarpathian, Vojvodina and other foreign associations, in order to find a common goal and help each other to achieve greater and broader successes. Membership Any person over the age of 18 who agrees with the Basic Principles of the organization, fills out the admission form and is somehow involved in the work of the organization can become a member of the Phoenix organization. The work includes a variety of activities, our members can choose the one that suits their own profession or interest, either in voluntary or paid form, according to the current fields of activity. The individual options can be read here. What can men do? As a women's organization, the support we receive from men is essential. As we believe that all our activities require the support and active participation of men, we place great emphasis on cultivating cooperation with male colleagues and male groups.
Target group	<ul style="list-style-type: none"> • Educational projects and companies • Women after maternity leave, • Female employees • Universities
Location	Slovakia, Bratislava
Stakeholders/partners	High Schools Libraries Universities
Contact Info / Website	https://phoenix-ngo.sk/kapcsolat/ Phoenix Polgári Társulás

2. CZECH REPUBLIC

BACKGROUND

As early as 1873, the right to vote was granted to some women in the Habsburg Monarchy by the then new Electoral Code (No. 41/1873). However, it only applied to women who owned a large estate, and the election itself had to take place with the help of a representative. On January 31, 1919, the Electoral Code in the Municipalities of the Czechoslovak Republic (Act 75/1919 Coll.) Entered into force in Bohemia and Moravia, granting the right to vote in the municipal council "... to all citizens of the Czechoslovak Republic who have the requirements of § 2 discipline of 19 December 1919, No. 663 Coll ", including women In February 1920, the Czechoslovak Constitution enshrined that women are politically, socially and culturally at the level of men and have the right to vote.²

MAIN HISTORIC MILESTONES AFFECTING THE POSITION OF WOMEN IN SOCIETY:

Important dates, information, interesting things - women's movement in Czech republic

1890 - The first girls' high school (Minerva) in Austria-Hungary is founded in Bohemia

1897 - The Faculty of Philosophy of Charles University accepted women as full-time students for the first time

1880 - the first Czech doctor Dr. Bohumila Kecková studied medicine in Switzerland

1921 - the first Czech woman architect - Petříková-Pavlíková, designed, among other things, the house of the Czech Women's Club Ve Smečkách 22 (today's Drama Club)

1900 - Women allowed to study medicine pharmacy at the Charles university

1903 - Establishment of the Czech Women's Club in Prague, the center of women's cultural and educational political life

1905 - The Committee on Women's Suffrage is established

1912 - the first woman elected to the Assembly of the Kingdom of Bohemia - writer Božena Viková-Kunětická

1918 - The Washington Declaration establishes the principle that women will be politically, socially and culturally equal to men

1920 - Section 106 of the Constitution of the Czechoslovak Republic provided that the privileges of sex are not recognized³

1) EUROSTAT – pay gap data

² https://cs.wikipedia.org/wiki/Volební_právo_žen#Volební_právo_žen_v_českých_zemích

³ <https://web.feminismus.cz/historie.shtml>

In order to be able to clearly express the level of pay inequality, we use an indicator called GENDER PAY GAP (GPG). Its value represents the average difference in the earnings of women and men. This is expressed as a percentage, as a percentage of the average salary of men.⁴

<https://rovnaodmena.cz/rovne-odmenovani/gender-pay-gap/>

2) MATERNITY AND PARENTAL LEAVE

Maternity leave is provided for a maximum of 28 weeks (or 37 weeks if twins or multiples are born). The mother can start maternity leave eight to six weeks before the expected date of birth, she can set the date of onset within this range. The father or a husband can use the “maternity leave” social payments from the 7th week after the child is born. Thus the man can use 22 weeks of “maternity leave” at most. If the mother (or father) decides to return to work right after maternity leave, the employer must place her/him in her original working position or to offer her another position with the same type of work.⁵ The employer is not allowed to ask a mother after maternity leave for overtime work until 1 year of age of the baby. Parental leave follows maternity leave and lasts up to 4 years. It can be used by mothers and fathers, they can also switch after some time of the parental leave.⁶

INDICATORS

3) participation of men in parental leave:

https://www.irozhlas.cz/zpravy-domov/cesti-muzi-otcove-rodicovska-dovolena_2108072055_piv

only roughly 2% of men participate in parental leave

4) Participation Rate of Women in Different Economic Sectors:

The economical participation rate in the Czech republic in the year 2019 was 83.4% men and 69.8% women

<https://www.mpo.cz/assets/cz/rozcestnik/rovnost-zen-a-muzu/projekt-zajisteni-rovnych-prilezitosti/statistiky-a-publikace/2021/1/Ekonomicka-aktivita-zen-a-muzu-v-ceskem-narodnim-hospodarstvi.pdf>

5) Participation of women in decision making positions:⁷

- 33% women to 67% men in the European parliament
- 31% women to 69% men in the Czech government
- 15% women to 85% men in the senate of parliament of the Czech Republic

4 https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics,
<https://ec.europa.eu/eurostat/databrowser/view/tesem180/default/table?lang=en>

5 <https://www.jobs.cz/poradna/rady/mimo-zamestnani/materska-a-rodicovska-dovolena>

