

# The current situation of gender equality in Slovenia – Country Profile

## 2012



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# Foreword

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Dear Reader,

We are happy that we have raised your interest in the EU-Initiative "Equality Pays Off". The initiative supports large companies in successfully adapting to upcoming labour market challenges: Due to demographic change as well as a stronger focus on service and knowledge intensive industries, Europe will face a significant shortage of (qualified) skills in the next decades. The initiative covers all EU-27 countries plus Croatia, Turkey, Former Yugoslav Republic of Macedonia (FYROM), Serbia, Norway, Iceland and Liechtenstein – in total 34 countries.

To secure qualified labour, it will be of vital importance for large companies to diversify the pool of (potential) employees by gaining better access to the female labour force. The initiative supports companies in Europe to increase female participation, to support employees that involuntarily work part-time due to family obligations, to motivate students to enter atypical fields of education and to reduce horizontal<sup>1</sup> as well as vertical segregation<sup>2</sup>. Consequently, the initiative contributes to a reduction of the gender pay gap in Europe.

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This country report serves as background material for workshops taking place in each country in the context of "EQUALITY PAYS OFF".<sup>3</sup> These workshops shall enhance knowledge exchange between business leaders and key decision-makers of participating companies. The quick and country-specific overview of the status quo will serve as a basis to explore starting points for each company to tap the female talent pool in a better way.

The country report is structured into four parts: After the management summary, Part 1 describes the status quo of gender equality in the Slovenian labour market. Part 2 describes our recommended strategic approach to gain better access to female talent in the labour market and within a company. Part 3 lists initiatives of the public and private sector in Slovenia that support companies in their ambition to enhance gender equality.

Further information on the EU-Initiative and its respective activities as well as on involved stakeholders can be found at <http://ec.europa.eu/justice/equality-pays-off>.

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<sup>1</sup> Horizontal segregation refers to the under-/overrepresentation of women and men in occupations or sectors

<sup>2</sup> Vertical segregation refers to the under-/overrepresentation of women and men in hierarchical levels

<sup>3</sup> The information on the website has been summarized in this country report. Detailed information can be found on the website: <http://ec.europa.eu/justice/equality-pays-off>

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## Management Summary

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Demographic change as well as a stronger focus on service and knowledge intensive industries will lead to a significant shortage of (qualified) skills in Europe. While trying to fill the upcoming gap between labour demand and labour supply, companies can benefit from improving their access to the female talent pool by ensuring equality.

Currently, Slovenian companies do not make full use of the existing labour force potential. Five groups of indicators show the status quo in 2011:

- The **general participation rate** of women in the Slovenian labour market (60.9%) is still lower than the general participation rate of men (67.7%).<sup>4</sup>
- The rate of **employees working part-time** is significantly below EU-27 average. 12.2% of Slovenian women work part-time (vs. 31.6% EU-27 average).<sup>5</sup>
- The **choice of education** of Slovenian students shows that there is an overrepresentation of women in "typical" female fields (e.g. education) and an overrepresentation of men in "typical" male fields (e.g. engineering).<sup>6</sup>
- The status quo of **horizontal segregation** is partially pronounced in Slovenia but less than in the EU-27 – it is yet necessary to motivate female graduates to enter gender "atypical" sectors.<sup>7</sup>
- The status quo of **vertical segregation** shows that women are underrepresented in decision-making positions. Whereas the share of women on boards (15%) is higher than the EU-average (14%), the share of women in national government stands at 8% which is far below the EU-average (26%)<sup>8</sup>

The **unadjusted gender pay gap** in Slovenia is well below the EU-27 average. In Slovenia, women earned 4.4% less than men in 2010 (EU-27: 16.4%).<sup>9</sup>

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<sup>4</sup> Eurostat Labour Force Survey (LFS) (2011)

<sup>5</sup> Eurostat Labour Force Survey (LFS) (2011)

<sup>6</sup> Eurostat Education and Training (2011)

<sup>7</sup> Eurostat Labour Force Survey (LFS) (2011)

<sup>8</sup> EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research (2012)

<sup>9</sup> Eurostat Structure of Earnings Survey (2009, 2010)

# 1. How Slovenian companies access the talent pool

In the following, we give a brief overview over the current situation of employment of women and men in Slovenia in comparison to the overall EU-27 average.

