



Quality in Gender+ Equality Policies

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State of the Art and Mapping of Competences Report: Slovenia

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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Introduction

One cannot deny that elements of gender equality existed in the former socialist political system. Regardless of the fact that most initiatives, which aimed at equality and equal opportunities between men and women, were subordinated to the ideology of class liberation, the effect of these policies established a certain level of gender equality. The Conference for the questions of the social position of women, which was a part of the Socialist Alliance of Working People, brought about important equality issues, such as accessibility to education, high level of employment, the right to abortion, birth control and family planning, a reasonably developed and accessible network of childcare and similar. However, the state feminism primarily fostered social rights and issues (and therefore social emancipation of women), while political emancipation and accompanying issues and questions were not tackled so much. With the establishment of new social movements in Slovenia in the eighties, the state feminism encountered an “opposition” in women’s, gay and lesbian, peace and similar movements - all aiming at political emancipation. The actors of these movements contributed to the change of the political system in 1991 and – already before the change of the system – brought about unaddressed issues such as the problematic relation between private, public and political spheres, the participation of women in politics, the position of women in families, media and school-books representations of women, the right to free choice and sexual orientation, and especially the issue of violence against women. All these topics were later researched, analyzed, and publicly debated as many of the active participants of the new social movements became researchers, university professors, NGO activists or politicians. The developments of feminist groups in the eighties and feminist studies in the nineties, therefore, facilitated the emergence and elaboration of the concepts of women’s question, women’s politics and equal opportunities. The latter was additionally fostered by the process of harmonization of Slovenian legislation with the EU standards (also in regard to gender equality) as part of the process of becoming a new EU member state in 2004. However, long history of gender equality policies and initiatives should not lead to a false conclusion that gender equality standards are set and respected in contemporary Slovenian state and society.

Based on the content of available studies, researches and policy analysis on gender+ equality issues, it can be concluded that activist work and scientific analysis of gender equality issues often fostered public discussions on the topic. Such is the case of domestic violence, for example. However, heated political questions and debates on gender+ equality likewise contributed to studies in these fields. Such are the issues of reproductive rights of women, same-sex partnership, paternity leave and similar – all of them important political questions.

Gender based violence

Among the three topics, chosen for analysis in Quing, violence seems to get the most and continuous attention in policy analysis, gender equality manuals, and studies from the early nineties on. This was fostered by activist work of women’s non-governmental organizations and also by the “Office for women’s politics”, a governmental advisory body for women’s and gender equality issues, which was established in 1992 by the Slovenian Government. Research in gender based violence (and other gender issues) was additionally “institutionalized” in the second half of the nineties, when the Faculty of

Arts, University of Ljubljana installed the first interdisciplinary, interdepartmental post-graduate programme “Women's Studies and Feminist Theory”. While there is a fair share of mainly small-scale studies on violence from criminological, legal and social/social-psychological standpoints, empirical sociological research on violence is rare. Domestic violence and sexual harassment (mostly in relation to the workplace) seem to be the two most discernible themes and the focus of most of the available studies, although other aspects – such as prostitution, pornography, cyber-pornography, and trafficking – are also tackled in some of these studies. Furthermore, there are two discourse analysis studies on media representations of violence. While nearly all of the above studies and analyses focus on violence against women (and children), intersectionalities with race, nationality, sexual orientation, disability are seldom tackled. A very general assessment of who are the researchers behind this work shows that the topic itself is gendered. While sociological, media and social-psychological studies are conducted mostly by women researchers associated with university or research institutions, who often take (or took) part in activist women’s movement, legal and criminological studies on violence are predominantly carried out by male researchers (although sometimes in collaboration with female colleagues). The researchers are associated with Faculty of Social Sciences, Faculty of Arts, Faculty of Social Work, Law Faculty (especially its Institute for Criminology), Faculty of Criminal Justice and Security, Science and Research Center of Koper and Peace Institute. Some of the surveys on violence were also supported or compiled by governmental agencies, such as Women's office. Most of these studies are available only in Slovenian language. It is noteworthy that among gender equality manuals, violence is the predominant topic. These manuals therefore represent relevant addition to research work on violence in Slovenia.

Non-employment

There are no studies in Slovenia which would tackle the issue of non-employment from the point of view of legitimizing such status for specific groups in the society. However, there are a solid number of studies dealing with the issue of gender and unemployment/labour market. Women in the labor market in Slovenia retained a high level of employment during the transition, although registered unemployment of women has increased in recent years. The studies show that women face vertical and horizontal “transparent ceiling”: they are employed mainly in the service sector and/or in lower positions. Studies also point at the discrimination of women in employment due to potential pregnancy. In recent years three topics have prevailed in research on gender and non-employment: unpaid household work, reconciliation of work and family life, and flexibilization of labour market. The latter is closely connected to the new reforms, introduced by the Slovenian government in 2004.

There are a limited number of researchers behind the studies on non-employment, who pay special attention to gender dimension. Most of them are associated with the Faculty for Social Sciences and involved in international comparative research projects, mostly on the issues of flexibilization of labour market and reconciliation of work and family life. This contributes to the fact that there are a few studies available in English, while the majority of studies are in Slovenian. The issues of reconciliation of work and family life and (un)paid household work are also undertaken by the researchers at the Peace Institute.

Intimate citizenship

Most of the researched issues in intimate citizenship have been fostered through heated political debates and controversies. Gay and lesbian partnerships (and homosexual marriages) as well as artificial insemination (reproductive rights of women) are among the most exposed topics. Artificial insemination, which is available in Slovenia from an early period of its scientific development, became a topic of public referendum in 2001. It was decided to deny the right to artificial insemination to single women. The political debate provoked several studies on women's reproductive rights. Law on registered same-sex partnership was adopted in 2005, after more than ten years of different initiatives for legal recognition of same-sex partnerships. All this contributed to a number of legal and sociological studies on gay and lesbian partnership. Among the topics which have gained increasing attention during the past few years, one has to mention the studies on new (caring) masculinities and new fatherhood and also the studies on reconciliation of family and work life which intersects with (non)employment issues. Researchers behind these studies are associated with the Faculty of social work, Faculty of social science, Law faculty and Peace Institute. An important contribution in research on gay and lesbian partnership was made by a lesbian NGO Škuc-LL. Similar to the other two topics, these studies are mostly available in Slovenian; only few of them are available also in English.

Annotated Bibliography

1 General Gender Equality Policy

1.1 Slovene sources

1) Tepavčević, Žarko. 2005. Prizadevanja za enakopravnost obeh spolov (Endeavours for gender equality). *Socialno delo* 44(6): 395-401. SLO

Keywords: Sociological analysis, gender inequalities, gender roles

The text is discussing the democratic changes in modern society and family, which are slowly but irrepressibly becoming a reality. However, the discrimination of women is still present in all areas of social life. To remove all forms of this discrimination has become an important concern of international legislators. The author states that the social will alone, even though supported by legislation (international declarations, recommendations, conventions, etc.), does not produce the expected changes swiftly. Traditional andocentric norms, prejudices and stereotypes are still found frequently. They are manifest in communications, inequalities based on gender, and the division of roles between spouses or partners in the family and society. More substantial changes take time and organised efforts in all social areas. Men are slowly realising that they, too, need equal participation of women in business and in social and family life. The author concludes that gender equality starts in the family and transfers to the society, and vice versa.

2) Jalušič, Vlasta and Dean Zagorac, eds. 2004. *Človekove pravice žensk: uvodna pojasnila in dokumenti (Women's human rights: introductory explanations and documents)*. Ljubljana: Amnesty International Slovenia and Mirovni inštitut. SLO and EN

Keywords: Legal/political science study, women's human rights, international documents

This extensive collection (750 pages!) brings together 30 most important international, regional and Slovene legal acts, which deal with women's human rights. It presents documents from the beginning of the 20th century to the most recent resolutions and recommendations on the topic. The collection also features ten studies by ten experts in the field of human rights of women, which analyze the history of struggles for women's rights from ten different angles. Each legal document is published in English language followed by translation in Slovenian language.

3) Jogan, Maca. 2004. Slovenska (postmoderna) družba in spolna neenakost (Slovene (postmodern) society and gender inequality). *Teorija in praksa* 41 (1/2): 361-376. SLO

Keywords: Sociological study, gender inequality, post-socialism, transition, EU policies

The author analyzes how gender inequality is dealt with in the context of Slovene postmodern society. The analysis is framed within the broader context of EU strategies and recommendations on gender equality policies. The author assesses that already existing strategies in fighting against gender inequality in the eighties were stopped for nearly ten years during the period of transition; however, the foundations for gender equalities were not damaged as much as in some other post-socialist societies.

4) Jogan, Maca, ed. 2004. *Tranzicija in (ne)enakost med spoloma: tematska številka (Transition and gender (in)equality: Special theme issue)*. *Družboslovne razprave* 16(34/35). SLO

Keywords: Sociological analysis, gender equality, transition

The collection of articles, entitled "Transition and gender (in)equality" starts with an assessment that the transition (from socialism to post-socialism) is gendered. The authors try to establish what effects the transition had (or still has) on women and men. The analyses show how transition was accompanied with re-traditionalization of Slovene society and included trends such as re-catholisation and re-patriarchalization of society, and re-domestication of women.

5) Jalušič, Vlasta. 2002. *Kako smo hodile v feministično gimnazijo (How we attended the feminist gymnasium)*. Ljubljana: Založba /*cf. SLO

Keywords: Sociological study/Interviews, feminist movement, interviews with feminist activists

In the introduction the author analyzes the feminist movement in Slovenia in the eighties. In the remaining part of the book, interviews with feminist activists are presented.

6) Andersen, Agnete, Julija V. Tercero, Catherine Degauquier, Mieke Verloo, Malgorzata Fuszara, Maria Manuela Da Silva, Milica G. Antić, Brigitta Aseskog, and Vera Kozmik. 1998. *Integracija načela enakosti spolov (The integration of gender equality)*. Ljubljana: Urad za žensko politiko. SLO

Keywords: Gender mainstreaming, gender equality

This book is divided into three parts: the first one deals with the conceptual framework of gender mainstreaming, it describes the origins of the concept and its contemporary implementation forms. The second part deals with the necessary conditions for integration of gender equality, while the last, third part presents some examples of good practices.

7) Bogovič, Lenca and Zoja Skušek, eds. 1996. *Spol: Ž (Gender: F)*. Ljubljana: Institutum studiorum humanitatis and KUD France Prešeren. SLO

Keywords: Sociological studies, women and civil society, women and state, women and university

The book is a collection of lectures, which took place in KUD France Prešeren in 1995, under the heading of "The Women's block". The aim of the book is to present the state of affairs in the field of "women's issues" and "gender issues" in three spheres: civil society, state and university.

1.2 English sources

8) Antić, Milica. 2006. Gender equality in Slovenia: Continuity and changes in the 1990s. In *Democratic transition in Slovenia*, eds. Ramet, Sabrina P. and Fink-Hafner, Danica, 215-232. Texas A&M University Press. EN

Keywords: Sociological study, values, gender equality

The author discusses continuity and changes in gender equality in Slovenia in the last fifteen years. She writes that in Slovenia a combination of old values (well-developed social rights that are disappearing or struggling for survival) and new liberal-democratic ones (mainly the first and second generations of citizens' rights) are competing for hegemony with nationally and religiously founded values. To a certain degree, all of these have been connected to women's lives and gender equality, whose meaning and value have also been changing. The author confronts the issue of how the persistence of the old values and the emergence of new ones has affected women's equality and the position of women in Slovenia in general.

9) Jalušič, Vlasta. 2001. Freedom versus equality? Some thoughts about attitudes toward gender equality politics in Eastern and Central Europe. In *Handbook of global social policy*, ed. Stuart Nagel and Amy Robb, 297-315. New York: Marcl Dekker. EN

Keywords: Political theory, transition, women's political representation

The chapter discusses three major structural elements of low women's political representation in Central and Eastern Europe in times of transition: 1. aversion to feminism, 2. prevailing anti-state and anti-institutionalist attitudes among women, and 3. the new liberal democratic ideology with the priority of freedom over equality that most likely supports the non-participative sentiment. The conclusion is that in times of overall transformation and hyper-legislation, the new institutions, with their seemingly "gender-neutral" ideology of freedom, did not support gender equality but rather automatically produced gender-hierarchic structures.

10) Jalušič, Vlasta. 2002. Between the social and the political: Feminism, citizenship and the possibilities of an Arendtian perspective in Eastern Europe. *European journal of women's studies* 9(2): 103-122. EN

Keywords: Political science study, active citizenship, Arendt's concept of social and political

The author tries to explore some of the elements of the potential for active citizenship, as conceptualized by Hannah Arendt. Inspired by, but not limited to her work, the author attempts to find some important common points of the Arendtian re-conceptualization of politics and the prospects for a feminist analysis of conditions for active citizenship and gender equality within a post-socialist context. On the other hand, the article shows how, within an East-European context, the feminist approach that wants to be useful for a concrete analysis and inspire substantial actions, cannot avoid the questions of the relationship between the social and political as argued by Hannah Arendt.