6 <https://www.penize.cz/materska-dovolena/430520-materska-2022-jaka-jsou-pravidla-a-z-ceho-se-pocita>

7 <https://padesatprocent.cz/cz/statistiky/zastoupeni-zen-a-muzu-v-politice>

- 25% women to 75% men in the Chamber of deputies of parliament of the Czech Republic
- 22% women to 78% men in regional councils
- 28% women to 72% men in municipal councils
- 0% women to 100% men in the presidential elections

6) Flexible working forms

In the Czech Republic, the most common flexible work is a part-time job. This type of work is usually for women on maternity leave, pregnant women, students or those who take care of ill relatives. The employee works fewer hours each day, sometimes even fewer days. Next are flexible working hours, where the employee chooses when he will start and end. The employee has to work a certain number of hours that he and the employer agreed on beforehand. The more popular type of flexible work, especially during and as a result of the COVID-19, is home-office. This type of work allows people, and especially mothers, to earn money while they are at home, thus allowing them to simultaneously take care of their children.⁸

7) Unpaid Domestic Work (UN)

According to a study, women in every other Czech household are responsible for most of the domestic work. With 85 % of respondents saying that ironing is the most common domestic work that women do, followed by doing laundry with 73 % of respondents, cleaning windows with 67 % and changing bedsheets with 64 %. Men, on the other hand, usually wash the dishes, go shopping for groceries and take out the trash.

8) Position of women in STEM⁹

Compared to other European countries, Eurostat data shows that Czech Republic is well below the average – with only 24% women in STEM in 2020.¹⁰

9) Crisis impact on women (COVID-19)

Single mothers and their families were already the most vulnerable social group before the covid-19 pandemic exclusion. Due to the lack of childcare services and flexible jobs, they more often prefer precarious jobs to reconcile work and care, or work in education and care. Those fields, however, do not provide them with sufficient financial income, and precarious work is not stable. Gender stereotypes in the distribution of care in the family and ambiguities regarding the types of care arrangements after split or divorce led to low involvement of fathers in childcare. Insufficient financial reserves (up to half could not afford to spend CZK 10,400 in 2018) and chronic physical and mental exhaustion resulting from constant role overload led to depletion of reserves, reduced incomes, and significantly worse coping, or even deterioration of physical or mental health during the COVID-19 pandemic.¹¹

8 <https://www.jobs.cz/poradna/rady/moznosti-uplatneni/pracovni-smlouvy-a-druhy-uvazku/>


9 <https://www.ikea.com/cz/cs/newsroom/corporate-news/vetsinu-domacich-praci-stale-delaji-ze-ny-pruzkum-ikea-poukazuje-na-genderove-stereotypy-pub4f4e7a1d>

10 https://www.soc.cas.cz/sites/default/files/soubory/stratin-monitorin-report-eng-2019_0.pdf


11 <https://drive.google.com/file/d/1dcptzui4Z1GmR16if13JXuoZb0C9NeCf/view>

BEST PRACTICES CZECH REPUBLIC

1. ESF Project Successful Woman

Name/Title of the Best Practice	ESF Project Successful Woman
Logo of the organization and/or project (if existing)	
Mission & Vision	The project contributes to addressing the causes of gender discrimination in the labour market. Using mentoring and coaching of female employees and women at risk in the labour market, the project contributes to reducing vertical segregation in the labour market. Through awareness-raising activities for employers and accompanying measures in the form of wage subsidies, the project contributes to the mediation of flexible work forms to facilitate the reconciliation of family and household care and to combat gender stereotypes in the labour market.
Main activities and methods	Series of group mentoring/workshops on the following topics: Confidently myself SMART woman (Google application) Competency mapping Queen of the interview (CV, LinkedIn, preparation for the interview, make-up artistry – including creation of professional photos, self-presentation videos) Social media star (FB, YouTube, Instagram, photo and video editing, self-presentation on social medias) Individual talent testing Group motivational workshops with successful women from various business fields Individual mentoring, Individual coaching, Specific personal and work diagnostic Personal profile, Creating and managing a group on LinkedIn Job placement with support in the form of wage supplements for employers who newly introduce flexible forms of work for CS Awareness conference to support equal opportunities Successful woman – a book about the stories of 12 successful women working in gender-non-stereotypical positions
Target group	<ul style="list-style-type: none"> • Women at risk in the labour market: women after maternity leave, mothers of children under 15, unemployed women, women above 55 years old • Female employees • Employers
Location	Ostrava, North Moravia and Silesia, Czech Republic
Stakeholders/partners	Rovnovážka, z. s., Institute for women
Contact Info / Website	www.uspesna-zena.cz

2. ESF Project “Opening Gate to Flexi-Jobs”

Name/Title of the Best Practice	ESF Project “Opening Gate to Flexi-Jobs”
Logo of the organization and/or project (if existing)	
Mission & Vision	<p>The aim of the project is to improve the labour market position of 10 unemployed persons (i.e. jobseekers and inactive persons) from the Slezské brány region. The project is mainly focused on persons returning to the labour market after parental leave, to whom a set of counseling, training activities and retraining has been provided.</p>
Main activities and methods	<p>Talent testing (Gallup), individual personal SWOT analysis, series soft-skills training. PC training (Word, Excel, Office 365, Graphics - photo-editing, Google Apps). Retraining courses in various fields according to individual needs and/or a business English course. Individual career-consulting. Mediation of flexible jobs (while providing wage subsidies to employers who newly introduce some form of flexible working).</p>
Target group	<p>Parents returning to the labor market after parental leave.</p>
Location	<p>Vratimov, North Moravia - Silesia, Czech Republic</p>
Stakeholders/partners	<p>Local Action Group Silesian Gate</p>
Contact Info / Website	<p>Does not exist anymore.</p>