## 1.1 General participation of women in the labour market<sup>10</sup>

The employment rate of women in Slovenia is similar to the average of the EU-27 countries. However, women still do not participate in the labour market to the same degree as men. The difference between the male and female employment rate in Slovenia was around 10 percentage points in 2002. Since female employment increased significantly since 2002, the difference stood at less than 7 pp in 2011.

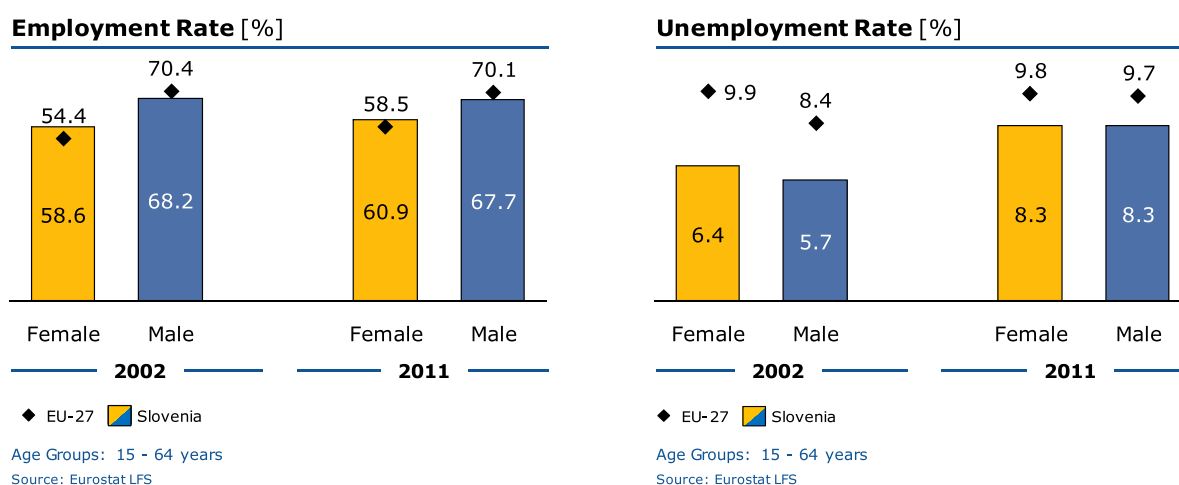


Figure 1: Labour market participation of women and men in Slovenia in comparison to the EU-27

The overall unemployment rate is low compared to the EU-average. While the EU-average amounts to 9.8% for women and 9.7% for men respectively, one finds an equally distributed general unemployment rate of 8.3% in Slovenia. In 2002, female unemployment was still at higher levels than male unemployment. However, it needs to be noted that both the male and the female unemployment rate increased significantly since 2002.

<sup>10</sup> Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (LFS) (2002, 2011)

## 1.2 Part-time segregation<sup>11</sup>

Only 12.2% of Slovenia's female employees work part-time compared to an EU-27 average of 31.6%. This number, however, increased throughout the last years. On the other hand, the part-time rate for men is similar to the European average. The low part-time rate shows that women in Slovenia tend to work full-time or not at all. The low part-time rate hence exhibits a great potential for Slovenian companies to gain better access to the female talent pool. For instance, a starting point can be to offer more part-time options or flexible work arrangements in order to allow a larger number of women to enter the labour market.