11) Leskošek, Vesna. 2000. Status of women's human rights in Slovenia. In *Women 2000: An investigation into the status women's rights in Central and South-Eastern Europe and newly independent states*, ed. R. Weber and W. Nicole, 411-426. Vienna: International Helsinki Federation for Human Rights. EN

Keywords: Overview analysis, women's human rights, political participation, violence

The author is critically assessing the issues of women's social and economic rights, women's political rights and participation in public life, violence against women, and women in armed conflict. The context of all these assessments is gender equality.

12) Jalušič, Vlasta. 1999. Socially adapted - politically marginalized: Women in post-socialist Slovenia. In *Gender politics in the Western Balkans. Women and society in Yugoslavia and Yugoslav successor states*, ed. Sabrina P. Ramet, 109-129. Pennsylvania : Pennsylvania State Press. EN

Keywords: Political study, transition, women

The chapter analyses the position of women in Slovenia after the disintegration of Yugoslavia and shows the rapid adaptation of women to the transition from socialism to post-socialism in all spheres of social life and in new economic circumstances (also adapting to different priorities regarding employment and family life). Politically they were, on the contrary – and in spite of their contribution to the oppositional and new social movements – very soon marginalized and not present at the positions assuring them a long term influence in the newly formed state.

13) Jalušič, Vlasta. 1999. Gender and political transformation in Central and Eastern Europe. In *Losers of the "Wende" - winners of the EU: participation of women – chances and effects of the transformation process*, 13-24. Vienna: Austrian Political Science Association. EN

Keywords: Political science study, post-socialism, women's participation

One of the most characteristic phenomena in post-1989 Central and Eastern Europe is the factual absence of women from the alleged "place" of politics. Yet there is one, for political thought even more symptomatic, feature to be noticed: the absence of the topic of gender and gender politics from the theories of transformation. This absence might be seen as a symptom of mainstream theories of transformation. As a consequence, the questions of gender roles, family relationships, socialization, etc. are seen as "natural" questions, which do not have political meaning and consequences and also do not fit into an analysis of politics and the political. On the other hand, this reinforces the notion of politics as mainly institutional arrangements and elite matters. The author's hypothesis is that if we pay attention to the question of gender, we might make a move towards a different, more accurate analysis and vision of politics. The article therefore answers the question which understanding of the transformation of politics we can gain if we consider the question of gender as a politically relevant element within the transformation process in Central and Eastern Europe, especially from the perspective of new state/statehood and (active) citizenship.

14) Neubauer, Violeta, ed. 1999. *Women in Slovenia in the 1990s*. Ljubljana: Urad za žensko politiko. EN

Keywords: Overview study, gender equality

The book deals with the position of women in Slovenia in the nineties. The frames of the papers, presented in the book, are the anti-discrimination measures. It is divided into three general sections, dealing with the position of women from the gender equality prospective, women's »life conditions«, and women's rights. All topics tackled in the book are supported by extensive statistical data.

15) Renner, Tanja and Mirjana Ule. 1998. Back to the future: Nationalism and gender in post-socialist societies. In *Women, ethnicity and nationalism: The politics of transition*, eds. Rick Wilford and Robert L. Miller, 120-132. London and New York: Routledge. EN

Keywords: Sociological study, nationalism, post-socialist societies

The article is a part of a larger project on women, ethnicity and nationalism, which was concerned with the question whether societies caught in political or social transition provide new opportunities for women or, instead, create new burdens and obstacles for them. The authors provide contemporary case-studies from Slovenia to look at the interaction of gender, ethnicity and class in a divided society.

1.2.1 Comparative studies

16) Olson, Josephine E., Irene H. Frieze¹, Sally Wall, Bożena Zdaniuk, Anuška Ferligoj, Tina Kogovšek, Jasna Horvat, Nataša Šarlija, Eva Jarošová, Daniela Pauknerová, Lan Anh Nguyen Luu, Mònika Kovacs, Jolanta Miluska, Aida Orgocka, Ludmila Erokhina, Olga V. Mitina, Ludmila V. Popova, Nijolė Petkevičiūtė, Mirjana

Pejic-Bach, Slavka Kubušová and Maja Rus Makovec. 2007. Beliefs in equality for women and men as related to economic factors in Central and Eastern Europe and the United States. *Sex Roles* 56 (5/6): 297-308.

Keywords: Statistical/sociological study, gender equality, economic indicators, USA, Slovenia, Croatia, Czech Republic, Hungary, Poland, Albania, Russia, Lithuania, Slovakia.

Do economic indicators predict the general level of support for gender equality? This question was investigated in a sample of countries in Central and Eastern Europe, a region that has been undergoing rapid economic changes since the early 1990s. In this overall sample of male and female college students from ten countries, including the United States as a comparison, the predicted association between stronger beliefs in gender role egalitarianism and positive economic factors was generally supported. Also, consistent with other research, women were more in support of gender equality than men were.

17) Jalušič, Vlasta and Milica G. Antić. 2000. *Women, politics, equal opportunities: Prospects for gender equality politics in Central and Eastern Europe*. Ljubljana: Peace Institute. EN

Keywords: Policy analysis, women's political participation, Czech Republic, Hungary, Poland, Slovakia, Slovenia

The study is the result of a research project entitled »Prospects for Gender Equality Politics in Central and Eastern Europe – Czech Republic, Hungary, Poland, Slovakia and Slovenia«. The point of departure for this study was the observation that despite ten years of transition, most post-socialist CEE countries have introduced virtually no mechanisms for the promotion of gender equality and have made no serious attempts to increase the participation of women in politics. The authors therefore focused on the elements of the existing equal opportunities policies and efforts towards the greater participation of women in politics, and on their sources, characteristics, and problems.

1.3 Other sources

18) Jalušič, Vlasta. 2000. Frauen und Politik in den neuen Demokratien (Women and politics in the new democracies). *Transit. Europäische Revue* 18: 67-80. GER

Keywords: 1989 velvet revolutions, anti-feminism, anti-politics, women's movements, civil society

The article analyses two discernible phenomena of post-1989 transitional developments, anti-feminist and anti-political ideology, and links them together to understand the low public and political participation of women in post-socialist countries. It questions the concept of politics that excludes women from important political positions and shows its link with the disregard of women's movements themselves for political institutions, and especially the state. The post-socialist

state, notwithstanding the neoliberal ideology, plays a very important role in transitional processes and it would be crucial for feminists not to focus on civil society initiatives only in their efforts to promote women's public participation.

19) Jalušič, Vlasta. 1997. Die Geschlechterfrage und die Transformation in Ostmitteleuropa: Kann die Geschlechterparadigme zur 'Transformation des Politischen' beitragen? (The gender question and the transformation in East and Central Europe: can the gender paradigm help the 'transformation of political?'). *German Political Association Review, special issue (Fall 1997)*:450-474. GER

Keywords: transformation, post-socialism, gender, the concept of politics

The absence of the topic of gender and gender politics from the theories of transformation represents a symptom of mainstream theories of transformation. Gender questions, gender roles, family relationships, socialization, etc. are seen as "natural" questions without political meaning and consequences, which also do not fit into an analysis of politics and the political. This, together with an inadequate reception of 1989 velvet revolutions, reinforces the notion of politics as mainly institutional arrangements and elite matters. If we pay more attention to active citizenship and collective action from below as a source of velvet revolutions and include the question of gender, we might move towards a different, more accurate analysis and vision of politics in Central and Eastern Europe, especially from the perspective of new state/statehood and (active) citizenship.

2 Non-employment

2.1 Slovene sources

1) Hrženjak, Majda. 2007. *Nevidno delo (Invisible work)*. Ljubljana: Mirovni inštitut, in print. SLO and EN

Keywords: Sociological study, unpaid work, migration, reconciliation of work and family life

The book is a sociological study of (the crisis of) reproductive work in contemporary capitalist societies. The author focuses on domestic work perceived as non-work and on the structure and dynamics of an increased demand for non-formal paid domestic work. The book is based on the empirical study SIPA (The system of domestic help), conducted from November 2004 until November 2006 in Ljubljana. It shows the increased demand for paid domestic work and non-formal employment of workers in this field. The reproductive work is no longer only a problem of the politics of gender equality and reconciliation of work and family life but also of the politics of employment, of regulations of paid domestic work and of migration policies.

2) Kajzer, Alenka. 2006. Pogled na položaj žensk na trgu dela v Sloveniji s pomočjo indikatorjev trga dela (A view on women's position on the labour market in Slovenia through indicators of labour market). *IB revija* 40(3): 72-79. SLO

Keywords: Economic comparative study, gender pay gaps, employment, unemployment

The paper presents the position of women in the Slovenian labour market in 1999-2005, based on indicators of labour market performance, gender gaps in employment and unemployment rates, and gender pay gaps. The author presents the differences between the performance of men and women in the Slovenian labour market and compares them to the corresponding differences in other EU countries. Slovenia exhibits an above-average female employment rate that already exceeds the Lisbon objective set to be achieved by 2010 (60 %). In 2005, Slovenia was one of the countries with the least differences between male and female unemployment and employment rates. The disparities between male and female earnings in Slovenia were also relatively small compared to other EU countries.

3) Kanjuo-Mrčela, Aleksandra. 2006. Spolna razsežnost varne prožnosti pri graditvi slovenske družbe znanja (Gender dimension of safe flexibility in building of the Slovenian society based in knowledge). In *Pogledi na reforme*, ed. Niko Toš, 207-218. Ljubljana: Fakulteta za družbene vede. SLO

Keywords: Policy analysis, gender inequality in employment

The article – as the book itself – brings out a critical assessment of the reforms, proposed by the new Slovenian government. The author points at the problematic elements of the reforms in the light of employment policies and gender inequality in the labour market as well as the lack of the “translations” from the available research results into the policy documents.

4) Kanjuo-Mrčela, Aleksandra and Nevenka Černigoj-Sadar. 2006. Starši med delom in družino (Parents between work and family). *Teorija in praksa* 43(5-6): 716-736. SLO, intersection with intimate citizenship

Keywords: Sociological study, division of labour, work and family

The article presents the results of a telephone survey, conducted on a representative sample of 608 parents. The authors conclude that the roles that men and women play in the family and work spheres reflect the societal concepts of work, men/women, and private/public. The contemporary social politics in Slovenia accept these ideologies and “natural” division of labour, which means that family work is still in the hands of women.

5) Šadl, Zdenka. 2006. Plačano gospodinjsko delo v Sloveniji (Paid household work in Slovenia). *Družboslovne razprave* 23(53): 33-54. SLO

Keywords: Sociological study, paid household work, reconciliation of work and family life

The article discusses the problem of paid household work in Slovenia and the role of this type of work in the reconciliation of work and family life. The author finds that it is difficult to estimate the scope of household services and the trend of paid household work because of the unregulated nature of employment conditions of domestic workers and due to a shortage of statistical and public opinion data on these social issues. The main goal of the article is to shed light on some socio-economic factors and changes in the post/transition period in Slovenia, which may explain the presence of paid household work and its future trends. The available qualitative and quantitative data reveal that the majority of those who consume cleaning and other domestic services come from households that feature more educated women.

6) Kanjua-Mrčela, Aleksandra. 2005. Zaposlovanje in delo žensk v Sloveniji in Evropski uniji (Employment and women's work in Slovenia and EU). In *Travelling with Europe*, ed. Bogomir Ferfila et al., 710-733. Ljubljana: Fakulteta za družbene vede. SLO

Keywords: Comparative policy and statistical analysis, labour and employment policies

The author is analyzing the labour and employment policies in Slovenia and European Union. Various statistical analysis of (non)employment are discussed through the gender perspective (among others) and in comparison with the EU. The author concludes that Slovenia is drifting away from the EU standards in regard to the employment of women.

7) Kanjua Mrčela, Aleksandra and Miroljub Ignjatović. 2004. Neprijazna fleksibilnost: potreba po oblikovanju varne fleksibilnosti (Unfriendly flexibilisation of work and employment: A need of flexicurity). In *Razpoke v zgodbi o uspehu (Cracks in the success story)*, eds. Ivan Svetlik and Branko Ilič, 230-258. Ljubljana: Sophia. SLO

Keywords: Sociological study, flexibility of labour market

The authors analyze the labour market and employment policies in Slovenia and express an urgent need for invention of flexibility of labour market which would be "friendlier" to workers. In other words, a flexibility which is not necessarily in accordance with worker's lifestyles; however, it is also not endangering the safety of workers. The authors assess that the flexibility should lead to reconciliation of work and family life, although this is not necessarily the case. Flexibility often reflects the needs of labour market rather than the needs of workers. In fact, one can distinguish between volunteer flexibility and forced flexibility; the latter is most often employed with "marginalized workers", such as uneducated, disabled, immigrants, etc.