3. Markéta Ubíková /Smart žena

Name/Title of the Best Practice	Markéta Ubíková
Logo of the organization and/or project (if existing)	
Mission & Vision	DIGITAL COACH AND DIGITAL SKILLS TRAINER
Main activities and methods	Helping people with hard and soft digital skills. I give lectures and consultations. Google Certified Trainer for Google Workspace
Target group	My main clients are women, NGOs, small and medium businesses.
Location	Czech Republic
Stakeholders/partners	Not Relevant.
Contact Info / Website	marketa@smartzena.cz www.smartzena.cz www.ubikova.cz


18



4. Fórum 50 %

Name/Title of the Best Practice	Fórum 50 % - Project Cooperating to Succeed – Supporting Women’s Engagement in Local Politics
Logo of the organization and/or project (if existing)	
Mission & Vision	<p>The aim of the project is to contribute to the reduction of vertical and horizontal discrimination in the labour market based on gender by increasing the motivation and the competencies of women to allow them to assert themselves in the public life, where men are the dominant ones. The activities are designed with the 2022 municipal elections in mind. Politics is a profession which requires a specific knowledge and skills in order to be successful. Women face barriers that make it difficult for them to enter public life and the labour market. Through a combination of training programmes, mentoring, networking, internships, research and outreach activities, the project aims to overcome these barriers</p>
Main activities and methods	<p>The main activity consists of 5 daily training programmes for women from 3 different regions of the Czech republic who are at risk in the labour market. The topics included are: effective and correct argumentation, recognising and defending against manipulative behaviour (so-called domination techniques), local politics in practice, presentation skills and self-presentation using the “story telling” method, media training, PR and social media presentation.</p> <p>Other activities include mentoring and networking of women. The mentoring programme supports women in local politics through mutual exchange of experience and knowledge. Mentors also serve as positive role models and inspiration for their mentees. Networking enables sharing of contacts and access to women who have already established themselves in public life and can provide other women with examples of good practice.</p>
Target group	<p>Young women – students at universities, women politicians and publicly active women with children under the age of 15 in three Czech regions (Jihomoravský, Moravskoslezský and Pardubický region). These target groups, especially the second one, have a vulnerable position on the labour market.</p>
Location	Czech Republic
Stakeholders/partners	
Contact Info / Website	https://padesatprocent.cz/cz/

5. CZECHITAS

Name/Title of the Best Practice	Czechitas
Logo of the organization and/or project (if existing)	
Mission & Vision	Czechitas is made up of young women and men who all share one common goal – to increase diversity in the world of IT and to fight for a higher level of digital proficiency among women and in the new generation. Its mission is to inspire, educate and apply new talents to enhance diversity competitiveness in IT.
Main activities and methods	Inspiration, training, and guidance of new talents towards stronger diversity and competitiveness in tech. Czechitas teaches them to programme, code and work with data. It organizes workshops at various levels of advancement, summer camps, retraining and evening courses. It also helps its graduates to find their dream jobs in the field and connect them with Czechitas' partner companies.
Target group	Czechitas empowers women, girls and young people.
Location	Operating in 11 regions of the Czech Republic, with extended regional presence through online and offline programs
Stakeholders/partners	The range of partners is diverse and includes both corporate and institutional partnerships – from companies to foundations, from institutions to individuals. These partners become part of the community and together with Czechitas break down the stereotype that women don't belong in IT.
Contact Info / Website	Czechitas website Portfolio Czechitas Czechitas z.ú. Václavské náměstí 837/11 Nové Město, Praha 1, 110 00 Czech Republic info@czechitas.cz

3. SLOVENIA

BACKGROUND

Slovenia, officially the Republic of Slovenia, is a state in Central Europe at the crossroads of main European cultural and trade routes. It has been a full member of the European Union since 2004. It borders Italy to the west, Austria to the north, Croatia to the south and southeast and Hungary to the northeast.

Slovene is the official national language but Italian, Hungarian, and Romani are legally protected for the minorities. Slovenian is a South Slavic language and one of the few Indo-European languages that has preserved its dual (grammatical number). One of the major challenges faced by the Slovenian language at the beginning of the 21st century was Slovenia's accession to the European Union, whereby Slovenian obtained the status of one of the EU official languages.¹²

Slovenia is a member of all the major international organizations, including the European Union and NATO. In the first half of 2008, it was also the first of the new Member States to hold the EU Presidency. In the second half of 2021, Slovenia held the Presidency of the Council of the EU for the second time.