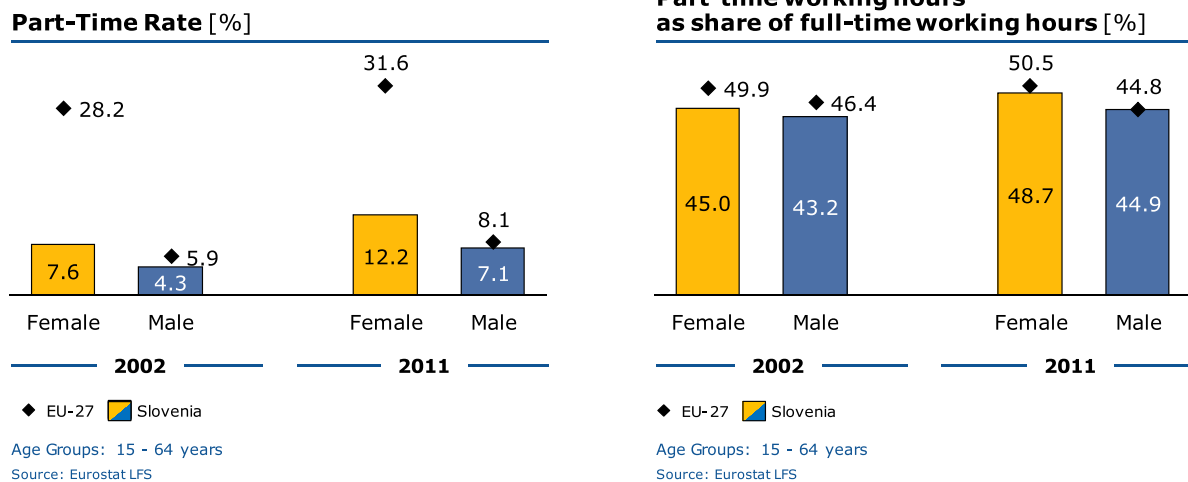
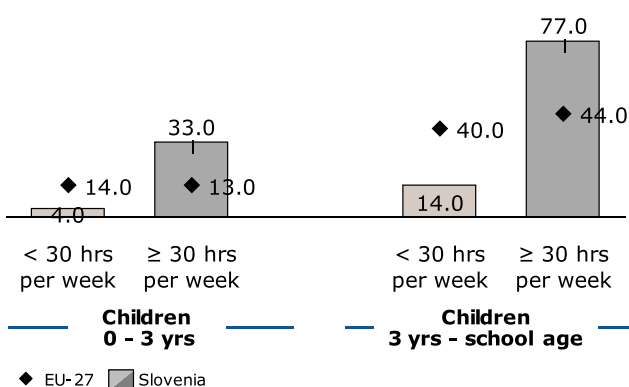


Figure 2: Part-time segregation in Slovenia in comparison to the overall EU-27

The development of childcare arrangements is a prerequisite to gain better access to part-time working parents. Slovenia already provides a rather encompassing system of childcare facilities. 37% of all children younger than 3 years and 91% of all children between 3 years and school age attend childcare facilities. Both figures are clearly above the EU-average of 28% and 84% respectively. However, the low number of children younger than 3 years attending childcare shows that offering corporate childcare facilities can be a supportive measure for companies to gain better access to the female talent pool and enlarge the participation rate of women in Slovenia as well as in other EU countries.

<sup>11</sup> Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (LFS) (2002, 2010, 2011)

### Children in childcare [%] 2010



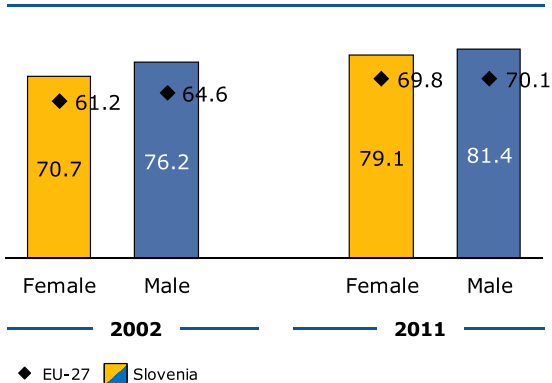
Source: Eurostat

Figure 3: Childcare arrangements in Slovenia in comparison to the EU-27

### 1.3 Qualification level and choice of education<sup>12</sup>

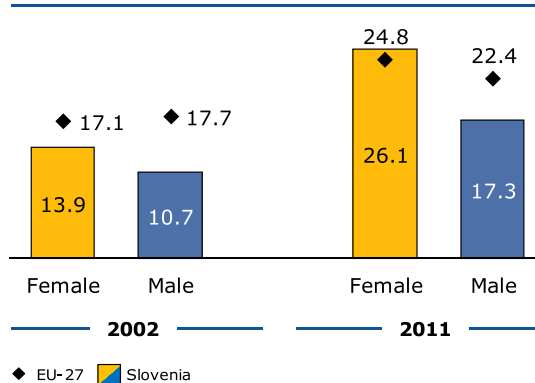
Secondary school (secondary education) and college/university (tertiary education) attainment of Slovenian men and women has risen steadily throughout the last decade (see figure 4). The share of women attending tertiary education almost doubled between 2002 and 2011. Nowadays, women even attain tertiary education much more frequently than men. Whereas the share of women in tertiary education stands at 26.1% and therefore above EU-average, only 17.3% of men are in tertiary education.