8) Šadl, Zdenka. 2004. Najete gospodinje in nadomestne matere: naraščanje plačanega družinskega dela in reprodukcija družbene neenakopravnosti. (Hired

housewives and surrogate mothers: An increase in paid domestic work and reproduction of social inequality). *Teorije in praksa* 41(5/6): 979-991. SLO

Keywords: Sociological study, paid housework, division of labour, housewives

The article focuses on the recent growth in the demand for paid domestic work, which is explained as a result of the rise of a new category of well-paid professional women, international migrations and other socio-economic changes in most developed countries. Paid domestic labour is interpreted as a strategy to combine the conflicting demands of family and work for working women, available only to middle and upper class women with higher wage rate. It is suggested that delegation of domestic duties (cleaning, ironing, food preparation, child care, etc.) to socially deprived women may lead – under inferior work conditions and within unequal relations between female employers and female domestic workers – to hierarchy of power between women of different socio-economic status.

9) Švab, Alenka. 2003. Skrb med delom in družino: koncept usklajevanja dela in družinskih obveznosti v družinski politiki (Care between work and family: the concept of reconciliation of work and family in the family policy). *Teorija in praksa* 40(6): 1112-1126. SLO

Keywords: Policy analysis, reconciliation of work and family life, family policy

The article deals with the analysis of the relation between work and family and especially with the concept of reconciliation of work and family life. The author analyses Slovenian family policy through the lens of ethics of care and suggests two conclusions. The first one points out that the reconciliation of work and family is a limited concept, which is not really reconciling but rather subordinating family life to work. This can be seen in family policy, which is favouring the model of employed individual who is materially independent. The second conclusion points out that care is characteristic of both dimensions of relation between work and family; the conceptualization of care in family policy therefore determines how successful the reconciliation of work and family will or can be.

10) Kanjuo-Mrčela, Aleksandra. 2002. Sodobna rekonceptualizacija dela: delo med racionalnim in emocionalnim (Contemporary re-conceptualization of work: work between rational and emotional). *Teorija in praksa* 39(1): 30-48. SLO

Keywords: Overview study, emotional work, re-conceptualization of work

The article aims to present changes in the sphere of work and the changing theoretical concept of work. Traditional definitions of work as paid employment and organization as an instrument of rational individuals joined in reaching rational aims are changing. Redefinition of work and organization includes aspects of work, which have been neglected (unpaid work, care work, emotional work). The mainstream sociology of work today includes the feminist reconceptualization of work and the analysis of trends of changes and continuity at work. The notion and investigation of emotional work and emotions in organization/at work have been present since the 70s and represent both a new research field and a symbol of reorientation in the scientific explanations of social (work) reality.

11) Svetlik, Ivan, Jože Glazar, Alenka Kajzer and Martina Terbanc, eds. 2002. *Politika zaposlovanja (The politics of employment)*. Ljubljana: Fakulteta za družbene vede. SLO

Keywords: Sociological policy oriented study, labour policy, (un)employment

The authors present the basic concepts in analyzing the labour and employment policies. Through various articles they present the likeable development of the labour politics in Slovenia. Issues, discussed in the book, include employment of long-term unemployable people, employment and old age, employment and gender, employment and young people, employment of disabled people and so forth.

12) Černigoj-Sadar, Nevenka. 2000. Spolne razlike v formalnem in neformalnem delu (Gender differences in formal and informal work). *Družboslovne razprave* 16(34/35): 31-52. SLO

Keywords: Sociological study, welfare systems, forma and informal work

The purpose of the study is to explore the macro and micro level influences on the production and reproduction of gender differences in formal and informal work. The position of men and women in the labour market in Slovenia and EU is discussed on the basis of a critical analysis of various types of welfare systems and gender division of labour. The empirical part of the study is based on a secondary analysis of statistical data from the Slovenian public opinion polls in the nineties and from the Quality of Life 1994 database.

13) Kresal, Barbara. 1999. Starost, upokojitev in prenehanje delovnega razmerja (Old age, pension and termination of labour relation). *Pravnik* 54(6/8): 351-371. SLO

Keywords: Legal study, employment termination, older workers, gender discrimination

The article discusses ipso iure the termination of labour relation, when the worker reaches certain age and/or fulfils the conditions for the acquirement of (full) old age pension. In relation, the question of discrimination on the basis of gender and also discrimination on the basis of age may be raised. The termination of employment due only to fulfilment of the conditions for retirement, determined differently for men and women, would thus be contrary to the principle of equal treatment of women and men. Yet, also in the case when the conditions are determined equally for both genders, automatic termination of labour relation is controversial, as old age or entitlement to old age pension as such is not in direct connection with the workers employment and/or his working capacity and therefore should not be the reason for termination of the labour relation. The valid legal regulation is analysed along with the consideration of the proposed future labour legislation, relevant international norms, the regulation in the framework of the European Union and the comparative legal regulation of this question in France and in Germany.

14) Milač, Nina and Šetinc-Tekavc, Martina. 1999. Spolna diskriminacija pri zaposlovanju in v delovnem razmerju (Gender discrimination in hiring and in the employment relations). *Podjetje in delo* 25(3/4): 519-534. SLO

Keywords: Sociological study, feminization of labour market positions

The authors are dealing with the issues of feminization of labour market positions which are not well paid. They discuss gender discrimination in hiring and employment relations, but they also point out the opposing trends in Western Europe, where more and more women occupy well-paid positions in the labour market due to their level of education.

15) Renner, Tanja. 1997. Rastoča manjšina: problem negovalnega dela (The growing minority: The problem of care work). *Družboslovne razprave* 13 (24/35): 40-48.

Keywords: Sociological study, old people, caring work, informal women's work

Old people, especially those who are older than 80 years, are the fastest growing minority. Most of them need special care – and this is mostly provided by women as informal women's work. However, the demographic data shows that the relations between family (women), state and care should be re-thought and re-designed.

16) Kavav-Vidmar, Andreja. 1996. Upoštevanje družine v delovnem pravu (Family in the labour legislation). *Socialno delo*, 35(6), 495-509. SLO

Keywords: Legal study, employment of women, family and work

The relation between the sphere of work and family is important for the quality of life and for the success of business. Considerations about family are generally natural with regard to gender, yet related to the problems of employment and work of women. The paper presents labour legislation norms relevant in Slovenia: the conventions of the International Labour Organisation, the local legislation and collective contracts, illustrated with some data from abroad. There is a high level of the rights of workers with family engagements in Slovenia. However, legal regulation is rigid, does not take individual circumstances into account to a sufficient degree, does not keep pace with labour legislation elsewhere in the world and, most of all, the relatively extensive rights cannot be successfully protected.

2.1.1 Comparative studies

17) Vodeb, Jasmina. 2004. Brezposelnost in socialna varnost brezposelnih oseb v treh tranzicijskih državah: primerjalna analiza Češke, Estonije in Slovenije (Comparative analysis of unemployment and unemployment protection in three transitional countries: the case of Czech Republic, Estonia and Slovenia). Master Thesis, Fakulteta za družbene vede. SLO

Keywords: Sociological study, unemployment, transition, Slovenia, Czech Republic, Estonia

The dissertation is concerned with the phenomena of unemployment and unemployment protection in three transitional countries, the Czech Republic, Estonia and Slovenia. It compares the trends of general unemployment and long-term unemployment among the countries in the transitional period. The author identifies the unemployed people regarding their gender, age group, and educational level and analyses the system of unemployment protections the countries have introduced after the “unemployment shock”.

2.2 English sources

18) Hrženjak, Majda, Živa Humer and Roman Kuhar. 2006. *Fostering caring masculinities (Slovenian national report)*. Ljubljana: Mirovni inštitut. EN

Keywords: Policy analysis, reconciliation of work and family, masculinities, care.

The report presents conditions for balancing work and private/family life in Slovenia (facts and figures, legislation, best practices, etc.), action work, and expert study within two companies/organisations (POP TV and Radio Slovenia). The chosen organisations are portrayed with a special focus on working and manager cultures. The action work’s aim was to promote organisational change, intervene and cooperate with change actors, innovators, expert and leaders in the chosen companies.

19) Černigoj-Sadar, Nevenka. 2005. Labour market integration of women and childcare in Slovenia. In *Care and social integration in European societies*, eds. Birgit Pfau-Effinger and Birgit Geissler, 235-253. Bristol: Policy Press EN

Keywords: Policy analysis, child care, labour market

The article is a part of a broader project, which brought together experts involved in the COST A13 Action Programme, funded by the European Union. The author describes and compares arrangements for the care of children, set within the context of changing labour markets and welfare systems. Issues of gender, family change, social integration and citizenship are also explored in the text.

20) Bahovec, Eva, Nina Vodopivec and Tanja Salecel Tanja. 2002. Slovenia. In *Women's employment, women's studies, and equal opportunities 1945 – 2001*, ed. Gabriele Griffin Gabriele, 299-322. Brussels: European Commission and University of Hull. EN

Keywords: Sociological study, education in women’s studies, employment

The Amsterdam Treaty (1997) identified a gap in the employment rates between women and men in Europe, resulting in the greater economic and social exclusion of women. This article is based on the project on 'Women's Employment, Equal Opportunities and Women's Studies in Europe' which addressed the issue of women's employment by focusing on a particular group of women, those with Women's Studies training. Conducted between October 2001 and October 2003, this is the first cross-European project producing systematic comparative research into the issue of what happens to women with Women's Studies training in the employment market.

21) Javornik, Jana. 2002. Integration of women in the labour market: Do maternity/paternity leave policies matter? A case of Slovenia. In *Transition, privatisation and women*, ed. Mirjana Dokmanović, 115-146. Subotica: Women's Centre for Democracy and Human Rights.
http://www.globalizacija.com/english/e_knj.htm (accessed March 15, 2007). EN

Keywords: Policy analysis, parental leave, reconciliation of work and family life

The article illustrates the problems and challenges in formulating policies aimed at balancing paid work and parenting. The author analysed and evaluated a set of social policy factors: maternity / parental and paternity leave, which are an infrastructure for facilitating the employment of carers and "cushion the collision" between different interests of family, women and employer. This is where both employment and family policy coincide; their goals might conflict not necessarily without consequences for careers and earnings. The idea of supporting stay-at-home parents (= mothers) has become more prominent in the post-socialist era and the idea has been promoted with policies, such as extended child-care leave. As the idea to increase the duration of parental leave has been raised several times in Slovenia, the author gives some examples of Hungary, where leave was first extended from one to two years in 1960 as an attempt to buffer the significant demographic changes.

22) Vodopivec, Milan. 1996. The Slovenian labour market in transition: Evidence from microdata. *Development & International Cooperation* 12(22): 89-151. EN

Keywords: Sociological-economic study, unemployment, transition

The paper attempts to summarize the existing hard evidence concerning the patterns of job mobility and changes in education, experience and gender associated with the transition of Slovenia. The analysis of workers' displacement, the effects of unemployment compensation and the duration of unemployment is also presented. The paper uses an estimation of multinomial and hazard models to analyze labour market transitions and an estimation of earnings functions to identify changes in the determinants of earnings.

23) Vodušek, Žiga. 1996. Unemployment in Europe: Trends, causes, and main challenges facing policymakers. *Development & International cooperation* 12(22): 31-56. EN

Keywords: Economic comparative study, unemployment, EU

High and persisting unemployment rates have been troubling European Union countries for a number of years. The article gives a detailed description of unemployment with regard to aggregate data and changing patterns. The main causes for unemployment are presented, both "classical" and structural. The major policy areas (macroeconomic measures, action for removal of structural impediments in the functioning of the labour market, active policy measures, and issues from the aspect of international cooperation) are analysed in detail.

2.2.1 Comparative studies

24) Lewis, Suzan and Janet Smithson. 2007. *Gender, parenthood and the changing European workplace: Young adults negotiating the work-family boundary: Transitions*. Brussels: European Commission.

Transitions. Brussels: European Commission.

http://bookshop.europa.eu/eubookshop/FileCache/PUBPDF/KINA22086ENS/KINA22086ENS_002.pdf (accessed March 15, 2007) EN, intersection with non-employment

Keywords: Sociological study, reconciliation of work and family life, young people, Bulgaria, France, the Netherlands, Norway, Portugal, Slovenia, Sweden, UK.

An in-depth qualitative research project examining how European young adults negotiate motherhood and fatherhood and work-family boundaries in the context of labour market and workplace change, different national welfare state regimes and family and employer supports. The project assesses different individual and household strategies and their consequences for wellbeing at the individual, family and organisational levels, in the light of parallel organisational contexts in each country and macro levels of public support in strategically selected countries: Bulgaria, France, the Netherlands, Norway, Portugal, Slovenia, Sweden and the United Kingdom.

