

Ministry of Labour, Family and Social Affairs



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Development partnership
Young-Mother/Family-friendly Employment

www.equal-mladematere.si





Certificate Family Friendly Enterprise

Background:

- ✓ Social agreement 2003-2005
 - ✓ Resolution on National Programme for Equal Opportunities for women and men 2005-2013
(Slovenian Parliament October 2005)
 - ✓ Equal project Young Mother/Family Friendly Employment
-



The main aim of Equal DP

**To decrease hidden discrimination of young women–
(potential) mothers - due to maternity – in the labour
market.**

The target group – the one which we intend to help - are
(potential) parents and in particular young women.

The target group we want to adress - employers



We intend to fulfil our goal through:

- Economic and sociological research on the extent of the problem, on which we will build our search for appropriate solutions
- Education of target groups (key actors), particularly employers
- Better informing of young (potential) parents about the employees' rights
- Public exposure of the issue of sex discrimination of young women in the labour market
- **Public awarding of those firms in which people have a non-discriminatory attitude towards those who are planning or having small children.**



Expected impact

- **On psychosocial and cultural elements that influence the behaviour of key persons in firms**
- **On the management's way of reasoning – understanding that parental role of employees does no harm to the firms' financial results**
- **On the informing, way of reasoning and acting of young women who may – due to maternity - face sex discrimination in the labour market**



We've been looking for the audit system that:

- ✓ will not just value a present situation but also encourage enterprise to improve a situation
 - ✓ will not just award enterprise for a present situation but also for improving a present situation
 - ✓ Will be long-term
 - ✓ Could be applied in any enterprise or organisation
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**We decide on “European work & family audit”
developed by Berufundfamilie Germany.**

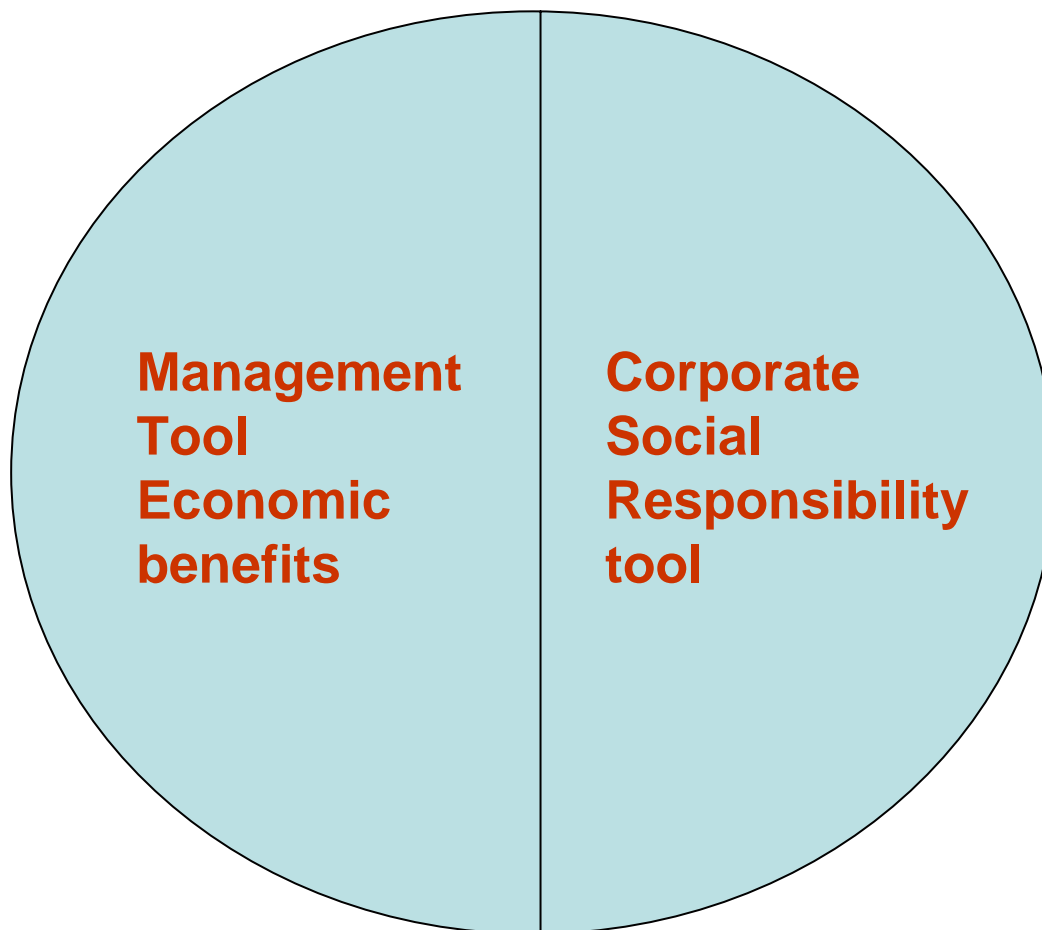
We keep the combination of the systems from **Austria**
and **Germany** with some modifications to Slovenian
situation.