#### Secondary Education [%]



Age Groups: 15 - 64 years  
Source: Eurostat LFS

#### Tertiary Education [%]



Age Groups: 15 - 64 years  
Source: Eurostat LFS

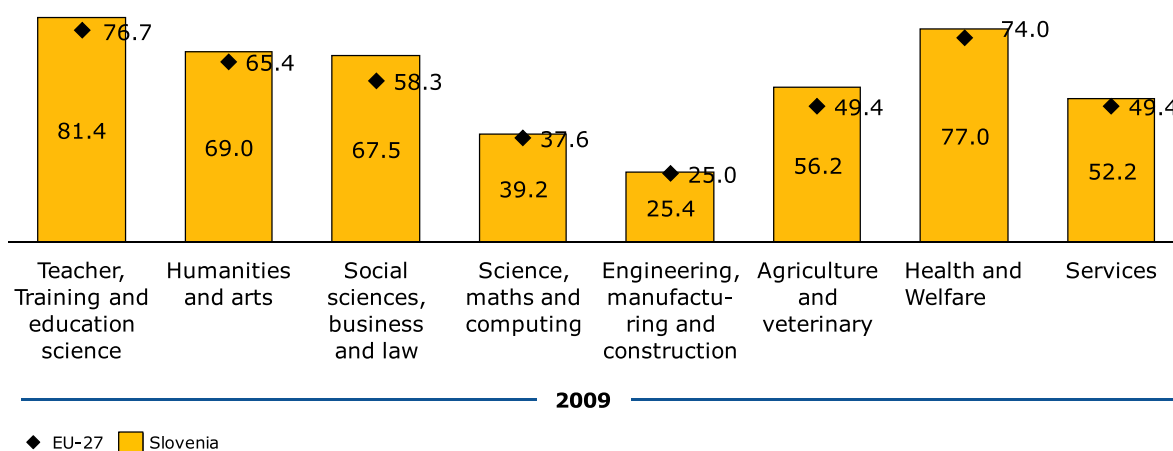
Figure 4: Education attainment in Slovenia in comparison to the EU-27

Additionally, in Slovenia, the existence of "typically" female fields of study (educational sciences, health and welfare etc.) as well as "typically" male fields of study (science, engineering etc.) is clearly observable. 81.4% of all students in "teacher, training and education science" and 77.0% of all students in "health and welfare" are female. These numbers are slightly higher than the EU-average for these fields of study (76.7% and 74.0%). In addition, the rate of women in "typically" male subjects is also slightly higher in Slovenia than in the EU-27: women represent 39.2% of all students in "science, maths and computing" (EU-average: 37.6%) and 25.4% in "engineering" (EU-average: 25.0%).

<sup>12</sup> Source for statistical data (unless stated otherwise): Eurostat Education and Training (2002, 2010, 2011)

Hence, gender segregation along the fields of studies is less pronounced in Slovenia than on EU-average.

Women in... [%]



Age Groups: 15 - 64 years

Source: Eurostat

Figure 5: Share of women in different fields of education in Slovenia in comparison to the EU-27



## 1.4 Under-/overrepresentation of women and men in occupations or sectors – "Horizontal segregation"<sup>13</sup>

For both Slovenian women and men the sectors manufacturing and wholesale/retail represent the main branch for employment. However, whereas 29.8% of men work in manufacturing, only 18.7% of women work in the same sector. The distribution of women and men across the smaller sectors of the Slovenian economy also shows a clear gender bias. For example, 13.8% of women work in education with only 3.3% of men being employed in the same sector. The distribution of employees across economic sectors in the EU-27 shows a similar pattern.