25) Fagan, Colette, Gail Hebson, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2006. *»Making work pay« debates from a gender perspective: A comparative review of some recent policy reforms in thirty European countries*. Luxemburg: Office for Official Publications of the European Communities.

http://ec.europa.eu/employment_social/gender_equality/docs/2005/exp-group_2005annreport_en.pdf (accessed March 15, 2007). EN

Keywords: Policy analysis, comparative study, gender mainstreaming, parental leave, employment sustainability, EU member states, Bulgaria, Iceland, Lichtenstein, Norway, Romania

This report is based on the reports prepared by 30 national experts in the EGGsIE network. In section 1 the authors review some of the recent national reforms or

policy debates in relation to the 'making work pay' agenda from a gender perspective. This draws on reports for the 15 pre-2004 member states and the 5 non-EU countries included in this network. The national experts for the 10 new member states did not contribute to this part of the report because they had the additional task of preparing an evaluation of the gender mainstreaming of the first National Action Plans on Social Inclusion submitted by their governments. Sections 2-5 draw on material from all 30 countries. In section 2 the authors review maternity and parental leave provisions in relation to the employment integration of mothers and fathers. The impact of parental leave or extended labour market absence for childcare on eligibility for active labour market measures and other training provisions is discussed in section 3. The development of childcare services as a key social infrastructure for supporting parents' employment is reviewed in section 4. Conclusions are drawn in section 5, which also raises demand-side considerations about job quality and hence employment sustainability for the main care (typically mothers) in low-income households.

26) Fagan Colette, Peter Urwin, Kathryn Melling, Daniele Meulders and Aleksandra Kanjuo-Mrčela. 2005. *Gender inequalities in the risk of poverty and social exclusion for disadvantaged groups in thirty European countries*. Manchester: The University of Manchester. EN

Keywords: Comparative study, social exclusion, poverty, unemployment, one parent family, ethnic groups, migrants, violence, EU.

Gender mainstreaming is specified as a key requirement in the Social Inclusion Process; however, this approach to policy design and monitoring is still under-developed and often absent from National Plans. The aim of this report is to inform and help develop the gender mainstreaming of the Social Inclusion Process, drawing on national reports for 30 European countries. It reviews gender differences and inequalities in the risks of poverty and social exclusion, followed by chapters which focus on selected examples of disadvantaged groups to illustrate the relevance of gender mainstreaming for social inclusion policy.

27) Plantenga, Janneke, Chantal Remery, Petra Helming, Daniele Meulders and Aleksandra Kanjo-Mrčela. 2005. *Reconciliation of work and private life: A comparative review of thirty European countries*. Luxemburg: Office for Official Publications of the European Communities.
http://ec.europa.eu/employment_social/publications/2005/ke6905828_en.pdf
(accessed March 15, 2007). EN

Keywords: Policy analysis, comparative study, reconciliation of work and family life, EU member states, Bulgaria, Iceland, Lichtenstein, Norway, Romania

The increasing labour market participation of women, changing family forms and the demographic pressure from an ageing population have made the reconciliation of work and family one of the major topics on the European social agenda. Yet countries differ in their policy responses, sometimes stressing the need for more flexible working hours, sometimes encouraging the supply of public and private services and sometimes focusing on a more equal distribution of paid and unpaid work. This report contains an overview of policies targeted towards the

reconciliation agenda of the 25 EU Member States. In addition, information is provided for three EEA countries, Iceland, Norway and Liechtenstein, and two Candidate countries, Bulgaria and Romania. An innovative element of this study – besides the scope – is that the focus is not only on national, public strategies. If possible, complementary provisions emerging at sector or company level are included as organizations may either supplement or substitute public provisions. In fact, it is at the organisational level where the details of the reconciliation of work and family life are worked out.

28) Griffin, Gabriele. 2003. *Employment and women's studies: The impact of women's studies training on women's employment in Europe: Final report*. Brussels: European Commission and University of Hull.
<http://www.hull.ac.uk/ewsi/Final%20report.htm> (accessed March 15, 2007). EN

Keywords: Sociological study, women's studies, employment, Finland, France, Germany, Hungary, Italy, Slovenia, Spain, the Netherlands, UK

The report is based on the project on 'Women's Employment, Equal Opportunities and Women's Studies in Europe', which addresses the issue of women's employment by focussing on a particular group of women, those with Women's Studies training in Finland, France, Germany, Hungary, Italy, Slovenia, Spain, the Netherlands, and the UK. The project found that Women's Studies as a discipline is not fully established in any European country, that most women take it as a module within a traditional discipline and come across Women's Studies by chance once they are at university. Those who take Women's Studies are more likely students from other arts and humanities disciplines, who want to remain in education. The latter is a key factor in determining labour market participation. The EU should therefore use the Bologna process to ensure that Women's Studies as a discipline is fully established in all European countries.

29) Wallace, Claire. 2003. *Household, work and flexibility: HWF survey comparative report, Volume one*. Vienna: Institute for Advanced Studies.
http://www.hwf.at/project_report04_vol01.htm (accessed March 15, 2007). EN

Keywords: Sociological study, flexibility and work-life balance, frame analysis, UK, the Netherlands, Sweden, Czech Republic, Hungary, Slovenia, Romania, Bulgaria

The study compared flexibility and work-life balance in 8 countries (UK, the Netherlands, Sweden, Czech Republic, Hungary, Slovenia, Romania and Bulgaria) using a representative sample survey of those between 18 and 65 carried out in 2001 (N=10123) and a study of policy frameworks. The study showed that there are many kinds of flexibility to be found in regular, secure jobs as well as in irregular or "atypical" ones. Therefore, the authors argue that discussion of flexibility should not be limited to labour market de-regulation and the number of "atypical jobs" as measured in part-time and temporary work. Taking this broad view, there was a great deal of flexibility inside European labour markets as seen from the employees' perspective. However, the authors were able to identify "good flexibility" as well as "bad flexibility". Good flexibility is where it was controlled by the person and was associated with high levels of job satisfaction. This was most often found among middle class professionals on

higher salaries and was more common in the North Western EU countries than in Eastern and Central Europe. Bad flexibility was associated with lack of control over hours, place and conditions of work, with low job satisfaction and with manual workers on lower incomes and with younger workers. This kind was most often found in Central and Eastern European countries with large numbers in Romania, Bulgaria and Hungary. However, whilst in Western Europe the victims of bad flexibility were mostly women, in ECE countries they were often men.

30) Leskovec, Vladimira and Waters, Emer. 1998. Female labour market participation: Comparing Ireland and Slovenia. In *Reconciling work and family life*, ed. Marta Fontana Campos et al., 51-57. Bath: University of Bath. EN

Keywords: Comparative study, labour market, reconciling of work and family life, Slovenia, Iceland

The article presents results from a master's degree research at the University of Bath. It compares the available measures for reconciliation of work and family life in Slovenia and Ireland. These issues and questions are set in the context of female labour market participation in both countries.

3 Intimate Citizenship

3.1 Slovene sources

1) Drglin, Zalka and Valerija Vendremin. 2006. *Sodelovanje očetov v družinskem življenju: raziskovalno poročilo (The involvement of fathers in family life: Research report)*. Ljubljana: Urad za enake možnosti. SLO

Keywords: Policy analysis, fatherhood, family, division of labour

The research started from the concept of reconciliation of work and family life as suggested in the European Employment Strategy. The research results show the effects of the European strategy and discuss good practices in reconciliation of work and family life.

2) Greif, Tatjana. 2006. "Kaprice ljubljanske gospode": ob sprejemu registriranega partnerstva. ("Caprices of Ljubljana's gentlefolk": Adoption of registered same-sex partnership). In *Poročilo skupine za spremljanje nestrpnosti 5 (Intolerance Monitor Report 5)*, eds. Roman Kuhar and Sabina Autor, 120-135. Mirovni inštitut: Ljubljana. SLO

Keywords: Discourse analysis, parliamentary discussions, same-sex registered partnership

Parliamentary debate during the adoption of the Law on Same-Sex Registered Partnership in 2005 reflected extremely high level of intolerance and hate speech. Members of parliament from governing coalition and SNS (Slovenian National

Party) characterized gays and lesbians as a threat to nation's survival, as ill, delinquent and socially destructive. The author analyses discourse in such parliamentary discussions.

3) Kuhar, Roman. 2006. Hočva ohcet: O nezadostnosti registriranega partnerstva (We want to get married: About the insufficiency of registered partnership). In *Prava poroka? 12 razmišljanj o zakonski zvezi (True marriage? 12 deliberations on conjugal unions)*, eds. Zdravko Kobe and Igor Pribac, 107-134. Ljubljana: Krt.

Keywords: Policy analysis, homosexual marriage

The author discusses the process of adopting the same-sex registered partnership legislature in Slovenia. The analysis points at the insufficiency of the legislature, which, as the author claims, legalizes the second-class citizenship status for gays and lesbians. The author frames the criticism of this law in the context of queer analysis of homosexual marriages.

4) Kuhar, Roman. 2005. Intimno državljanstvo: zasebne izbire, javne politike ter vsakdanje življenje lezbijk in gejev (Intimate citizenship: Personal choices, public politics and everyday life of lesbians and gays). PhD diss., Fakulteta za družbene vede. SLO

Keywords: Sociological study, identity politics, problem based politics, everyday life of gays and lesbians

The dissertation focuses on the concept of intimate citizenship, which is not only seen as a legal status category; rather it is understood as a question of cultural, symbolic, and economical practices, allowing individuals to establish and demand new rights as well as strive for their extension or the protection of already existing rights. In opposition to identity politics the author proposes the problem politics model for the context of intimate citizenship. Problem-based politics is defined by a (common) problem, not a common, unified and homogenised identity. The dissertation is also based on a quantitative and qualitative research on everyday life of gays and lesbians in Slovenia as an "example" of intimate citizens.

5) Ličer, Zlata. 2005. Socialni vidiki varovanja reproduktivnega zdravja žensk (Social viewpoints on the protection of reproductive health of women). *Socialno delo* 44(6):377-385.

Keywords. Sociological study, family planning, fertility, contraception, social isolation

The protection of reproductive health of women, especially in the period of pregnancy, and the implementation of reproductive rights and of the right to chose about giving birth, depend on the social impact upon family planning, i.e., on social climate, on the attitude of health workers towards relevant services, and on their understanding of the problems in this field. The social dimensions of reproductive health care are evident in the effectuation of fundamental human rights throughout life (free choice about giving birth, protection from sexually transmitted and cancerous diseases, and protection in the menopausal period). The empirical part

contains an analysis of ten interviews with women at higher risk in reproductive care, who had material problems for a substantial period of time but did not seek professional help. The interviews were conducted during their pregnancies and after childbirth at the Department of Obstetrics and Gynaecology, as part of psychosocial interventions. The findings of a qualitative analysis are followed by comparisons with theory and methodological reflection.

6) Mencin Čeplak, Metka. 2005. Začaran krog diskriminacije: od moralne diskreditacije homoseksualnosti do neenakosti gejev in lezbijk pred zakonom – in nazaj (Magic circle of discrimination: From moral discredit of homosexuality to inequality of gays and lesbians under the law). *Družboslovne razprave* 21(49/50): 175-186. SLO

Keywords: Policy analysis, discrimination, artificial insemination

The article presents arguments against legalization of the same-sex partnership in Slovenia (enacted in Jun 2005) and emphasizes the symbolic meaning of the Law on same-sex partnership particularly for its opponents. The author deconstructs apparently tolerant political debates on this question and finds out that embodying the principle of equality enhances hostility towards gays and lesbians. She analyses the motives and warns against the symbolic and juridical consequences of distinction between the same-sex and hetero-sex partnership and compares the political debates on legalization of the same-sex partnership with the debates on the single women's right to artificial insemination.

7) Rener, Tanja, Alenka Švab, Tjaša Žakelj and Živa Humer. 2005. *Perspektive novega očetovstva v Sloveniji: vpliv mehanizma očetovskega dopusta na aktivno očetovanje: raziskovalno poročilo* (The perspectives of new fatherhood in Slovenia: The influences of the paternity leave on active fatherhood: Research report), http://www.uem.gov.si/fileadmin/uem.gov.si/pageuploads/Ocetovstvo_porocilo.pdf (accessed March 15, 2007). SLO

Keywords: Sociological study/policy analysis, fatherhood, paternity leave, family policy

The report is divided into four parts. The first one is a sociological analysis of the phenomenon of new fatherhood. The second one compares and analyses policy measures which foster better involvement of fathers into domestic work. The third part consists of the analysis of key documents on active fatherhood in Slovenia. The fourth part presents the results of a quantitative and qualitative research into the use of paternity leave in Slovenia.

8) Urek, Mojca. 2005. Lezbične in gejevske družine v Sloveniji: implikacija za socialno delo (Lesbian and gay families in Slovenia: Implications for social work). *Družboslovne razprave* 21 (49/50): 155-174.