Slovenia remains one of the richest Slavic states, with a GDP of 21.260€ (2020) per capita. Prosperity levels vary widely across the country, though. Roughly two-thirds of the population is employed by the service industry and the remaining one-third by construction and industry (mainly automobile, electric / electronic equipment, hi-tech, machinery, pharmaceuticals, fuels, tourism).¹³

PARENTAL RIGHTS AND FINANCIAL BENEFITS

In general, the rights for social transfer related to parental leave are defined by the Act on the Coordination of Transfers to Individuals and Households in the Republic of Slovenia (Zakon o usklajevanju transferjev posameznikom in gospodinjstvom v Republiki Sloveniji) and Parental Protection and Family Benefits Act (Zakon o starševskem varstvu in družinskih prejemkih). Besides that, the rights for employed women are addressed in the Employment Relationships Act (Zakon o delovnih razmerjih), the Health Care Act (Zakon o zdravstvenem varstvu) and the Rules on the Protection of Occupational Health (Pravilnik o varovanju zdravja pri delu). The law stipulates that worker have special protection due to pregnancy and parenthood. The rules require the employer to protect pregnant women and women who have just given birth, as well as breastfeeding mothers, from the dangers of risks or harmful working conditions that could endanger their or the child's health.¹⁴

PARENTAL LEAVE

MATERNITY LEAVE

Maternity leave is intended for mothers lasting 105 days in the form of full absence from work, of which 15 days are mandatory. The onset is 28 days before the expected date of birth, except

12 www.uni-lj.si/study/information/slovenia

13 <https://education.stateuniversity.com/pages/1364/Slovenia-HISTORY-BACKGROUND.html>

14 [source:Pravice ob rojstvu otroka | GOV.SI]

in the case of the birth of a premature baby. With the mother's role in exercising the rights at the birth of a child, the mother exercises the right to maternity leave and maternity allowance, the right to parental leave and parental benefit, extended parental leave and the right to childbirth allowance if the father does not exercise it.

FATHERS LEAVE/PATERNITY LEAVE

Paternity leave is intended for fathers for a period of 30 calendar days. The father uses it for at least calendar days from the birth of the child until no later than one month after the end of parental leave / parental allowance, and the remaining 30 days at any time until the end of the first grade of primary school. Other persons who actually care for and protect the child after birth are also entitled to paternity leave (the other person and the maternal spouse, common-law partner or partner of a registered same-sex partnership and the spouse, common-law partner or partner of a registered same-sex partner of a person taking maternity leave). At the birth of twins or several live-born children at the same time, paternity leave for the second or subsequent child is extended by an additional ten days. Paternity leave for the second or subsequent child is also extended in the case of the adoption of twins or several live-born children or two or more children of different ages until the completion of the first grade of the oldest child's primary school.

- Parental/Childcare leave

Parental leave is intended for mother and father, lasting 130 days for each parent (260 days in total) in the form of full or partial absence from work. The mother can transfer 100 days of parental leave to the father, but 30 days are non-transferable and can only be used by her (as a rule, the father can use a maximum of 230 days, exceptionally all 260 days). The father can transfer 130 days of parental leave to the mother (the mother can use all 260 days). In the case of the birth of twins or more children, a premature baby, a child in need of special care and protection, parental leave is extended. Part of the parental leave of up to 75 days can be transferred and used by the parents until the child's first grade of primary school is completed.

- Extended leave

Extended leave is granted:

- at the birth of twins for an additional 90 days,
- at the birth of several children, parental leave shall be extended for each additional child by an additional 90 days,
- at the birth of a premature baby - for as many days as the pregnancy was shorter than 260 days,
- at the birth of a child in need of special care and protection - parental leave is extended by an additional 90 days (based on the opinion of the competent medical commission),
- at the birth of a child, if the parents protect and raise at least two more children until the end of the first grade of primary school - parental leave is extended by 30 days, for three children by 60 days and for four or more children by 90 days
- The combination of maternity and parental leave is 365 days. This is not just an insignificant difference between leave, but each of them carries different rights (legal basis) for the parent.

Maternity, paternity and parental benefits

Maternity, paternity and parental allowance paid during maternity, paternity and parental leave is 100% of the base. Maternity benefit is unlimited upwards, and the highest paternity and parental benefit amounts to EUR 3,843.99 gross for the entire month. The basis for maternity, paternity and parental benefit is the average basis on which contributions for parental care were calculated in the consolidated 12 months, with the last month being the basis on which contributions were calculated in the previous month since the first application for leave (example: application submitted in September 2018, salaries from July 2017 to June 2018 - paid in July 2018 are taken into account). The Center for Social Work itself obtains information on the basis from the Financial Administration.

Childbirth allowance

The child benefit is a supplementary benefit for the maintenance, upbringing and education of the child. The right to receive child allowance can be exercised at the Center for Social Work, where the beneficiary has permanent residence or where most family members actually reside, if the individual's permanent or temporary residence is at different addresses.