<b>% of women employed in</b>	<b>Slovenia</b>	<b>EU-27</b>	<b>% of men employed in</b>	<b>Slovenia</b>	<b>EU-27</b>
Manufacturing	18.7	10.3	Manufacturing	29.8	20.5
Wholesale & Retail	14.5	15.3	Wholesale & Retail	10.5	13.1
Education	13.8	11.7	Construction	10.2	12.9
Health & Social Work	10.3	17.8	Transportation & Storage	8.2	7.3
Agriculture, Forestry & Fishing	6.7	3.9	Agriculture, Forestry & Fishing	7.2	5.4
<b>Accumulated concentration</b>	<b>64.0</b>	<b>59.0</b>		<b>65.9</b>	<b>59.2</b>

Source: Eurostat LFS (2010), RB Calculations

Figure 6: Distribution of Employment in the main NACE-2 digit sectors (2010)

The distribution of women and men across occupations is additionally characterised by a strong gender bias. The distribution of the EU-27 employees across occupations shows a similar pattern. The most popular occupation among women is "legal, social, cultural professionals" with 10.2% of Slovenian women employed in this sector. Only 6.1% of men have the same occupation. Similarly, 8.5% of Slovenian men work as "metal, machinery and related trades workers". Only 0.4 of all women work in this occupation.

% of women employed in	Slovenia	EU-27	% of men employed in		EU-27
Legal, social, cultural professionals	10.2	10.9	Metal, machinery and related trades workers	8.5	8.6
Personal service workers	9.3	13.4	Drivers and mobile plant operators	8.1	7.4
General and keyboard clerks	8.8	12.7	Science and engineering professionals	7.4	5.5
Teaching professionals	8.8	6.3	Assemblers	7.2	3.4
Business and administration professionals	8.5	5.6	Building and related trade workers	6.3	9.9
Accumulated concentration	45.6	48.8		37.6	34.8

Source: Eurostat LFS (2010), RB Calculations

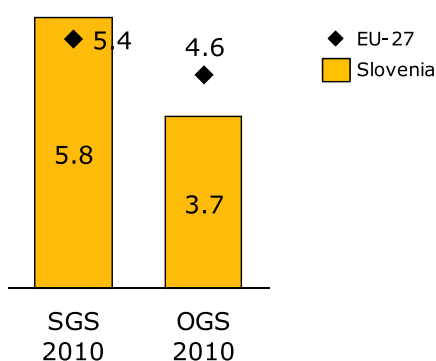
Figure 7: Distribution of Employment in the main ISCO 3-digit occupations (2010)

In order to compare the extent of horizontal segregation in Slovenia with the overall EU-27 average, two horizontal segregation indicators are calculated: (1) Sectorial Gender Segregation Indicator (SGS)<sup>14</sup>, (2) Occupational Gender Segregation Indicator (OGS):

<sup>13</sup> Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (2010)

- The extent of sectorial gender segregation (SGS) in Slovenia (5.8 pp) is slightly higher than the overall SGS of the EU-27 (5.4 pp). This underlines the need for Slovenia to further motivate women to enter "typically male" economic sectors and men to enter "typically female" economic sectors.
- The extent of occupational gender segregation (OGS) in Slovenia (3.7 pp) is significantly lower than the overall OGS of the EU-27 (4.6 pp). However, there still exist clear inequalities as shown above. Hence, Slovenia needs to focus on motivating women to enter "typically male" economic occupations and men to enter "typically female" occupations.

### Horizontal Gender Segregation Indicators [pp]



Source: Eurostat LFS, RB Calculations

Figure 8: Horizontal Gender Segregation Indicators

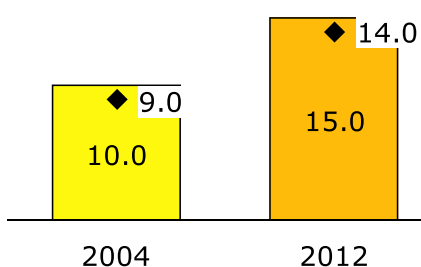
<sup>14</sup> Comparing the share of female employees that work in one economic sector to the share of male employees that work in the respective economic sector shows the extent of gender segregation in that specific economic sector. For instance, the sector "Health and Social work" is marked by a strong gender segregation: 10.3% of Slovenian female employees work in the sector while only 5.2% of Slovenian male employees work in the sector (difference in percentage points: 5.1 pp). The Sectorial Gender Segregation Indicator (SGS) reflects the weighted **average difference** in absolute percentage points (share of all male employees in an economic sector [%] *minus* share of all female employees in resp. economic sector [%]) across all economic sectors.