Keywords: Theoretical sociological study, same-sex families and partnership

Social science literature usually classifies lesbian and gay families among non-traditional, unconventional or alternative families. In the first part of the article the author draws attention to the inappropriate classification involved with such families. By using adjectives such as non-traditional, unconventional, etc. we in fact emphasize the difference and deviation from normality that both automatically become the object of predomination. However, within such contexts "special" family forms become separated, inferior and unequal as proves the public discourse, which is infused with prejudice and the so-called concern of professional and laic public about the consequences, children might endure growing up in such families. The author analyses the public institutions' discourse concerning lesbian and gay families by critically observing the main arguments introduced by different experts and used in politics in order to contradict the legalisation of same-sex parenthood. Further on, the author examines the family support the children, mothers and fathers are given in such families, especially from the point of view of the social work. The author concludes that much potential and tasks are to be performed by social work in the context of contemporary changes in family life, especially in relation to lesbian and gay families.

9) Knežević Hočevar, Duška. 2003. Idejno ozadje esencialističnih predstav o rodnosti v treh primerih presoj nacionalne populacije (The ideological backgrounds of essentialist views on fertility in three cases of decisions about national population). *Družboslovne razprave* 19(43): 29-46. SLO

Keywords: Discourse analysis, population, fertility, nation, media.

Just like in building any type of political community, the question of membership was of critical importance in the making of the independent state of Slovenia in the 1990s. The author traces and analyses the then publicly voiced views on (non)justified membership from the perspective of reproductive behaviour in Slovenia. This particular theme is one of the most revealing in terms of implicit and explicit conditions for such membership. The media discourse, notably the printed dailies have, at that time, adopted an alarmist rhetoric pertaining to low fertility rates in Slovenia, invoking no less than the 'dying-out' of 'autochthonous' Slovenians. The author exposes the historic ideation on such imagining of the national population. Selective criteria as to the individuals and groups which are, through procreation, eligible for a 'natural' regeneration of the clearly bounded and defined nation, were subject to much thought of the late 18th century pioneer national demographers. The immediate years before the independence, and the decade after, saw, somewhat surprisingly, a reinvention of such archaic notions according to which an 'autochthonous' populace 'naturally' merges with its space of habitation and enjoys, as a consequence, special 'primordial rights and duties' in this space. The academic voices in the media at the time failed entirely to correct this imagery.

10) Velikonja, Nataša and Tatjana Greif. 2003. *Anketa o registriranem partnerstvu (A survey on registered partnership)*. Ljubljana: Lesbian Group Škuc-LL, http://www.ljudmila.org/lesbo/lesbo/1920/lesbo_19_20_anketa.pdf (accessed March 15, 2007).

Keywords: Sociological research, registered partnership

The article presents the results from the first research into same-sex registered partnership in Slovenia. It presents the attitudes and expectations of gays and lesbians from the Ljubljana's GLBT scene on issues such as partnership, family and violence. 205 gays and lesbians were surveyed.

11) Greif, Tatjana. 2002. Otroci drugorazrednih državljanov: istospolne družine v pravu in praksi (Children of second-class citizens: Same-sex families in legislature and in praxis). *Časopis za kritiko znanosti* 30(207/208):109-132. SLO

Keywords: Theoretical study, same-sex families, discrimination, legislature

The article is presenting the division between the legal status of same-sex families (or their/its legal un-recognition) and the problems, questions and issues these families face in their everyday life. The contemporary Slovenian situation is analysed in detail.

12) Rapoša-Tajnšek, Pavla, Vida Milošević Arnold, Gabi Čačinovič Vogrinčič, Vlasta Rozman, Nataša Radonjič, Metoda Bole, Anita Kovačec, Mojca Mikolič, and Sabina Rajšel. 2002. Postopki, organizacija in standardi na področju posvojitvev (Procedures, organisation and standards in the field of adoption). *Socialno delo* 41(1): 1-41. SLO

Keywords: Sociological study, adoption, social work

The research, conducted among professionals at social work centres, who carry out the adoption process, has shown that even a part of professional public is more concerned with the problem of where to get children for adoption than with the problem of introducing up-to-date social work concepts and methods into adoption procedures. The research has shown that working concepts and methods of professional work with the participants in adoption are lacking; the needs of the child and its biological, adoptive and foster parents are often not considered enough or are even overlooked. The surveyed professional workers seek solutions in the change of family legislation and of lengthy procedures of withdrawing parental rights, in better organisation and greater co-ordination of work in the field of adoption, and in regulated international adoption. They are also aware of the need for their supplementary education.

13) Sedmak, Mateja. 2002. *Kri in kultura: etnično mešane zakonske zveze v Slovenski Istri (Blood and culture: ethnically mixed conjugal union in Slovenian Istria)*. Koper: Znanstveno-raziskovalno središče Republike Slovenije. SLO

Keywords: Sociological study, mixed marriages, migration

The comprehensive monography presents an exhaustive study of ethnically mixed marriages, with a special emphasis on the micro (interpersonal) level of the everyday life of ethnically mixed couples. The first section of the book includes an integral theoretical framework of the research of ethnically mixed marriages: a review of the development of emphases in the research of ethnic heterogamy through history, norms and rules regulating marital behaviour, typologies of mixed

marriages, definitions of ethnicity, ethnic borders/groups, interethnic demarcation, etc. The second and third sections are dedicated to the results of two empirical studies conducted in the territory of Slovene Istria. It is centred on the intimate and subtle part of the everyday life of ethnically mixed couples and their offspring, which is often hidden from the eyes of external observers of social life. Questions dealt with within this framework are the degree of satisfaction with wedded life, the influence of external political, economic and social circumstances, the nature of intercultural confrontation, its results and so on.

14) Hrženjak, Majda. 2001. Legitimiziranje neenakosti (Giving legitimacy to inequality). *Poročilo skupine za spremljanje nestrpnosti* 1(1): 104-113.

Keywords: Discourse analysis study, single women, artificial insemination

The article presents discourse analysis of parliamentary debates about the treatment of infertility with the biomedical help in Slovenia in 2001. The author suggests that the debate was structured through a binary opposition, which placed the imaginary complete family above the so-called incomplete one, and women coupled with men above single women.

15) Klampfer, Friderik. 2001. Reproductive rights of parents, interests of children and artificial insemination). *Analiza* 5(1/2): 3-26.

Keywords: Philosophical study, reproductive rights, parental rights, children's rights

The paper deals with some perplexing moral dilemmas concerning the recent initiative of the Slovene government to introduce substantial changes into the existing law on the biomedical treatment of infertility. The author discusses and rejects as unconvincing the main arguments put forward by the opponents of the most controversial change: the suggestion to include among those entitled to the use of the methods of assisted procreation women without partners, who have not been (conclusively) proved infertile in the course of regular heterosexual intercourse: (i) that the existing legal arrangement, despite denying the legal right to such assistance to single women, violates neither the principle of justice nor the constitutional norm of equality before the law, hence there can be no compelling moral or legal reasons for such a change; (ii) that the recommended arrangement would make it possible for single women to exercise their reproductive rights, but only at the expense of the interests of the future (thereby conceived) child; (iii) that, given the plausibility of the claim that the existent law's denial of the right to assisted procreation for single women makes this law unjust and unconstitutional, the new arrangement would fare no better, for it would still wrongly discriminate against single men; (iv) that by supplementing exclusively medical reasons for such a treatment with non-medical ones, the recommended legal arrangement would generously make room for abuses; (v) that because the use of the methods of assisted procreation would constitute in the case of (probably fertile) single female patients a non-standard, extraordinary medical treatment, the costs should be borne by the patients themselves; and (vi) that the suggested change runs counter to the very concept of the existing law and the basic intention of the

legislator which was to legalize the use of assisted procreation as a method of infertility treatment. In addition to the rebuttal of the above arguments, the author shows why the suggested changes would make the existent law less arbitrarily restrictive and thus morally preferred to the one in force at present.

16) Repinc, Barbara. 2001. Neplodnost kot tržno blago (Infertility as market merchandise). *Delta* 7(1/2): 57-88. SLO

Keywords: Policy analysis, artificial insemination

In present-day western societies, human fertility is no longer necessary to provide labour for agricultural work or to replace prematurely deceased children. However, because of the value attached to it over the millennia, fertility is still highly desirable. In the past, the problem of infertility was solved mostly through adoption and divorce, and only rarely through a marriage assistant or surrogate motherhood. In a slightly different form, these solutions are also emerging today, mostly due to scientific and medical progress and a different understanding of the family. This article focuses on the attitude adopted by Slovenian society towards infertile individuals in the past and present. It presents current possibilities (biomedical treatment and fertilization, adoption) that facilitate infertile individuals to fulfil their need for parenthood. An important role is played by society by extolling the women-mother myth and, with the help of medical and social institutions, by selecting people who are considered suitable to become parents.

17) Šinkovec, Janez. 1998. Evropska konvencija o varstvu človekovih pravic in temeljnih svoboščin o družinskem življenju (European convention on protection of human rights and basic liberties about family life). In *Institucionalno varstvo nekaterih človekovih pravic, predvsem s področja družinskih in socialnih razmerij s primerjalnopravnimi vidiki Evropske unije ter njenih članic (Institutional protection of human rights, primarily from the field of family and social issues in comparison with some legal issues from the prospective of EU and its members)*, ed. Miroslava Geč-Korošec, 51-79. Maribor: Pravna fakulteta. SLO

Keywords: Legal study, human rights, matrimony, private life, homosexuality

The author first identifies those articles of the Convention that refer to family relations, emphasising Article 8. He describes protected areas of personal life, mostly from the family and sexual relations point of view, and defines some basic theoretical starting points. Subsequently, he deals with sexual freedom, homosexuality and prostitution. He explores the connection between personal and family life in greater details, dealing with divorce, abortion, birth control, sterilization, genetic technology, family name of the married couple, fertilization and cloning, and especially artificial fertilization and its legal questions. He also mentions the problems of transsexual persons. Finally, he deals with family life, emphasizing the common living and state interference in this area.

18) Zupančič, Karl in Janez Šinkovec. 1998. Biomedicinska pomoč pri oploditvi – pravna ureditev (Biomedical assistance at conception – legal situation). *Podjetje in delo* 24(6/7): 1276-1284. SLO

Keywords: Legal study, artificial insemination, legislature

Legal regulation of biomedical assistance at conception will eliminate the deficit in the legislation, which enables the realisation of the constitutional right to freedom of choice of childbearing. The proposal for the new law includes provisions on the kinds of biomedical assistance at conception, the definition of persons entitled to assistance, conditions of performance, assistance by using donated reproduction cells, performers of assistance, handling reproductive cells and embryos, and provisions on governmental supervision over the implementation of rules. The proposed solutions are in accordance with the European Convention of Human Rights concerning biomedicine from November 1996, which Slovenia ratified in April 1997. The article presents basic characteristics, solutions and dilemmas of the proposed new law.

3.1.1 Comparative studies

19) Greif, Tatjana and Nataša Velikonja. 2003. *Primerjalna analiza evropske zakonodaje na področju istospolnih partnerskih skupnosti: stanje v Evropi in evropski skupnosti in v Sloveniji (Comparative analysis of the european legislature on same-sex partnership: State of affairs in Europe, European Union and Slovenia)*. Ljubljana: Lesbian Group Škuc-LL, http://www.ljudmila.org/lesbo/lesbo/1920/lesbo_19_20_analiza.pdf (accessed March 15, 2007)

Keywords: Comparative analysis, same-sex partnership, legislature, Slovenia, EU

The text presents the results of the comparative analysis of the European legislature on same-sex partnership, the legal consequences, rights, benefits and obligations one is granted if registered as a same-sex couple. It also defines the level of interest to legally organize the issue of same-sex partnership in different countries.

20) Tratnik, Matjaž. 1998. Pravni položaj istospolne skupnosti v pravu nekaterih članic Evropske unije in bodoča slovenska ureditev tega področja (Legal status of same-sex partners in legislature of some member of EU and the future legal arrangement of this issue in Slovenia). In *Institucionalno varstvo nekaterih človekovih pravic, predvsem s področja družinskih in socialnih razmerij s primerjalnopravnimi vidiki Evropske unije ter njenih članic (Institutional protection of human rights, primarily from the field of family and social issues in comparison with some legal issues from the prospective of EU and its members)*, ed. Miroslava Geč-Korošec, 51-79. Maribor: Pravna fakulteta.

Keywords: Legal comparative study, homosexual cohabitants, Scandinavian countries, the Netherlands.

The author deals with the legal position of homosexual cohabitants. The main question he tries to answer is whether it is necessary to regulate this field in Slovenia and, if so, how far should such regulation go. Since the problems

concerning the regulation of the position of homosexual cohabitants are (or at least seem to be) very similar to those concerning heterosexual cohabitation, this paper deals with the latter as well. The main part of the paper includes a comparative survey of the regulations of homosexual (in some countries also heterosexual) partnership in the Scandinavian countries and in the Netherlands.