Participation of men in parental leave¹⁵

The use of parental leave by men in Slovenia is constantly low. By 1990, 1 to 2% of fathers used parental leave. Later, this share fell below 1%, then slowly increased and between 2012 and 2016 it was between 6% and 7%. Following the introduction of paid 30-day paternity leave in 2017, the proportion of fathers opting for parental leave has started to decline. Only about 4% of fathers take parental leave. The reason for this is most likely the extension of paid paternity leave from 15 to 30 days. The use of paternity leave in Slovenia is fairly constant; about 80% of fathers take the first 15 days of paternity leave (until the child is six months old). There are several reasons why some fathers choose not to take paternity leave (especially the last 15 days), and why most fathers do not choose to take parental leave. One reason is the low awareness of fathers about their rights at the birth of a child. Another reason is the lack of understanding and poor awareness of employers, superiors and co-workers about the use of paternity leave, while at the same time there is a lack of understanding among parents themselves about the meaning and goals of paternity and parental leave. Fathers often do not take both paternity and parental leave (according to Humer et al., 2017, 8% did not take parental leave, 9% took 15 days of paternity leave and 12% took 75 days of paternity leave) because the employer was not in favor. Even more often, they do not use parental or paternity leave because their work would suffer as a result (15% did not use parental leave, 19% 15-day paternity leave and 31% 75-day paternity leave (ibid.)).¹⁶

15 AD_Poročilo o politikah.SLO.pdf | Mirovni

16 Humer, Ž., Kanjuo Mrčela, A., Šori, I., Štebe, J., Beršnak Vuga, J. in Frelih, M. (2017): Očetje in delodajalci v akciji, 2015: Spletna anketa z zaposlenimi očeti *Podatkovna datoteka+.Ljubljana: Univerza v Ljubljani, Arhiv družboslovnih podatkov. ADP - IDNo: ODA15. https://doi.org/10.17898/ADP_ODA15_V1 Dostopno prek <https://www.adp.fdv.uni-lj.si/opisi/oda15/> (3. junij 2021).

Participation rate in different economic sectors

The statistics clearly coincides with the phenomenon of “feminisation of professions”, as in the health, social and educational professions - that is, in professions that include caring for others - women are predominantly employed: 80% - 95% of all employees in women’s care professions. In Slovenia, there are more female doctors as male, more female dentists as male, more nurses than technicians (the trend is already evident during studies). Moreover, in the retail sector 65% of them are women, who get about 250€ lower wages than men.¹⁷

Women in employment and decision making positions

Discrimination on the grounds of parenthood and family responsibilities, as well as violations of employment rights due to parenthood, are still present in the labor market, but mostly affect women. Discrimination and violations of rights are most often perceived when entering into an employment relationship, planning a family, returning from parental leave, opportunities for promotion and the like. A survey on the accessibility of the labor market for women and men (Kanjuo Mrčela et al., 2016) showed that participating HR professionals, CEOs and other employers’ representatives believe that most respondents would not offer promotion to an active father or pregnant woman which shows a high degree of hypothetical discrimination.¹⁸

Share of seats held by women in national parliament 22,1%

The indicator shows the proportion of seats held by women in national parliament (count includes the president).

Share of women in senior management positions 24,6%

The indicator shows the share of women in senior management positions in largest listed companies.

In Slovenia, the introduction of women’s quotas in politics, which was introduced in 2004, has its effects. According to many, in the period 2014-2018 quotas are the reason that Slovenia had 31 female members of the parliament. A regular analyzes of the appearance of women in the newspaper media as commentators, columnists or interviewers, ie persons whose opinion is relevant in the year 2017 shows that 71% of the space was occupied by men and only 29% by women.

Flexible working forms – part time working

It should be emphasized that women in Slovenia, like men, are mostly employed full-time. Comparatively, Slovenia has one of the highest employment rates of women with children among the EU Member States, and their position is more equal to that of men. Recently, however, we are

17 Delo žensk v času kriz(e) ... in tudi drugače | SpolSi

18 Kanjua Mrčela, A., Uhan, S., Kurdija, S., Mikić, J., Vovk, T. (2016): Dostopnost trga dela za ženske in moške. Končno poročilo. Ljubljana: Univerza v Ljubljani, Fakulteta za družbene vede. Dostopno prek: http://mddsz.arhiv-spletisc.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti/pdf/enake_moznosti/RaziskavaTrgDela.pdf (3. junij 2021).

seeing a new direction - increasing the share of women working part-time during the period when they have small children. But if such a right is mostly exercised by women, it has a negative impact on their position in the labor market and on gender equality. The right is also increasingly being exercised by sole proprietors. The number of beneficiaries of part-time work and the amount of funds for the payment of social security contributions due to parenthood have been gradually increasing over the years. Although it is a right that should not create gender differences, it is mostly exercised by women. In 1994, only 2% of women were employed part - time, while in 2014 13.7% of women were employed part - time, of which 13.6% due to the care and protection of a child or a disabled adult. In 2011, 1,966 fathers and 13,096 mothers were employed part-time, and the amount of funds required amounted to EUR 11.6 million. In 2020, 595 fathers and 19,743 mothers were employed part-time, so € 19.7 million was needed to pay contributions (because contributions are paid from a proportionate part of the minimum wage, raising the minimum wage also increases the amount of funds needed and does not depend only on the number of beneficiaries). As the payment of contributions is linked to the minimum wage, for the majority of beneficiaries this means that the payment of contributions is calculated on a basis lower than their salary. Therefore, their assessed pension may be lower. Due to the impact on pension rights, consideration should be given to amending the legislation to ensure that part-time beneficiaries have the same pension as if they had not exercised these rights.