## 1.5 Under-/overrepresentation of women and men on hierarchical levels – "Vertical segregation" <sup>15</sup>

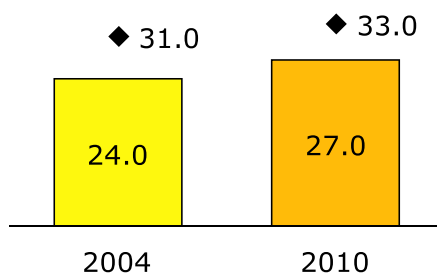
Women are underrepresented in economic decision-making positions in Slovenia as well as in the EU-27. However, with 15% of board positions in large companies being occupied by women, Slovenia has a higher share than the EU-average. On the other hand, the share of women in (executive) management positions in large companies and SMEs stands at 27% and therefore below the EU-average of 33%. The figures show an increasing trend and rose by 3 pp between 2004 and 2010.

### Women in... [%]

#### ... corporate boards



#### ... management positions in large companies and SMEs



#### Economic decision-making positions

◆ EU-27    ■ Slovenia

Source: EC DG Justice, Gender and Science 2012

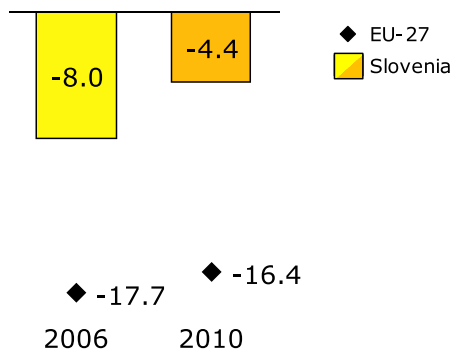
Figure 9: Women in economic decision-making positions

<sup>15</sup> Source for statistical data (unless stated otherwise): EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research, 2010, 2012

## 1.6 Gender pay gap<sup>16</sup>

In Slovenia the average female employee earns 4.4% less than the average male employee. This unadjusted gender pay gap is significantly smaller than the EU-27 average at 16.4%. The gender pay gap also showed a clearly declining tendency towards more equality throughout the last years. It shrank by more than 4 pp from 2008 to 2010.

### Unadjusted Gender Pay Gap [%]



Source: Eurostat SES

Figure 10: Unadjusted gender pay gap

<sup>16</sup> Source for statistical data (unless stated otherwise): Eurostat Structure of Earnings Survey (2009,2010)

## 2. How to gain better access to the talent pool?

More gender equality within the business sector and a reduction of the gender pay gap can only be sustainably realised if companies follow a comprehensive approach including corporate strategy, management, operational implementation by business units and HR work organisation and monitoring ("strategic pillars"):



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Focusing on one pillar will lead to partial improvements only.

### Corporate Strategy – Establish gender equality as part of the company's DNA

The corporate strategy sets the framework for doing business and determines the internal work culture. Experience shows that gender equality – in order to be sustainably established – has to be (come) a company rationale: The concept of gender equality has to be an integral part of the overall corporate strategy. This is the foundation for successfully addressing the gender pay gap within a company.

### Management – Understand and position management as driver and role model

A management which is convinced of and fully endorses the company's strategy towards gender equality is vital to sustainably establish and live the principles of equality between women and men throughout the company and contribute to a sustainable reduction of the gender pay gap. The management is responsible for the implementation of the corporate strategy. Also, managers act as role models and multipliers within and outside the company.

## Operational implementation – Business units and HR striving for more gender equality in daily work

- Business units are responsible for implementing strategic targets regarding gender equality by actually implementing measures which have been agreed upon in their daily work, e.g. by offering internships. They contribute to a sustainable attraction, retention and development of employees.
- HR – as central point of contact for human resource issues of business units – offers strategic advice on how to address gender equality sustainably and provides instruments and processes to attract, retain and develop top talent, e.g. by designing regular evaluation processes.