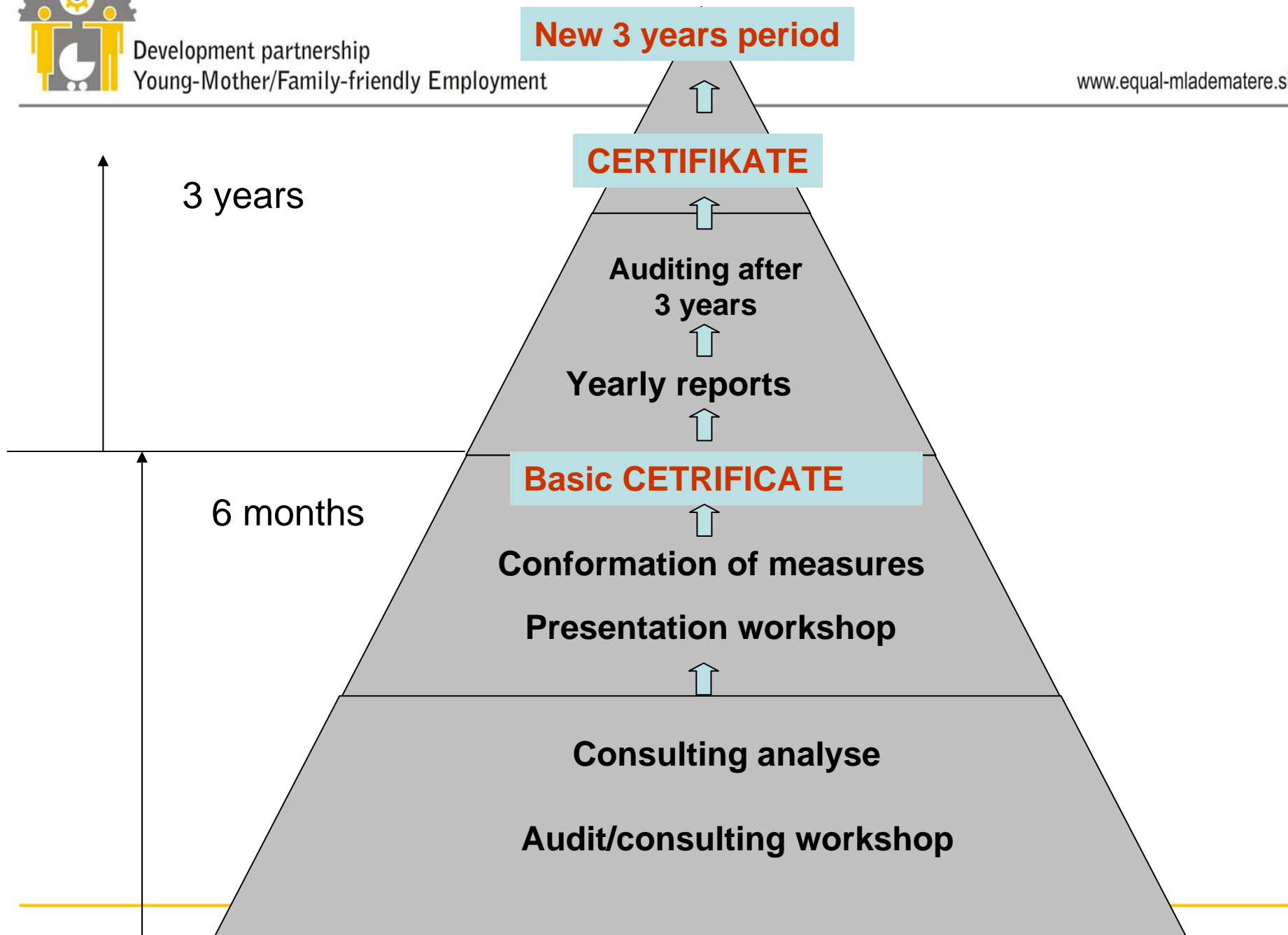


What is Audit Family Friendly Enterprise?