25

Unpaid domestic work

Although the situation is improving and men are increasingly involved in childcare and other family responsibilities (such as household chores), the gender gap in spending time is still large - women spend an average of more than 200 hours a year on household chores. more than men, and a good 500 hours more for childcare. In Slovenia, care for sick family members is also very traditionally distributed - 81% of all days of absence for the care of a sick family member are used by women (19% of men). This disparity is changing very slowly (2000 data: 86% women, 14% men). It should also be emphasized that this also affects the amount of the pension.

BEST PRACTICES SLOVENIA


1. VITA Active

Name/Title of the Best Practice	Vita active (web portal spol.si)
Logo of the organization and/or project (if existing)	/
Mission & Vision	The Vita Activa Association for the Promotion of Equality and Plurality strives to promote equality, human rights and fundamental freedoms regardless of gender, sexual orientation, nationality, language, religion, political or other beliefs, social status, education or any other personal circumstance.
Main activities and methods	<p>The web portal spol.si is an independent and non-partisan medium focused on gender-related topics. It responds promptly and analytically to gender inequalities, the emergence of sexism and the reproduction of stereotypes in various fields of society (politics, media, art, (pop) culture, science, etc.). It seeks to cover various areas of content, from the division of domestic work through political representation and segregation in the labor market to violence in the private sphere, exploitation in prostitution, sexism in the media, gender roles, etc. He pays special attention to thematizing, analyzing and problematizing knowledge about men and masculinity and about women and femininity and other genders. Gender issues are addressed in the current social, political and economic situation in Slovenia and the world, as well as in relation to age, race, nationality, religion, social status and sexual orientation, as it takes into account that sources of inequality are intertwined and complementary.</p> <p>Since sexist statements in public discourse are everyday and most of the time do not experience reflection, Bodeča Neža (Carline thistle) collects, analyzes and comments on them on the website: https://bodeca-neza.spol.si/ and exposes them to public criticism. Bodeča Neža is awarded for the sexist statement of the year by the Red Dawn collective and the editorial board of the spol.si web portal together with the interested public. This dishonorable title can befall anyone who publicly attacks, humiliates and insults others based on gender, sexual orientation and / or gender identity.</p>
Target group	Society
Location	Ljubljana, Slovenia
Stakeholders/partners	Independent editors/researchers/journalists In the past: U.S. Embassy Ljubljana; Slovenian Ministry of Culture; Norway Grants; Slovenian Ministry of Work, Family, Social Affairs and Equal Opportunities; Global Fund for Women in Heart and Hand Fund
Contact Info / Website	Društvo za uveljavljanje enakosti in pluralnosti Vita Activa (Vita Activa Association for the Promotion of Equality and Plurality) Povšetova 104/d, 1000 Ljubljana, Slovenija drustvo.vitaactiva@gmail.com https://spol.si/o-nas/o-drustvu-vita-activa/

2. Inštitut 8. Marec


Name/Title of the Best Practice	Inštitut 8. Marec (The March 8 Institute)
Logo of the organization and/or project (if existing)	
Mission & Vision	The March 8 Institute (officially: the March 8 Institute Research Institute) is a Slovenian non-governmental organization whose main purpose is to question various forms of subordination, especially in the field of gender, and to place inequality in the wider society.
Main activities and methods	<p>The institute operates as a collective that was established through working for a common goal. It does not have the means to act, workers are volunteers, activists. The operation of the Institute on March 8 revolves around three main parts. The first set is regular monthly events in which theory and practice intertwine: study gender-related topics, such as abortion, gender, artificial insemination.</p> <p>The second part of their work is the #jztudi (#metoo) campaign, where they collect anonymous testimonies about sexual harassment and violence on the website www.jztudi.si. There is no doubt that women in Slovenia have this kind of experience, and that they have experienced, perhaps even for many years and systematically, humiliation, violence, sexual violence and intimidation in their professional lives and in the public sphere. Now is the time to finally speak up..</p> <p>The third set of activities are "ad hoc" campaigns. When something happens in society and the NGO finds it important and react, as they did in the debate e.g. against the abolition of the work allowance. The activist volunteer structure allows the NGO to establish themselves quickly, react quickly, shout and be heard, because they are not afraid to go very sharply against measures that are harmful to society.</p>
Target group	<ul style="list-style-type: none"> • Women, society, decision makers
Location	Ljubljana, Slovenia
Stakeholders/partners	/
Contact Info / Website	Zavod raziskovalni inštitut 8. Marec Tacenska cesta 125e, 1000 Ljubljana institut8.marec@gmail.com https://www.8marec.si/

3. Mirovni inštitut


Name/Title of the Best Practice	Mirovni inštitut (The Peace Institute)
Logo of the organization and/or project (if existing)	 <p>The image shows four logos: 'The Peace Institute 30 Institute for Contemporary Social and Political Studies', 'ECaRoM' (European Centre for Roma and Ethnic Minority Studies), 'ORIS' (Organization for Research in International Studies), and 'VOICES OF IMMIGRANT WOMEN' with a logo featuring a stylized figure and the text 'očka v akciji'.</p>
Mission & Vision	<p>The Peace Institute – Institute for Contemporary Social and Political Studies – is a independent and non-profit research institution founded in 1991 by individuals who believed in peaceful conflict resolution, equality and respect for human rights standards. The Institute uses scientific research and advocacy activities aimed at creating and an preserving open society capable of critical thought and based on the principles of equality, responsibility, solidarity, human rights and the rule of law.</p> <p>The Institute develops interdisciplinary research, educational and awareness-raising activities in the areas of social science and humanities, in five thematic fields: human rights and minorities, politics, media, gender and cultural policies. It acts as an ally of vulnerable groups and acts against discrimination in partnership with them. It is a visible research and civil society stakeholder in Slovenia, the region and on the international level and a leading resource in the fields of its operation. It acts in partnership with other similar stakeholders (institutes, universities, non-governmental organisations) as well as with residents on the local, regional and international level.</p>