3.2 English sources

21) Greif, Tatjana. 2005. The social status of lesbian women in Slovenia in the 1990s. In Aleksandar Štulhofer and Theo Sandfort (ed.), *Sexuality and gender in postcommunist Eastern Europe and Russia*. New York: Haworth Press, pp. 149-169.

Keywords: General overview study, lesbian women

The article presents a general overview of the social and political status of lesbian women in Slovenia in the 1990s. It deals with questions such as homophobia, invisibility of lesbians, acknowledgement of specific lesbian questions in public/political sphere, and activist work of lesbians in Slovenia.

22) Kuhar, Roman. 2005. The impracticability of active citizenship beyond the closet in Slovenia. In *The gays' and lesbians' rights in an enlarged European union*, ed. Anne Weyembergh and Sinziana Carstocea, 147-168. Bruxelles: L'Université de Bruxelles. EN

Keywords: Political sociological study, active citizenship

The author turns attention to the current legal and political condition of gays and lesbians in Slovenia, with regard to the influence of the European Union's resolutions and recommendations on the dynamics of change. The author considers intimate/sexual citizenship as a basis for arguing that, in spite of civil and legal equality, social equality for homosexuals is still a point at issue, and that limits of tolerance are still narrow. Despite the fact that their rights are legally protected, gays and lesbians in Slovenia cannot actively participate in public and private life as homosexual citizens.

23) Švab, Alenka in Roman Kuhar. 2005. *The unbearable comfort of privacy: Everyday life of gays and lesbians*. Ljubljana: Mirovni inštitut. EN

Keywords: Sociological study, same-sex partnership, coming out, violence

The book is based on an extensive research on everyday life of gays and lesbians in Slovenia. The research project is a combination of qualitative and quantitative methodology. The quantitative part consisted of a 35 to 70 minutes long face-to-face survey on a sample of 443 gays and lesbians. Sampling was done by link-tracing method. Qualitative part consisted of 7 focus groups, where 36 people were interviewed. The topics researched in the quantitative part were the following: homosexual identity and coming-out; partnership; violence and

discrimination; school and education; working place; GLBT subculture and media; children and family relations. The qualitative part focused on the selected topics: coming-out, partnership, and violence. The book brings together the results from the research.

24) Švab, Alenka. 2005. Public homophobia and the privatisation of homosexuality. Everyday lives of gay and lesbian couples in Slovenia. *Ethnologia Balkanica* 9(1): 339-354.

Keywords: Sociological study, same-sex partnership, intimacy

The article deals with the everyday lives of gays and lesbians in Slovenia and, more specifically, with the transformation of intimacy among them. The analysis is based on data from the first Slovenian sociological research in the field. The main idea is that in some characteristics (equal division of labour, commitment, reflexive relationship) same-sex relationships are becoming "pure relationships". However, the heteronormative framework of broader society importantly defines them. The transformation of intimacy seems to differ for heterosexuals and homosexuals. The everyday lives of gays and lesbians are framed, for example, by a high level of homophobia and violence in public space while, on the other hand, they are being privatised and closed off within private networks of friends, intimate partners and, to some extent, the family.

3.2.1 Comparative studies

25) Wall, Sally N., Irene Hanson-Frieze, Anuška Ferligoj, Eva Jarošová, Daniela Pauknerová, Jasna Horvat and Nataša Šarlija. 1999. Gender role and religion as predictors of attitude toward abortion in Croatia, Slovenia, the Czech Republic, and the United States. *Journal of cross-cultural psychology* 30(4): 443-465. EN

Keywords: Sociological study, gender role, religion, abortion, Croatia, Slovenia, Czech Republic, United states

Since socialism's decline, abortion has become a divisive political issue in East Central Europe, just as it is in the United States. The authors present results from questionnaires which were administered to college students in Croatia, the Czech Republic, Slovenia, and the United States between 1991 and 1994 to assess the importance of religious identification, degree of religious feelings and participation, desired number of children, and gender role attitudes as predictors of approval of abortion for reasons of personal choice. Multiple regressions indicated that these variables best predicted the level of approval of abortion in Slovenia. The strong link between gender role attitude and abortion approval that emerged in the Slovene 1993 data is discussed in relation to the changing social and political contexts.

3.3 Other sources

26) Kraljić, Suzana. 2006. Pravna ureditev registrirane istospolne partnerske skupnosti v Sloveniji (Legal arrangements of registered same-sex partnership in Slovenia). In *Novo porodično zakonodavstvo (New family legislation)*, ed. Zoran Ponjavič, 213-232. Kragujevac: Pravni fakultet. SRB

Keywords: Legal study, registered same-sex partnership

In Slovenia today, three partnerships are legally regulated: matrimony, cohabitation and registered same sex partnerships. The latter is regulated by the Act on the registration of same sex partnerships defined as legally regulated community of two women or men, who register their community in front of the competent body in a legally determined way. The author analyses the legislature and its drawbacks.

4 Gender-based Violence

4.1 Slovene sources

1) Kuhar, Roman. 2006. Homofobija: kultura strahu pred homoseksualnostjo (Homophobia: The culture of fear of homosexuality). *Teorija in praksa*, 43(3/4): 540-556.

Keywords: Sociological study, human body, sexuality, fear, homophobia

The author's starting idea is that homophobia is always connected to sexuality and body regardless of how we understand it. He defines it as a means of constituting an opposition to the Other. Through this process the identity of a homophobic subject is constituted and based on the idea of (hetero)sexuality as natural, taken for granted and non-problematic. The author analyses homophobia through sexuality and points out that the culture of fearing homosexuality is, above all, "horrifying" in its consequences: numerous research shows that internalized homophobia importantly defines everyday life of gays and lesbians. They often live in constant fear of "implementing the culture of fear" in the form of violence. According to the research on everyday life of gays and lesbians this holds true for every second homosexual in Slovenia.

2) Luthar, Breda, Dejan Jontes and Zdenka Šadl. 2006. *Medijske reprezentacije družinskega nasilja – končno poročilo (Media representation of domestic violence – Research report)*. Ljubljana: Fakulteta za družbene vede.

Keywords: Discourse analysis study, media representations, domestic violence

The report presents the results from a discourse analysis of media representations of domestic violence in Slovenia.

3) Robnik, Sonja. 2006. Ovira pri doseganju enakosti spolov: spolno nadlegovanje na delovnem mestu (An obstacle to the introduction of gender equality: Sexual harassment in the workplace). *Sanitas et labor* 5(1): 85-102. SLO

Keywords: Sociological study, sexual harassment, power relations, hierarchy

The article presents the results from a study on sexual harassment in the workplace at the Clinic Center in Ljubljana. The author chose the Clinic due to its hierarchical organization structure and suggests that sexual harassment should be viewed as a power struggle. Therefore, the emergence of sexual harassment is linked to the hierarchical position of the harasser and the victim and to their expert position within the medical institution. The author also pays attention to the gendered dimension of sexual harassment in this institution.

4) Sedmak, Mateja in Ana Kralj. 2006. Nevarna zasebnost – nasilje v družinah v Sloveniji (Dangerous privacy – domestic violence in Slovenia). *Družboslovne razprave* 22(53): 93-112. SLO

Keywords: Sociological study/policy analysis, family violence

The paper discusses the problem of family violence in Slovenia. The research was based on a combination of different methodological approaches: an analysis of written sources, an analysis of transcripts of parliamentary debates, and questionnaire data. A telephone survey was conducted on a representative sample of adult population in June 2005. The paper presents the characteristics of the current political debate on family violence and the (ideological) circumstances under which legislation is being prepared; the extent of family violence in Slovenia; an evaluation of the relative operations of the state, state institutions, and non-governmental organisations and associations; attitudes towards violence and the level of tolerance of family violence; differences in relation to key demographic characteristics of the respondents and their commitment or lack of commitment to traditional values.

5) Šribar, Renata. 2006. *O pornografiji (On pornography)*. Ljubljana: Sophia. SLO

Keywords: Sociological study, pornography, violence against women

The author assesses that the fight against pornography is most often based on the protection of human integrity, gender equality and the protection of youngsters. The book suggests that we should also pay attention to the fact that the power of "pornographic capital" is rising with the support of classical liberalism and its protection of freedom of speech. In this context, expressions of sexuality in mainstream pornography, which are not favourable to women and children, are often overlooked and unrecognized.

6) Rožman, Irena and Duška Knežević Hočevar. 2005. Tiskani mediji o nasilju nad ženskami v družini (Print media on violence against women in family). *Socialno delo* 44(3): 187-193. SLO

Keywords: Discourse analysis, media, domestic violence

The article presents the results of the discourse analysis of reports on violence against women in family in print media. Press clippings on violence in the family emerged in a great number in 1999, when Slovenian professional and lay public acknowledged the importance of the campaign against domestic violence. In their discussions of violence against women in the family in the years 1998-2003, journalists gave priority to themes like types of violence, risk factors in the victim and the perpetrator, and the consequences and dynamics of violence. They stressed that the public discourse on violence against women in the family is still a taboo. The journalists mainly attributed it to the absence of suitable educational programmes on violence in Slovenia, and to poor connections among the institutions that have jurisdiction over, or are dealing with, violence in the family. They pointed out that Slovenia needs a comprehensive legislation on violence.

7) Šori, Iztok. 2005. Prostitucija v Sloveniji: akterji, podoba, problemi in odnosi (Prostitution in Slovenia: Actors, images, problems and relations). *Etnolog* 15(66): 61-80, http://www.etno-muzej.si/pdf/0354-0316_15_Sori_Prostitucija.pdf (accessed March 15, 2007). SLO

Keywords: Sociological study, prostitution, legal and political approaches to prostitution

Prostitution is poorly researched in Slovenia in ethnology, anthropology or sociology. The reasons for this condition may be found in the marginalisation and stigmatisation of (female and male) prostitutes and their clients. The findings presented in this article are the result of the author's nearly one-year investigation of prostitution in Slovenia, and in particular the information provided to him by the actors involved in it: prostitutes and their clients. Based on the interviews with these actors and with the help of other relevant sources, the article provides insight into the operation of individual forms of prostitution in Slovenia and into the behaviour, reflections, ways of living, and attitudes of prostitutes and their clients.

8) Zavrtnik Zimic, Simona and Mojca Pajnik. 2005. Trgovanje z ženskami – perspektiva žrtve (Trafficking in women: A victim's perspective). *Teorija in praksa* 42(1): 113-135. SLO

Keywords: Sociological research, trafficking in women, human rights

The article presents the results of the research that focuses on victims' situation, individual experiences of trafficked women. Research that takes into consideration human rights perspective and acknowledges gender specifics in relation to trafficking brings forward a perspective of care for vulnerable individuals. Available data and inconsistencies in relation to terminology connote a need to develop more visible policies that would contribute to the decriminalisation of the victim. In-depth interviews as research method enable a thorough research of the victim's perspective. However, both in interview design and in interviewing itself, specifics of trafficking need to be considered, such as the position of the victim and circumstances of interviewing.

9) Kante, Božidar. 2003. Uvod v razpravo o pornografiji (An introduction to the discussion on pornography). *Analiza* 7(1/2): 37-64. SLO

Keywords: Philosophical overview study, sexual moral, pornography, human rights, sexual discrimination, freedom of expression

The article goes back to the history of discussion about pornography and shows how the emphasis and the centre of gravity of discussion have shifted. It is also a critical survey of the views advocated by liberal philosophers and theoreticians, conservatives and feminists. The controversy about pornography started in terms of the question about genuine borders of sexual freedom. Such an attitude was due to the fact that people only paid attention to one feature of pornography, namely its sexual content. If pornography was anyhow problematic at all, it was thought to represent a problem because the issue of pornography was the issue about genuine borders of sexual moral. Later, the discussion has shifted on/to(?) the domain of human rights. To the forefront of study came the relationship between the freedom of expression and the pornography. Any suggestion in favour of the restriction or prohibition of some form or all forms of pornography immediately encounters the reaction of the antipole who appeals to the right of free speech. People who wish the pornography to be restricted or prohibited have to show the problematic side of pornography and advocates of the right of free speech have to tell why the freedom of expression is important and to what degree. Finally, if the right to free speech is a right to genuine communication in which the principle of reciprocity holds, then the view of liberals about what threatens the freedom of expression is unsound and too narrow. So it seems that the feminist argument against liberal - the argument that pornography establishes the conflict between pornographers' freedom of speech and feminist freedom of speech - is in better position to be successful and it appears more obligatory. At the same time, the introduction of the theory of speech acts in the discussion enables pornography to be considered as a form of discrimination, on a par with sexual harassment and race discrimination. All these set the terms for a new round of philosophical and legal discussion. These facts are crucial in taking our position that restriction of some form of pornography is likely justified.

10) Filipčič, Katja. 2002. Kriminološki vidiki pornografije (Criminological aspects of pornography). *Zbornik znanstvenih razprav* 62(1): 75-95.