### There are six main fields of action for operational implementation:

- **Raise awareness among high school graduates regarding the full spectrum of fields of education** - To enlarge the potential talent pool, companies need to sensitise high school graduates regarding the full spectrum of fields of education and hereby motivate them to also consider gender "atypical" fields of specialisation.
- **Attract top talent irrespective of gender** – To attract top talent, companies need to build up a relationship with talented graduate students early on and show them how it is to work in their company. Additionally, they need to tap the dormant work force by mobilising women to start working.
- **Strengthen the work-life balance** – To retain the talent pool, companies need to motivate talents to continue working, to return early from leave and to facilitate the career advancement of employees with family care obligations.
- **Promote career advancement of women** - To promote the most qualified female employees, companies need to establish a culture and promotion process that equally honours male and female talent and institutionalise a systematic succession planning.
- **Evaluate the remuneration system from a gender perspective** - To attract and retain female employees, companies need to evaluate and – if necessary – adapt their remuneration system to eliminate discriminatory practices.
- **Communicate internally and externally company activities aimed at tapping the talent pool in a better way** - To maximise the positive impact of their efforts to champion gender equality, companies need to communicate their actions enhancing corporate gender equality internally and externally.

## Work Organisation – Create the framework to enable necessary changes

Often, workflows within the company are organised in a way which does not easily allow for necessary changes towards more gender equality. This especially refers to the flexibility of the working environment. In the context of this project, flexibility comprises working hours, workplace options and work arrangements. It is therefore vital to evaluate the organisation of current business activities and requirements systematically and identify room for change in favour of employees but beneficial for both parties (employers and employees).

### **Monitoring – Monitor and follow-up target achievements**

To ensure that gender equality is taken seriously, companies need to monitor gender equality targets in the same way as financial targets. Monitoring should include indicators that measure company-wide progress regarding corporate efforts to enhance gender equality as well as the success of individual managers in promoting gender equality in their departments/teams. Additionally, it should be part of regular feedback talks with the top management.

### 3. Where companies find support to gain better access to the talent pool - Examples

In order to foster a sustainable change towards accessing the labour force potential of women in a better way, a series of public and private initiatives – with legislative and non-legislative focus - have been implemented in Slovenia. In the following we give an overview over sample initiatives:

#### 3.1 Legislative initiatives (examples)

Year	Legislation	Website Link
2001	Starševskem varstvu in družinskih prejemkih - Zakon za ureditev pravice staršev v zvezi z vse vrste starševskega dopusta: porodniški dopust, očetovski dopust, dopust za nego in skrb za otroka in posvojiteljski dopust) (Parental Care and Family Benefits Act – Act to regulate rights of parents concerning all types of parental leave: maternity leave, paternal leave, leave for nursing and caring for a child and adoption leave)	<a href="http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/zsdp_upb2_en.pdf">http://www.mddsz.gov.si/fileadmin/mddsz.gov.si/pageuploads/dokumenti_pdf/zsdp_upb2_en.pdf</a>
2002	Zakon o enakih možnostih žensk in moških– Določite skupna izhodišča za izboljšanje statusa žensk (Act on Equal Opportunities for Women and Men – Define common grounds to improve the status of women)	<a href="http://www.unhcr.org/refworld/type/LEGISLATION,,SVN.4c4407de2.0.html">http://www.unhcr.org/refworld/type/LEGISLATION,,SVN.4c4407de2.0.html</a>
2003	Zakon o delovnih razmerjih - Predpisi o delovnih razmerjih in z dodatnimi točkah o zaščiti žensk pri delu (Employment Relationship Act – Act to regulate work relationships and to protect women at work)	<a href="http://www.mddsz.gov.si/en/legislation/veljavni_predpisi/employment_relationships_act/">http://www.mddsz.gov.si/en/legislation/veljavni_predpisi/employment_relationships_act/</a>
2005	Nacionalni akcijski načrt za enake možnosti – Akcijski načrt za določitev ciljev in ukrepov kot tudi ključne nosilce politik za spodbujanje enakosti med spoloma na različnih področjih življenja žensk in moških (National Action Plan for Equal Opportunities – Action plan to define objectives and measures as well as key policy makers for the promotion of gender equality in different areas of life of women and men)	<a href="http://www.mzz.gov.si/fileadmin/pageuploads/Zunanja_politika/CP/NAP_1325_Slovenia_eng.pdf">http://www.mzz.gov.si/fileadmin/pageuploads/Zunanja_politika/CP/NAP_1325_Slovenia_eng.pdf</a>