Main activities and methods	<p>Thematic fields: Human Rights and Minorities; Politics; Media; Gender; Cultural policy. Strategic focus of the thematic field »Gender« are: Gender equality; Prostitution and sex work; Masculinity studies; Care work; Public, private, intimate. Within the gender thematic pillar, selected ongoing projects are considered.</p> <p>The “Early care and the role of men” (EcaRoM) is a European funded project, which is being implemented for 24 months from February 2021 until January 2023. The Project aims at promoting the concept of caring masculinities so that at a young age, children and especially boys are taught about the importance of care for themselves, others, and the environment. The Project also teaches how care professions are addressed in Early Childhood Education and Care (ECEC) services and primary schools, and how this impacts their further educational/professional choices.</p>
Target group	<ul style="list-style-type: none"> • EcarRoM: children, parents, educators, decision makers • ORIS: sex workers, decision makers • Voices of immigrant women: higher education students, educators, immigrant women, researchers • Action dad: parents, children, employers, professional public
Location	Ljubljana, Slovenia
Stakeholders/partners	<p>EcarRoM: Dissens Institut für Bildung und Forschung e.V. – Germany; Verein für Männer- und Geschlechterthemen Steiermark – Austria; Istituto degli Innocenti – Italy; Center of Women’s Studies and Policies – Bulgaria; Center for Equality Advancement – Lithuania;</p> <p>- ORIS: Faculty of Arts, University of Ljubljana</p> <p>- Voices of immigrant women: Universidad Pablo de Olavide (Spain); Institute of Research for Development (France); Università degli Studi di Firenze (Italy); European Public Law Organisation (Greece); Pixel – Associazione Culturale (Italy); Fundación EMET Arco Iris (Spain); Instituto Politécnico de Bragança (Portugal)</p> <p>- Action Dad: Ministry of the Republic of Slovenia for Labour, Family, Social Affairs and Equal Opportunities</p>
Contact Info / Website	<p>Mirovni inštitut Inštitut za sodobne družbene in politične študije Metelkova 6, 1000 Ljubljana info@mirovni-institut.si https://www.mirovni-institut.si/</p>

4. Mesto žensk

Name/Title of the Best Practice	Mesto žensk (The City of Women)
Logo of the organization and/or project (if existing)	
Mission & Vision	<p>Mesto Žensk - City of Women is a pioneering organization focusing on feminism and gender equality in the arts and culture. Since 1996, the Association has been advocating recognition, promotion, better work and life conditions for female artists, and gender equality in the cultural sector in general. Governed by an independent board committed to art, critical theory, feminist, queer, gender and postcolonial studies, City of Women stands for equality, diversity and solidarity. We provide support, resources, visibility and care for artistic, activist and theoretical practices and discourses resonating with our core values.</p>
Main activities and methods	<p>The largest event is the International Festival of Contemporary Arts – City of Women, which has been held for ten days every October since 1995 in different venues across the city of Ljubljana. Uniting amazing women from all over the world, the festival offers a unique experience blending great artistic endeavours with inspiring talks. The Festival has so far presented and produced more than a thousand local and international artists and collectives from all artistic disciplines. The City of Women also offers a specialized public library of contemporary arts and feminism, as well as an online digital archive. Given that they actively take part in cultural education and feminist pedagogy, the organization runs projects for youth and pedagogues.</p> <p>They build capacities for women artists and cultural workers and offer support to associated artists, from pre – to post production phase.</p>
Target group	<ul style="list-style-type: none"> • Festival of Contemporary Arts – City of Women: society, decision makers, minority groups, women, • Performing Gender – Dancing in your shoes: society, decision makers, minority groups, women, • #8MarchEveryDay: schools, educators, youth workers, students, - Power: youth, artists, society, decision makers
Location	Ljubljana, Slovenia
Stakeholders/partners	Festival of Contemporary Arts – City of Women: several national Ministries Institutions and private companies
Contact Info / Website	http://www.cityofwomen.org/

