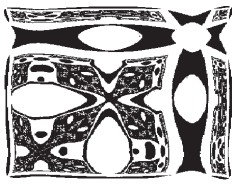

SOME ASPECTS OF THE GENDER WAGE GAP IN SLOVENIA

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In this paper we analyze some aspects of the gender-based earnings disparities in Slovenia. With the data available we first compare some characteristics of women's employment in Slovenia, Croatia and some European countries: femaleness of occupations; women's average level of professional skill as a percentage of men's; and women's average earnings as a percentage of men's. In the second part of the paper the gender wage gap[1] in Slovenia is analyzed. The results of our analysis pointed out that the percent of women employed and the ratio between women's and men's average professional skill in an occupation statistically significantly influence the ratio between women's and men's average earnings. The effect of variables in male-dominated occupations differs from their effect in female-dominated and integrated occupations.

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INTRODUCTION

The gender wage gap is a well-known phenomenon (Orazem and Vodopivec, 1995; Ogloblin, 1999; Brainerd, 2000; Albelda, Drago & Shulman, 1997), which has already been analyzed several times from different viewpoints. After the Introduction, we compare some aspects of women's employment in Slovenia, Croatia and some countries of the European Community, along with the brief discussion of key factors that cause a pay gap. Finally, the gender wage gap in Slovenia is analyzed through women's average earnings as a percentage of men's from two viewpoints: regarding femaleness of occupations and women's average level of professional skill as a percentage of men's. Linear and piecewise linear regressions are used.

SOME ASPECTS OF WOMEN'S EMPLOYMENT

The most evident characteristics of women's employment in Slovenia, which are to a similar extent present also in other European countries, are concentration and occupational segregation.

Facts concerning concentration in women's employment are analyzed from two viewpoints:

– the percent of all employed women with regard to their employment in certain occupations

– the femaleness of occupations.

The evidence on the distribution of women's employment by sectors provides little in the way of surprises. In 1999, almost 56.9% of women and 38.9 % of men were employed in the service sector in Slovenia. The situation differs from that in the EU, where on average 80.0% of women and 55.1% of men were employed in services in the 2nd quarter of 1997. The highest percentage of women employed in services in the EU was in Luxembourg (92.1%) and the lowest (63.4%) in Greece (source: *Labor Market*, *Slovenia 1998,* 2000). The situation in Croatia is much more similar to that in the EU. In 1999, 72.0% of women and 53.4% of men were employed in services (source: *Statistical Yearbook of the Republic of Croatia*, 2001).

Persons in paid employment in legal entities by the NACE and sex in 1999, for Slovenia, are presented in Figure 1.[2]

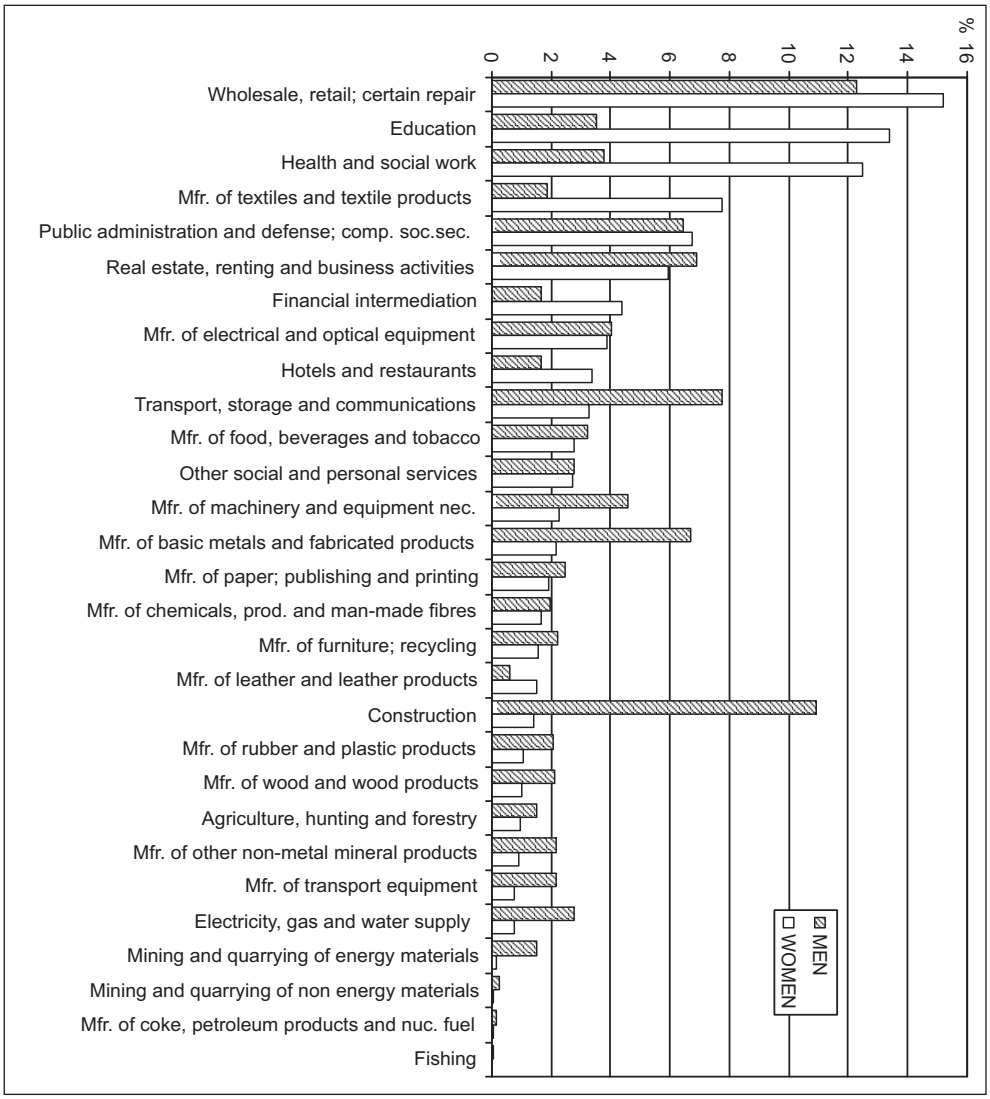
Within services the largest concentration of women's jobs in Slovenia as well as in Croatia is in wholesales, retail and certain repair; education; and health and social work. These sections employed 41.1% of all women in work, while a further 26.5% in Slovenia and 30.95% in Croatia, worked in the public administration, defense and comp.soc.sec.; real estate, renting and other business occupations; financial intermediation; hotels and restaurants; transport, storage and communications; and in other social and personal services.