It is multifunction instrument:

- ✓ Management instrument for better human resource management with emphasise on reconciliation of work and family
 - ✓ Advisory procedure
 - ✓ Audit procedure
 - ✓ Adaptable for different enterprises and organisations
 - ✓ Extensive catalogue of practical measures
 - ✓ Corporate Social Responsibility Instrument
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Important issues for implementation in Slovenia:

- ✓ Good communication strategy
- ✓ Involvement of all social partners
- ✓ Extending field of intervention from primary target groups – woman and employers:
 - to parents in first stage
 - to reconciliation of work and family life
 - and to corporate social responsibility



Public Relations partners:

- Central newspaper on economy matters – Finance
- Slovenian PR association

Advertising campaign

Partners within Equal Partnership:

- 2 mayor trade unions
- Slovenian employers association
- Office for Equal opportunities
- Ministry for Labour, Families and Social Affairs



Implementation time schedule

- ✓ May- September 2006 – education, adaptation and preparation of the Rules and the system
 - ✓ Sept. – October 2006 - Pilot phase
 - ✓ October 2006 - public call for enterprises
 - ✓ December 2006 - official start of Phase 1 for chosen enterprises
 - ✓ May 2007 - granting first basic Certificates
 - ✓ June-September 2007 - transfer the system to Slovenian licensee (Ministry LFSA)
 - ✓ End of 2007 - new public call
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Number of enterprises/ organisations gained the certificate:

32

Basic data of certificate holders :

Number of employees : min. 10, max 13.000

Legal status: enterprises (LTD, joint stock company) - 27,
others (institutes, public companies, NGO) – 5;

Geographic origins: from all parts of the country



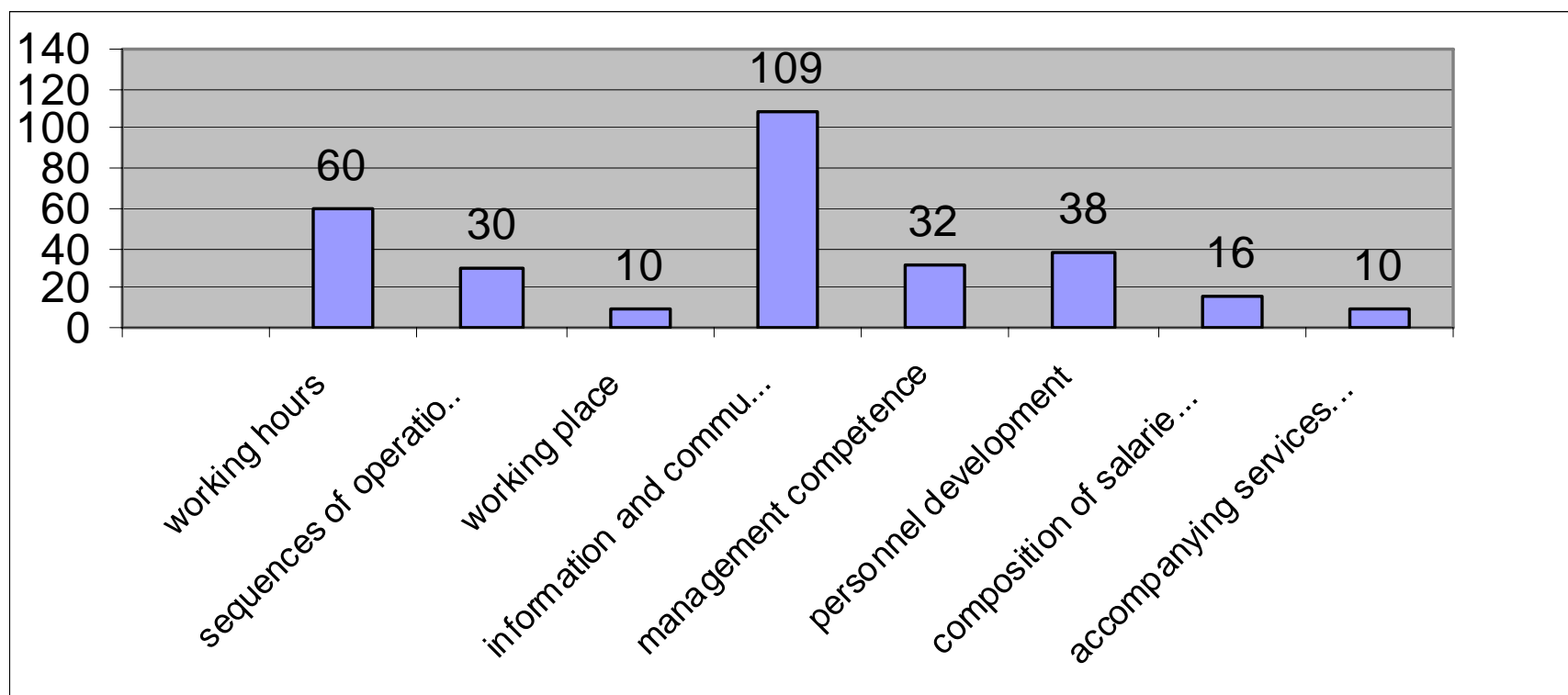
Number of measures chosen by companies:

305

9,5 average to a company



Chosen measures presented by the fields of activity





Financing

Phase 1 – till October 2007 – Equal project

From 2007 – 2013 - Through ESF