5. Zavod Nefiks

Name/Title of the Best Practice	Zavod Nefiks (Institute Nefiks) – project Kolegice (Colleague)
Logo of the organization and/or project (if existing)	
Mission & Vision	Zavod Nefiks is a non-governmental organization that is working on promotion and recognition of knowledge and competence acquired through non-formal education and informal learning. Our main project is Nefiks booklet with its online version that has been designed to help individuals and organizations with recording knowledge, skills and competences developed through different activities like volunteer work, workshops, language courses and other activities where learning took place.
Main activities and methods	<p>Kolegice - The Colleagues project enables young women entering the labor market to network and acquire the competencies of the future.»Colleagues, we are aware that a career is very important for everyone. But we also know that sometimes it's hard to know exactly what you want and what would suit you.« That is why the project invites these colleagues to career counseling, where the knowledgeable counselors will reveal more about one self and the career path that would suit the particular person. Through counseling the »mentee« will learn more about herself and will therefore be able to make better decisions!Career counseling takes place both online and live. In 2022, the project will take place in a slightly changed form - as monthly events and workshops. In the past, Kolegice - Colleagues have worked as clubs - young women have met in weekly meetings where participants have developed their career plans, and together with other participants have prepared events that have contributed to their career development (eg educational workshops on CV composition); visits to companies, hosting lecturers in the field of self-employment, marketing, ..). In the continuation of the project, the girls connect with a mentor, successful in the professional field they are interested in. Through a mentoring relationship, they get acquainted with the chosen field of work and establish contacts with potential employers.</p>
Target group	<ul style="list-style-type: none"> Youth, young job seekers up to the age of 29
Location	Ljubljana, Slovenia
Stakeholders/partners	Ministry of the Republic of Slovenia for Labour, Family, Social Affairs and Equal Opportunities; City council Ljubljana
Contact Info / Website	http://www.nefiks.si/

CONCLUSION

Empirical findings indicate that the specifics of the female workforce are among the main factors that generate disadvantaged positions of women's participation in the labor market compared to men. An equally important role is played by the setting and mutual coordination of policies regulating maternity and child care institutions, sufficient quality and affordable facilities for raising and educating children, the flexibility of the labor market and the taxation of the families.

It turns out that the mentioned ranges of factors affect the participation of women in the labor market with a high degree of intensity. Women-mothers, as a result of unfavorable conditions for reconciling work and family roles and the lack of geographically and affordable child care facilities, choose the path of staying at home.

Women are constantly confronted with highly diverse and controversial expectations and attitudes concerning their doing and being as a mother. It is not surprising that the situation is becoming more complex as expectations for mothers include both caring for children and pursuing a career. Feelings of guilt have become a more common experience among professional women who return to work.

32

DIVERSITY

The debate on the concept of diversity is intensifying in relation to changes and new trends in the labor market. Likewise, a globalizing society, demographic change or a lack of workforce foreshadow the need to rethink existing work organization models and look for new opportunities to ensure process efficiency. In this respect, the concept of diversity is one of the key principles that employers organizations should adopt to ensure their effective functioning and to keep pace with progress and societal change.

The experience of several countries and specific employers proves that this is not just an abstract concept, but a practical and real value. There are many examples of good practice, both in the public and private sectors. The findings of many companies, both private and public, point to key success factors in implementing diversity in the workplace: a positive leadership attitude towards diversity and a clear commitment to it; involvement of ordinary employees; strategic diversity planning; continuous investment in processes; determination of diversity indicators; measurement and evaluation; also the connection with the intentions and goals of the organization. A study of good practice in implementing diversity in selected organizations reveals that they are successful in the process of achieving diversity at work, as long as diversity is integrated into the organization's core values and is taken into account at all levels of management and in all relevant work processes.

Individual diversity support programs are being set up in many companies. However, arguments in favor of diversity are often based mainly on efficiency, productivity and the needs of the business

sector and an effort to stay ahead of the competition. Promoting inclusion and diversity is therefore primarily a practical matter. Companies want to take advantage of and increase the financial benefits of women's employment and education and improve both the use of their talent and the needs of the market. However, there are companies who see the promotion of diversity in the workplace and in work processes as part of a large-scale effort to set up processes more responsibly and sustainably.

WORK LIFE BALANCE

Childcare is becoming a frequent topic of political and professional discussions. The topic appears in the discourse mainly in connection with the harmonization of work and family responsibilities of workers. Individual EU countries are intensively looking for tools to make it easier for young working parents to fulfill their roles responsibly in these two basic spheres of life: work and family. The question of the division of responsibilities for the care and upbringing of children between various entities also comes to the fore, and assistance is mentioned not only from the state, but also from employers and the municipality, or non-profit organizations.

Specific measures to support working parents can be divided into 3 groups:

1. various types of childcare leave (maternity, parental leave, sick leave)
2. working time arrangements: flexible forms of work organization and working time
3. childcare services such as crèches, kindergartens, school clubs, hobby circles

Many of these measures are general and regulated by social legislation, others depend on the approach of specific employers.

BUILDING CONFIDENCE

One of the challenges to empowering women through inclusive business practices, is the need for women themselves to believe that they can be capable and legitimate participants at all levels of business management or value chain operations. Beyond the structural changes in policies and business practices that clearly must take place, there is a need for sustainable platforms for promoting confidence, voice, and leadership starting at a young age. The idea is to build stronger social support networks, develop entrepreneurial or labor market skills and teach skills that will enable them to take advantage of new economic opportunities.

The main goal is to do more projects that have effectively promoted more systemic and scalable collective action initiatives that not only build confidence and leadership among women and adolescent girls, but also support more inclusive or better business practices.

Email: oz@futureg.sk
Website: www.futureg.sk
2022 @FutuReg

2021-1-SK01-KA210-ADU-000034089