

WOMEN IN MANAGERIAL POSITIONS IN SLOVENIA



WHAT ARE WE GOING TO TALK ABOUT?



- MANAGEMENT IN GENERAL
- WOMEN IN MANAGEMENT
- WOMEN IN MANAGERIAL POSITIONS IN SLOVENIA
- THE FUTURE OF WOMEN IN MANAGEMENT

MANAGEMENT IN GENERAL



- The origin of the word management:
 - Italian word *maneggiare* (means to lead with hand)
 - Latin word *manus* (means hand)
 - A lot of different definitions of management
 - Frenchman Henry Fayol defined management as:
 - planning
 - organizing
 - coordinating
 - commanding
 - controlling
- Compare it with today's definition!
- **planning**
 - **organizing**
 - **leading**
 - **controlling**

WOMEN IN MANAGEMENT



Often quoted disadvantages of women in managerial positions:

- Men's prejudices about inappropriateness of women's characteristics for managerial positions
- Men's prejudices that women are often not prepared to build a long-term career (lack of ambition)
- Men's prejudices that women should take care of household and family
- Expected break from work during and after the time of pregnancy (Parental leave)

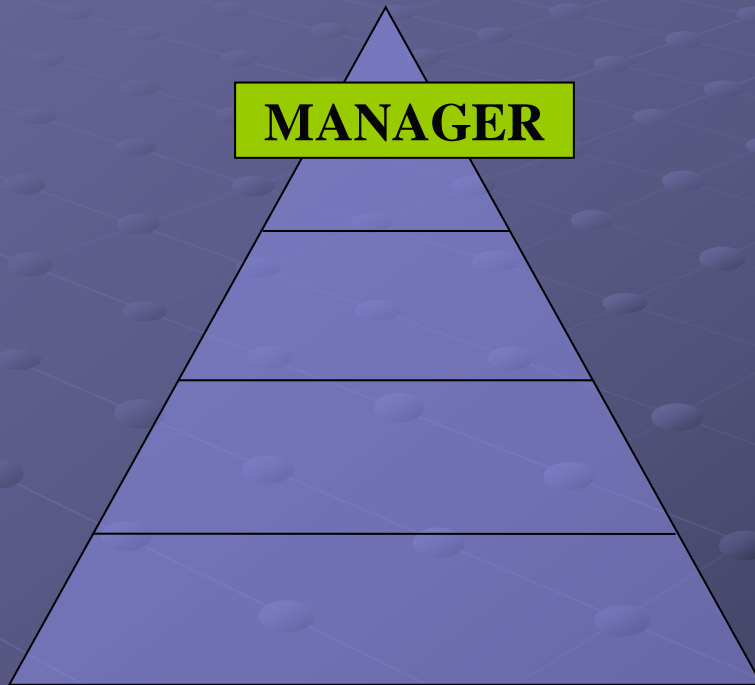
WOMEN IN MANAGEMENT



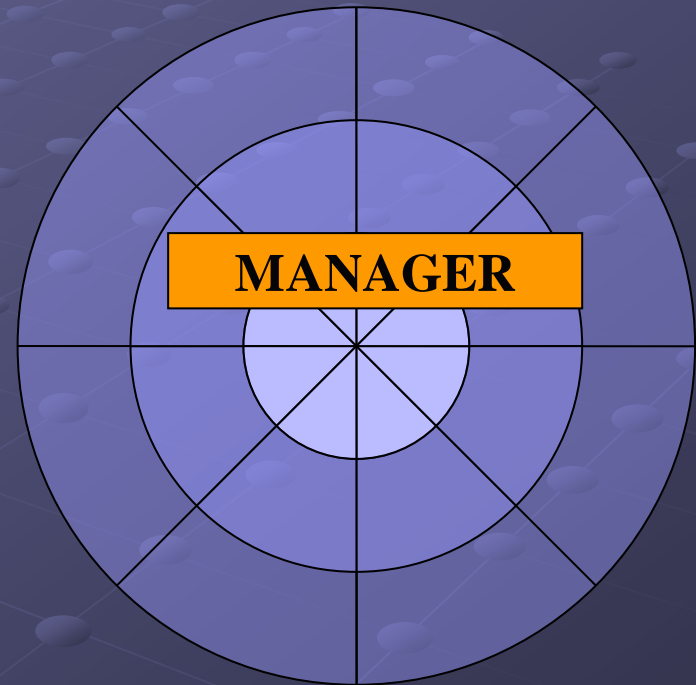
The advantages of women in managerial positions:

- Women are more communicative than men
- The ability of foresight is a well-known women's characteristic (“6th sense”)
- Men's vision of a company is typically hierarchical, whereas women see it as a web

WOMEN IN MANAGEMENT



HIERARCHY



WEB



D. Brečko
(Planet GV)



T. Fink
(Trimo)



C. Selšek
(SKB)



D. Purg
(BS Bled)



J. Dakič
(Mercator)



R. Pajenk
(Probanka)



S. Klopčič
(ORIA comp.)



S. Gole
(Adria Mobil)

SLOVENIAN FEMALE MANAGERS

WOMEN IN MANAGERIAL POSITIONS IN SLOVENIA



- Of the 28% of women in all leading positions in Slovenia, only 2-3% are in top managerial positions
- Business branches:
 - retail business (30%)
 - metal industry (13%)
 - the lowest percentages of female managers can be found in: financial brokers, the construction industry, engineering and the secondary food industry

AGE STRUCTURE OF WOMEN IN MANAGERIAL POSITIONS IN SLOVENIA



Age class (years)	Percentage (%)
From 21 to 25	0
From 26 to 30	4,17
From 31 to 35	8,33
From 36 to 40	20,83
From 41 to 45	12,50
From 46 to 50	20,83
51 and more	33,34

MARRIAGE STATUS OF WOMEN IN MANAGERIAL POSITIONS IN SLOVENIA



Marriage status	Percentage (%)
Married	70,83
Divorced	4,17
Single	4,17
Out-of-wedlock community	16,66
Widowed	4,17

THE FUTURE OF WOMEN IN MANAGERIAL POSITIONS



- Involvement in the same strategies of promoting equality between men and women as every EU member state
- **Thirteen EU directives** cover the equal treatment of men and women in all areas relating to employment and work, such as pay, access to employment, professional training, social security, maternity and parental leave. A new directive also bans discrimination between women and men in the provision of goods and services.

THE FUTURE OF WOMEN IN MANAGERIAL POSITIONS



- Reconciliation of work and family life
- Inequalities between men and women as a men's issue
- Balanced participation in decision-making as a key element of democracy
- Eliminating stereotypes and avoiding professional segregation in the labour market is also important
- **It can only get better!**

**THANK YOU
FOR YOUR ATTENTION!**



Questions, discussion...?