### 3.2 Public non-legislative initiatives (examples)

Name	Sponsor	Target Group	Target	Website Link
<b>Zavod META</b>	The Association of Women Entrepreneurs of Slovenia (GIZ Podjetnost)	Women entrepreneurs and Slovenian woman topics in general	Coordinate national and international women in business networks, and help women to start and develop their business	<a href="http://www.podjetnost.org">www.podjetnost.org</a>
<b>Ženske podjetništvo in socialne inovacije (Women Entrepreneurship and Social Innovation)</b>	OECD, Srednjeevropska pobuda (SEP) - Evropska banka za obnovo in razvoj (EBRD), Mestna občina Ljubljana, Slovenski (OECD, Central European Initiative (CEI)- European Bank for Reconstruction and Development (EBRD), Municipality of Ljubljana, Slovenian)	Female entrepreneurs in Slovenia	Support women entrepreneurs through innovative policies Implement innovative financial schemes and programmes	<a href="http://www.oecd.org/slovenia/19431502.pdf">http://www.oecd.org/slovenia/19431502.pdf</a>
<b>Resolution on the National Programme for Equal Opportunities for Women and Men</b>	Ministry of Labour, Family and Social Affairs	Female employees in Slovenia	Establish a strategic framework for equal opportunities for women and men in Slovenia	<a href="http://www.arhiv.uem.gov.si/fileadmin/uem.gov.si/pageuploads/ReNPENZM_EN.pdf">http://www.arhiv.uem.gov.si/fileadmin/uem.gov.si/pageuploads/ReNPENZM_EN.pdf</a>
<b>EQUAL VESNA</b>	European Commission	<ul style="list-style-type: none"> <li>· Women entering self-employment</li> <li>· Mothers and women with small children</li> <li>· Women entrepreneurs</li> </ul>	Reduce gender gaps and desegregation	<a href="http://ec.europa.eu/employment_social/ECDB/equal/jsp/dpComplete_2035.htm">http://ec.europa.eu/employment_social/ECDB/equal/jsp/dpComplete_2035.htm</a>

### 3.3 Private initiatives (examples)

Name	Sponsor	Target Group	Target	Website Link
<b>IFUW Conference series</b>	International Federation of University Women, Slovenian Union of University Women	<ul style="list-style-type: none"> <li>· Women in academia</li> <li>· Women interested in gender topics</li> </ul>	Organize Regular activities as lectures given by prominent speakers, particularly women.	<a href="http://www.ifuw.org/uwe/docs/2012-uwe-agm-suuw.pdf">http://www.ifuw.org/uwe/docs/2012-uwe-agm-suuw.pdf</a>
<b>ZSSS Roža mogota</b>	Association of free Trade Union of Slovenia ZSSS	Companies or individuals that promoted gender equality in work-life	Promote gender equality on the corporate level	<a href="http://www.sindikat-zsss.si/index.php?option=com_content&amp;view=article&amp;id=780:razpis-za-podelitev-priznanja-zsss-roa-mogota-za-doseek-leta-za-enake-monosti-ensk-in-mokih-za-leto-2013&amp;catid=2:aktualno&amp;Itemid=65">http://www.sindikat-zsss.si/index.php?option=com_content&amp;view=article&amp;id=780:razpis-za-podelitev-priznanja-zsss-roa-mogota-za-doseek-leta-za-enake-monosti-ensk-in-mokih-za-leto-2013&amp;catid=2:aktualno&amp;Itemid=65</a>
<b>Certifikat Družini prijazno podjetje</b> (Family Friendly Enterprise Certificate)	Ministry of Labour, Family and Social Affairs, Association of Free Trade Unions of Slovenia, Slovenian association of the friends of youth, The Association of Employers of Slovenia, University of Ljubljana	Slovenian companies in general	Foster family friendly work arrangements in Slovenian companies	<a href="http://www.certifikatdpp.si/o-certifikatu/">http://www.certifikatdpp.si/o-certifikatu/</a>  <a href="http://www.mddsz.gov.si/si/delovna_podrocja/druzina/cdpp/">http://www.mddsz.gov.si/si/delovna_podrocja/druzina/cdpp/</a>