Keywords: Overview study, pornography, criminology, violence

Pornography is conceptually an undetermined notion. The majority of feminists define it from the aspect of values, while attempts of objective, value neutral (expert) definition are rare. Even criminal regulations and international documents, which impose upon the signatories the incrimination of certain aspects of pornography, lack the definition of the phenomenon. Negative effects of pornography are emphasised mainly by American and British feminist movements, which, however, part on the subject: radical feminists claim that pornographic material encourages violence against women and strengthens the discrimination of women in society, which calls for the censorship of pornography. Liberal feminists, on the other side, emphasise that pornography may represent a way for women to achieve sexual freedom, and for this reason they should partake in the

production of pornography. Several studies on the effects of pornography were carried out in the past thirty years. Neither the studies of violent sexual criminal offences and their perpetrators, nor the research on correlation between sexual violence and pornography or laboratory experiments, confirm the causal relationship between pornography and (particularly sexual) violence against women. A possible introduction of censorship on pornography will not reduce sexual violence, which means that feminists should focus on recognising other factors of violence.

11) Filipčič, Katja. 2002. *Nasilje v družini (Domestic violence)*. Ljubljana: Bonex. SLO

Keywords: Overview study, domestic violence, criminal law

The study is an overview of various forms of family violence (physical violence, psychological violence, sexual violence, economic violence and so on) from a criminological and legal point of view.

12) Lozar, Valentina, Milan Pagon in Branko Lobnikar. 2002. Primerjava razlik v percepciji spolnega nadlegovanja med managerji v policiji, socialnem varstvu ter gospodarstvu (A comparison of perception of sexual harassment by managers in police force, social security and economy). *Varstvoslovje* 4(3): 183-195. SLO

Keywords: Sociological study, sexual harassment, workplace, police, economy, social work

The article presents the results of a research on the perception of sexual harassment, conducted on the sample of managers from the economical, social and police sphere of activity. The results showed that managers in police and economy similarly perceive sexual harassment, while managers in social spheres of work perceive sexual harassment in different ways. The article concludes with some policy suggestions for efficient abolition of sexual harassment at the workplace.

13) Razpotnik, Špela. 2002. Nasilnost in moškost (Violence and masculinity). *Revija za kriminalistiko in kriminologijo* 53(2): 143-151. SLO

Keywords: Criminological study, violence, masculinity

The author's starting point is that the expression of violence and the conceptualisation, implementation and maintenance of socially defined gender roles, i.e. masculinity and femininity, are determined by a normative network of the broader society with its structure, its functioning and, at the same time, by repeated systemic violence. Violence is one of the basic human characteristics, which is subjected to legal regulation. Author suggests that all new marginal social groups, which have been empirically verified as more violent than others, call for the re-conceptualisation of violence and other phenomena related to a marginal social status.

14) Filipčič, Katja. 2000. Kazenskopravno obravnavanje nasilja v družini – v čigavem interesu? (Criminal law treating of domestic violence – in whose interest?). *Zbornik znanstvenih razprav* 60(1): 79-96. SLO

Keywords: Legal study, criminal law, domestic violence

The author's starting position is that the justification of state intervention in relations between the partners (also regarding criminal law) is not problematic. Incriminations of domestic violence are necessary and justified. Criminal law has a certain role in the prevention of this form of violence and also in ideological changes of/in the society. However, the article points out that it is necessary to be aware of the limited influence of criminal law on social phenomena or of its preventive efficiency. Therefore, we must not glorify its importance. Neither on behalf of various interests (of the state, victims, or interested public) as in analysing them carefully have we found them a poor argument. Instead of the demands for greater preventive role in the framework of the existing criminal law, the author suggest that we must strive for understanding distress of the victims - parties of the criminal procedure. Besides, our attention must be directed to the search of other, less repressive interventions in the family (e.g. looking for alternatives in the framework of judicial treatment, strengthening the network of social services, and developing professional help to victims of domestic violence).

15) Jogan, Maca. 2000. Spolno nadlegovanje na delovnem mestu (Sexual harassment at work place). *Teorija in praksa*, 37(4): 589-622. SLO

Keywords: Sociological study, sexual harassment, work place

After the presentation of the most important results of investigations of sexual harassment at the workplace and of the methodological and theoretical dilemmas encountered by researchers in the environments where this phenomenon has been investigated and practically regulated for already two decades, the author presents the results of an opinion investigation (conducted by a post-questionnaire on a representative sample of the adult population of Slovenia in June 1999) regarding the extent, the actors and the forms of reactions on sexual harassment in the workplace (during the total employment-time of male and female respondents). The majority of the employed people have never experienced any form of sexual harassment (neither verbal nor physical). Between those who experienced sexual harassment in the workplace, women predominate distinctively (e.g. one out of three working women experienced verbal forms - e.g. whistling, or a nonverbal one - e.g. the "incidental" touching), particularly within its more rude forms (e.g. the target of forced embraces is one out of sixteen women and hardly one out of eighty three men). In general, "milder" forms of verbal and nonverbal male heterosexual harassment at the horizontal axis of the organisational power (between co-workers) predominate, followed by the sexual harassment performed by the superordinated men; the contra-power harassment occurs very seldom. Individual reactions to the sexual harassment (e.g. avoidance, ignorance) prevail independently of the educational level, the age and the position within the organisational hierarchy; physical confrontation of the victims with the perpetrators is relatively frequent, the seeking of the help within the informal

network is seldom, while the searching of the institutional help is practically absent.

16) Klemenc, Darinka and Majda Pahor, eds. 2000. *Nasilje na delovnih mestih medicinskih sester v Sloveniji (Violence at the workplace of nurses in Slovenia)*. Ljubljana: Društvo medicinskih sester in zdravstvenih tehnikov. SLO

Keywords: Sociological studies, sexual harassment, nurse, violence, elderly people

The book is a collection of papers, presented at the international conference on medical care and violence. The introduction paper presents the results from the first Slovenian research on violence against nurses at their workplace. Other papers touch upon topics such as sexual harassment, violence and mentally disabled people, legal regulation of sexual harassment, and prevention of violence at workplace within the frame of medical care.

17) Leskošek, Vesna. 2000. Pomembnost medinstitucionalnega sodelovanja pri obravnavi spolnih zlorab (The importance of inter-institutional cooperation in dealing with sexual abuses). *Socialno delo* 39(3):191-205. SLO

Keywords: Sociological research, institutional treatment of sexually abused, social work

The article presents results from a research which showed a significant progress in the institutional treatment of sexually abused children in Ljubljana. Institutions are obliged to constantly change their modes of work, especially when mutually dependent. The system of treatment consists of the centres of social work, the police, the prosecutor, the court, as well as the Counselling centre for children, adolescents and parents. These institutions are, by their character, obliged to intervene in the disclosed cases of sexual abuse, whereas the last one, an important therapeutic institution, is often asked for expertise. According to the research, mutual co-operation of the intervening institutions has been improving in particular because of the increase of the disclosed cases, which demands faster and more efficient action. Non-intervening institutions are somewhat lagging behind, even though some cases are disclosed and consequent dilemmas and difficulties regarding intervention occur already there. Despite better co-operation, in most cases the victim does not receive adequate support since there is little possibility of counselling and therapy. The procedures may be carried out adequately, yet the victim subsequently denies the act, continues to live with the perpetrator and finds herself or himself in the same or worse situation of abuse. To deal with this state of affairs, it is necessary to institutionalise co-operation, change the system of operating within individual institution, and set up an efficient system of education and training, such that would make possible a wider range of skills and knowledge in the field of sexual abuse.

18) Kozmik, Vera in Mojca Dobnikar (ed.). 1999. *Dosje: Nasilje nad ženskami (Dossier: Violence against women)*. Ljubljana: Urad za žensko politiko. http://www.uem.gov.si/fileadmin/uem.gov.si/pageuploads/dosje_nasilje.pdf (accessed March 15, 2007). SLO

Keywords: Policy/overview study, violence, domestic violence, law

The collection of documents, articles, analysis, etc. shows how the (activist) “work” to fight violence against women developed in Slovenia and what its results are. It presents the legal and court praxis on this issue, makes an overview of available texts, analysis, books and similar published in Slovenia on the topic, and brings about new policy recommendations for future work on violence against women.

19) Kanduč, Zoran. 1998. Feministični pogled na moško nasilje in žensko prilagojenost. (Feminist view of men's violence and women's adjustment). *Revija za kriminalistiko in kriminologijo* 49(4): 316-324. SLO

Keywords: Criminological study, feminist criminology, victims, violence

The article is divided into two thematic parts. The first elucidates some of the most typical views on male violence against women. In relation, it critically examines the assumption of a non-violent female “nature”. The second part considers women's conformity and presents different explanations of this phenomenon. The concluding section contains an overview of contributions on feminist perspectives in contemporary criminology. Special attention is devoted to the role of woman as a victim (and the “subject” of her own victimisation).

20) Kanduč, Zoran. 1998. Pravo, spolnost in nasilje: kriminološke in viktimološke perspective (Law, sexuality and violence: Criminal and victim perspectives). In *Spolnost, nasilje in pravo (Sexuality, violence and law)*, eds. Zoran Kanduč, Damjan Korošec and Marko Bošnjak, 11-138. Ljubljana. Inštitut za kriminologijo pri Pravni fakulteti in Urad za žensko politiko. SLO

Keywords: Sociological/criminal study, violence, sexuality

The book is a part of a broader research project on women and violence conducted in 1997. It addresses the issues of violence against sexuality and violence in sexuality from an interdisciplinary point of view: philosophical, sociological, criminal, and legal. A special attention is given to the issue of violence against children.

21) Kanduč, Zoran. 1998. Spolno nasilje (posilstva): kriminološke in kazenskopravne perspective (Sexual harassment (rape): Criminological and legal perspectives). *Anthropos* 30(4/6):187-208. SLO

Keywords: Theoretical study, sexuality, violence, rape, criminology, penal law

The article deals with sexual violence, in particular with rape. Criminal law and criminological aspects illuminating such topic are indicated. The question of consent to sexual practices (or of the consentaneous sexual practices) is discussed. Special attention is given to the dilemma, whether rape is by its nature an act motivated by sex or by violence. In this regard, individual rape groups are analysed. Some difficulties with proving the rape itself (as well as the penal-legal

implications that arise from it) are described. Thereby some "common" conceptions of rape acts, rapists, and women being raped are problematized. Criminological theories of the motives for rape are represented.

22) Leskošek, Vesna. 1997. Teorija in praksa na področju spolnih zlorab (Theory and practice in the field of sexual abuse). *Socialno delo* 36(5/6): 375-382. SLO

Keywords: Discourse analysis, sexual abuse

The author analyses three translated books on violence, published in Slovenia in 1996: Frei's *Sexueller 'Missbrauch'*, Bain and Sander's *'Out in the Open'* and Bouwkamp's *'Psychosociale hulpverlening in het maatschappelijk werk'*. The author is interested in what interpretations, views, doctrines and praxis on/about violence these texts are bringing into the Slovenian debate on violence. The author is assessing how sexual abuse is defined in these books, what are the causes of sexual abuses, what are the aims of intervention, what are the means for achieving these aims, and what is the role of social workers.

23) Zaviršek, Darja. 1996. Med feministično socialno akcijo in tranzicijskim backlashom (Between feminist social action and the transitional backlash). In *Spol: Ž (Gender: F)*, eds. Lenca Bogovič and Zoja Skušek, 235-247. Ljubljana: ISH. SLO

Keywords: Critical sociological study, mother-child homes, violence against women, control

Feminist social action in the 90s set up many social innovations in the fields of women and violence, sexual abuse and women's mental health. Most important are the projects which involve professionals, activists and survivors. In the same period, the state and institutions of the church started to establish Mother-Child Homes. This terminological masquerade covers the fact that the women who entered these new institutions had experienced violence and poverty. These services provided help for women, but, at the same time, they saw them as a problem that demanded a moral correction. Similar processes of institutionalisation of women are well known from the 16th century on. Under the pretence of help, there was a hidden agenda of control. In the period of the transitional backlash those institutions serve for the restitution of the familial ideology.

4.1.1 Comparative studies

24) Kury, Helmut, Gorazd Meško, Igor Areh and Neda Kajfež. 2005. Spolne zlorabe mladih žensk: primerjava med Nemčijo in Slovenijo (Sexual harassment of young women: Comparison between Germany and Slovenia). In *Izzivi sodobnega varstvoslovja (Challenges of contemporary protection science)*, eds. Gorazd Meško, Milan Pagon and Bojan Dobovšek, 313-320. Ljubljana: Fakulteta za policijsko-varnostne vede. SLO

Keywords: Sociological study, sexual abuse, young women, Slovenia, Germany

The article presents results of an international research project on sexual harassment of university students. It compares the results from Germany and Slovenia, focusing on women as victims of sexual harassment. The frequency of the various forms of sexual harassment is described in details, the reactions to it and its consequences.

25) Kury, Helmut, Milan Pagon in Branko Lobnikar. 2003. Podoba žrtev (spolnih) deliktov in odnos do nasilja – problem stigmatizacije (Image of victims of (sexual) offences and the attitude towards violence – A problem of stigmatisation). *Revija za kriminalistiko in kriminologijo* 54(2): 137-158. SLO

Keywords: Sociological study, victimization, domestic violence, Slovenia, Germany

The article compares research results from two studies on victimization, conducted in Slovenia and Germany. The respondents from the Slovenian sample hold more traditional views on the position of women in the society, they are less “sensible” to domestic violence and less compassionate to the victims of rape than the respondents from the German sample.

4.2 English sources

26) Zavratnik Zimic, Simona, Urša Kavčič, Mojca Pajnik and Petra Lesjak-Tušek. 2003. *Where in the puzzle: Trafficking from, to and through Slovenia: Assessment Study*. Ljubljana: International Organization for Migration. EN

Keywords: Overview study, trafficking, migration, violence

The book represents the first comprehensive overview of the phenomenon of trafficking in human beings in Slovenia. The main focus of the study is to assess the dimensions of the phenomenon by exploring the following issues: to what extent the phenomenon of trafficking in women and children is present in Slovenia, to what degree trafficking is recognized or ignored in social and political context, what is the scope of public policy towards trafficking, what are the country's resources for combating trafficking, and who is in the centre of policies for the combat of trafficking.

27) Zaviršek, Darja. 2002. Pictures and silences: Memories of sexual abuse of disabled people. *International Journal of Social Welfare* 11(4): 270-285.

Keywords: Sociological research, sexual abuse, disabled people, women

The article de-individualises the debate about sexual abuse of disabled people, especially women, by showing that both the sexual and asexual identity of impaired persons are invariably fashioned within the institutional arrangement of domination and subjugation. It shows that if disabled persons are seen as asexual or if they are sexualised, they cannot escape sexual violence, which is not an aberration, but is intrinsic to the social construction of disability. The article

includes personal testimonies of women with different disabilities from Slovenia, who were abused either at home or in public care, and shows some responses of the professionals and caregivers, who minimise the importance of abuse. It claims that ignoring the memories of sexual abuse is part of a subtle and unintentional discrimination, which reflects a continuity of prejudices and hatred toward disabled children and adults in the private realm as well as in public care. People from ethnic minorities, such as Roma, are still today more often diagnosed as mentally disabled, which shows that the disability diagnosis has to be seen as a part of cultural responses towards an economically and socially marginalised group. The author uses different perspectives: historical, social work theories, cultural studies and feminist analysis.

4.2.1 Comparative studies

28) Hrženjak, Majda, Vlasta Jalušič, Birgit Sauer and Karin Tertinegg. 2005. Framing prostitution policies: A comparison of Slovenia and Austria. *Greek Review of Social Research* 117: 93-108. EN

Keywords: Policy analysis, prostitution, Slovenia, Austria

In the article the authors explore how prostitution policies as explicitly gendered policies are framed in two countries: Austria and Slovenia. These countries share many elements of historical, cultural and religious setting even if their political systems and cultures developed in different ways. The background of prostitution policies, policy environment and actors in both countries is outlined. The authors then present the frames found in the two countries and compare them. In the last part of the paper, comparative explanations for the differences and similarities in framing and policy outcomes are given. The main argument is that the frames on prostitution have undergone considerable changes in both countries, but conceptualisations of women as the "Other" and of "voluntary versus forced" prostitution are central to the debates in both countries.

29) Zavratnik Zimic, Simona, ed. 2004. *Women and trafficking*. Ljubljana: Peace institute.

Keywords: Collection of papers, trafficking in women, Albania, Macedonia, Netherlands, Moldova, Slovenia.

The book gathers proceedings of an international seminar titled 'Women in Migration and Vulnerability for Trafficking in Human Beings'. The fifteen papers presented and carefully debated at the seminar cover a variety of interdisciplinary encounters and experiences with trafficking in women, among them a historical overview, debates over human rights approaches, an analysis of media reporting, and innovative recommendations for recasting the issue. The book includes a series of case studies covering experiences in field work and legislation in different countries, such as Albania, Macedonia, Netherlands, Moldova and Slovenia.

5 OPERA - Gender training books and manuals

1) Greif, Tatjana. 2006. *Ukrepi proti diskriminaciji v zaposlovanju za sindikate (Anti-discrimination measures in employment for trade unions)*. Ljubljana: Škuc-LL, http://www.ljudmila.org/lesbo/EQUAL/pdf/Ukrepi_proti_diskriminaciji_SINDIKATI.pdf (accessed March 15, 2007).

Keywords: Labour market, sexual orientation

The manual, which presents various forms of discrimination on the basis of sexual orientation, is aimed at trade unions to learn how to recognize these forms and what measures they can take. Although the focus of the manual is sexual orientation, it also deals with gender (as gender and sexual orientation are practically inseparable).

2) Greif, Tatjana. 2006. *Ukrepi proti diskriminaciji v zaposlovanju za delodajalce (Anti-discrimination measures in employment for employers)*. Ljubljana: Škuc-LL, http://www.ljudmila.org/lesbo/EQUAL/pdf/Ukrepi_proti_diskriminaciji_SINDIKATI.pdf (accessed March 15, 2007).

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3) GemCITE. 2005. *Priročnik za razvoj in izboljšanje kakovosti v izobraževanju/usposabljanju na področju IT z upoštevanjem načela enakosti spolov (A manual for development and improvement of the quality of education/qualifying in the field of IT in regard to gender equality)*. Graz: GemCITE.

Keywords: IT, gender equality, Germany, Italy, Sweden, Slovenia, UK

The manual is a result of the GemCITE project, which aimed at improving the quality of education in the field of IT with regard to gender equality. It shows how IT can contribute to gender equality. The manual is meant for organizations, which provide educations or additional education for women in the field of IT.

4) Košir Prosen, Katarina. 2005. *Delavnice od blizu – priročnik za izvajanje preventivnih delavnic (A close-up of workshops: a manual for performing preventive workshops)*. Ljubljana: Društvo za nenasilno komunikacijo.

Keywords: workshops, gender equality

The manual presents a variety of workshops that were performed by the Association for non-violent communication in Slovenian high-schools in the past few years. Some of the workshop are tackling the issues of gender equality and are meant to sensitize pupils about equal opportunities for men and women.

5) Ministrstvo za delo, družino in socialne zadeve. 2005. *Smernice za integracijo načela enakosti spolov v strukturnih skladih v Sloveniji (Directions for integration of gender equality in structural funds in Slovenia)*. Ljubljana: MDDSZ, http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/smernice_enakost_spolov.pdf (accessed March 15, 2007).

Keywords: legislature, gender mainstreaming

The aim of this manual is to foster the harmonization of Slovenian politics with the EU objectives in the field of gender equality and equal opportunities of men and women. It presents the legal basis for the harmonization and some good practices in how to do that.

6) Franković, Romana. 2004. *Človekove pravice žensk: priročnik za učitelje (Human rights of women: A manual for teachers)*. Ljubljana: Amnesty International.

Keywords: Women's human rights

The manual, which also includes a VHS and a DVD, is designed to be used in school settings in order to discuss human rights of women and gender equality. It is based on a book – a collection of various legal documents on human rights of women – which was published by the Amnesty International and Peace Institute. The manual mainly focuses on violence against women.

7) Hrženjak, Majda and Renata Šribar. 2004. *Priročnik za medije o upoštevanju načela enakih možnosti spolov (A manual for media on gender equality)*. Ljubljana: Peace Institute.

Keywords: Media, gender equality

The manual presents how gender is represented in daily news media. The authors analyze some alarming practices, but also present some good ones. The manual is aimed at media creators in order to make them sensible for gender equality dimensions in media reporting.

8) Horvat, Dalida, Doroteja Lešnik Mugnaioni and Maja Plaz. 2004. *Psihosocialna pomoč ženskam in otrokom, ki preživljajo nasilje (Psychosocial help for women and children, victims of violence)*. Ljubljana: Društvo SOS telefon za ženske in otroke – žrtve nasilja.

Keywords: women and children, victims of violence

The manual is designed for anyone dealing with women and children, victims of violence. It is a complete guide to the issues of (gendered) violence, the ways to combat and prevent it.

9) Urad za enake možnosti. 2003. *Moje pravice: enaka obravnava žensk in moških v Zakonu o delovnih razmerjih (My rights: equal treatment of women and men in labour legislature)*. Ljubljana: Urad za enake možnosti, http://www.uem.gov.si/fileadmin/uem.gov.si/pageuploads/Moje_pravice_2004.pdf (accessed March 15, 2007).

Keywords: labour market, legislature

The manual presents the new labour legislature from 2004, which introduced a variety of gender equality measures. It aims at employers and employees to know their rights and obligations. It is also a sensitizing tool for gender equality in work sphere.

10) Hazl, Vanja. 2002. *Smo Slovenke na trgu delovne sile enakopravne?* Ljubljana: Pospeševalni center za malo gospodarstvo, <http://www.japti.si/upload/other/PRIROCNIKPODJETNISTVOZAZENSKE.pdf> (accessed March 15, 2007).

Keywords: Labour market, gender equality

The manual first presents demographical data about the social characteristics which frame the position of women at workplace. The manual also presents some governmental initiatives for the improvement of women's status at workplace. The manual is therefore meant to be a stimulation for business people to contribute to a more equal position of genders in work sphere but also in society in general.

11) Urad za enake možnosti in Delovna skupina Pakta stabilnosti za jugovzhodno Evropo za enakost spolov. 2002. *Ženske to zmoremo II (Women can do it II)*. Ljubljana: Urad za enake možnosti.

Keywords: Women's politicians

The aim of the manual is to teach women politicians how to forward special women's issues and issues concerning gender equality within the political parties. It is also aimed at broader public awareness of gender equality issues.

13) Dobnikar, Mojca. 2001. *Priročnik za svetovalno delo z ženskami in otroki, ki so doživeli nasilje (A manual for counseling women and children, victims of violence)*. Ljubljana: Društvo SOS telefon za ženske in otroke, žrtve nasilja.

Keywords: violence

The manual – which is actually a collection of papers – was produced by the NGO with the longest tradition of helping and counseling women and children, victims of

violence in Slovenia. It presents their rich experiences in the field and is aimed at anyone dealing with these issues.

13) Božič, Sonja, Jana Uršič, Ana Zihel and Ana Bučar. 1999. *Poti iz nasilja (Ways out from violence)*. Ljubljana: Pravno-informacijski center nevladnih organizacij.

Keywords: Women, victims of violence

The manual is based on practical experience the authors obtained while working with women victims of violence. It brings answers to the most frequent questions these women had and presents the information these women most often lack (for example, where to look for help, what are the legal means for fighting against domestic violence, etc.).

14) Kozmik, Vera. 1999. *Kako se spopasti s spolnim nadlegovanjem na delovnem mestu (How to fight sexual harassment at work place)*. Ljubljana: Urad za žensko politiko.

Keywords: Sexual harassment at work place

The manual defines sexual harassment, presents legal issues connected to sexual harassment, shows different types of sexual harassment, and suggests possible solutions.

15) Kozmik, Vera. 1998. *Ženske to zmoremo (Women can do it)*. Ljubljana: Urad za žensko politiko.

Keywords: women's politicians

The manual is a translation of original Norwegian booklet, which served as a very successful material of training for generations of Norwegian women politicians. Slovenian edition includes an additional Slovenian introduction to the manual.

16) Urad za žensko politiko. 1998. *Odpiramo vrata ženskam (Opening the doors to women)*. Ljubljana: Urad za žensko politiko.

Keywords: women and labour market

The manual consists of short, practical (legal and non-legal) advises for those – especially women – who are looking for a job or are worried about their job situation. It also brings information on the rights one has in connection to pregnancy and parenthood.

17) Kozmik, Vera and Jasna Jeram. 1995. *Neseksistična raba jezika (Non-sexist use of language)*. Ljubljana: Urad za žensko politiko.

Keywords: sexism in language

The manual aims at the abolishment of sexist use of Slovenian language and therefore at establishing equal opportunities for men and women. It combines theoretical discourse analysis of language (by Igor Ž. Žagar and Mirjam Milharčič Hladnik) and practical examples from public debates and newspapers.

6 FRAGEN

There are no organized archives or documentation centres in Slovenia which specialize in gender equality policies at the national level. A limited data base is available from the internet site of the Office for Equal Opportunities (<http://www.uem.gov.si/>). There is also an archive documenting women's movement in Slovenia from 1980 to 1995 at the Peace Institute (www.mirovni-institut.si).

Fragmented archives can be found in different women's non-governmental organizations, mostly concentrating on their own foci (e.g.. Škuc-LL has a comprehensive archive on GLBT issues, see <http://www.ljudmila.org/lesbo>).