Within industry, women's jobs are predominantly concentrated in basic, labor-intensive industries, such as manufacturing of textile and textile products; manufacturing of electrical and optical equipment; manufacturing of food, beverages and tobacco; and others.

Women are concentrated in a narrow range of occupations. About 90% of all employed women are concentrated in less than 50% of all occupations in Slovenia (source: *Statistical Yearbook of the Republic of Slovenia*, 2001). Such a skewness of female employment is noticeable in Eastern Europe as well as in the West. In the former Yugoslavia, Slovenia and Croatia shared almost the same history, and, as most Eastern European countries, they initiated their market reforms and changes in labor market institutions in 1990 and 1991. Typical reforms in most countries have included wage and prices liberalization, trade liberalization, privatization of state-owned enter-

prises and tax and legal reforms (Brainerd, 2000). Overall, before the reforms the concentration of women in a narrow range of occupations in Eastern Europe was on average lower than in the advanced industrialized economies (Blau and Ferber, 1992:309). Many women participated in some traditionally male occupations. In Russia, for example in 1990, women comprised 48% of the workers employed in manufacturing (Goskomstat, 1998:54). But in times before the reforms in Eastern Europe women also often chose "low-priority" professions in areas such as health and education, retail trade and semi-skilled professional occupations, because they had shorter and more flexible working time, since part-time employment was almost unknown (Chapman, 1991:186).

FIGURE 1
Persons in paid employment in legal entities by the NACE and sex in 1999, for Slovenia



There are various definitions of what are considered as male-dominated and female-dominated occupations. One of the simpler approaches is by the percent of males and females employed in each occupation. Different classifications can be used (for example Gwartney-Gibbs, 1988). In this paper female--dominated occupations are defined as those with a femaleness rate of 60 percent or higher. Male-dominated occupations are defined as those with a femaleness rate of at most 30 percent and others are called integrated (Baker and Fortin, 1999). Femaleness of occupations in Slovenia and Croatia is presented in Figure 2.

FIGURE 2
Femaleness of occupations in Slovenia and Croatia, in 1999

In 1999, about 43% of all women in work were employed in female-dominated occupations, almost 48% in integrated and less than 10% in male-dominated occupations in Slovenia. Women in female-dominated occupations represented on average more than 75% of all workers in these occupations, less than half in integrated occupations and only about 20% of all workers in male-dominated occupations.

It is clearly noticeable that femaleness of occupations is very similar in both economies. There are some minor differences in ranking for agriculture, hunting and forestry; and manufacturing of machinery and equipment; (integrated occupations in Slovenia, but male-dominated occupations in Croatia) and for hotels and restaurants; (female-dominated in Slovenia and integrated in Croatia).

At the occupational level, regarding professional skills, two main facts (in Slovenia and Croatia) stand out:

– Average levels of professional skills of women, who work in male-dominated occupations are much higher as compared with average levels of professional skills of women in integrated and especially in female-dominated occupations. (Due to data available, the average level of professional skill of both men and women in a certain occupation is calculated by evaluating skills (unskilled, semi-skilled, skilled, highly skilled work, lower professional skills, secondary professional skills, non-university skills and university skills) with values from 1 to 8. After that weighted arithmetic mean was calculated.)

– Women's average levels of professional skills in male-dominated occupations, where women are in minority, are also almost all higher than men's. But the situation is different in female-dominated occupations, as presented in Figures 3 and 4, where women's average levels of professional skill as a percentage of men's in different occupations in Slovenia and Croatia are presented. (The women's average level of professional skill is divided by the men's average level of professional skill in a certain occupation.)

Women's average level of professional skill as a percentage of men's in male-dominated occupations in Slovenia is on average 134%, meaning that women's average levels of professional skills are much higher than men's. This average rate in integrated occupations is 98.83% and 96.32% in female-dominated occupations, where women's average levels of professional skills are almost as high as those of men.

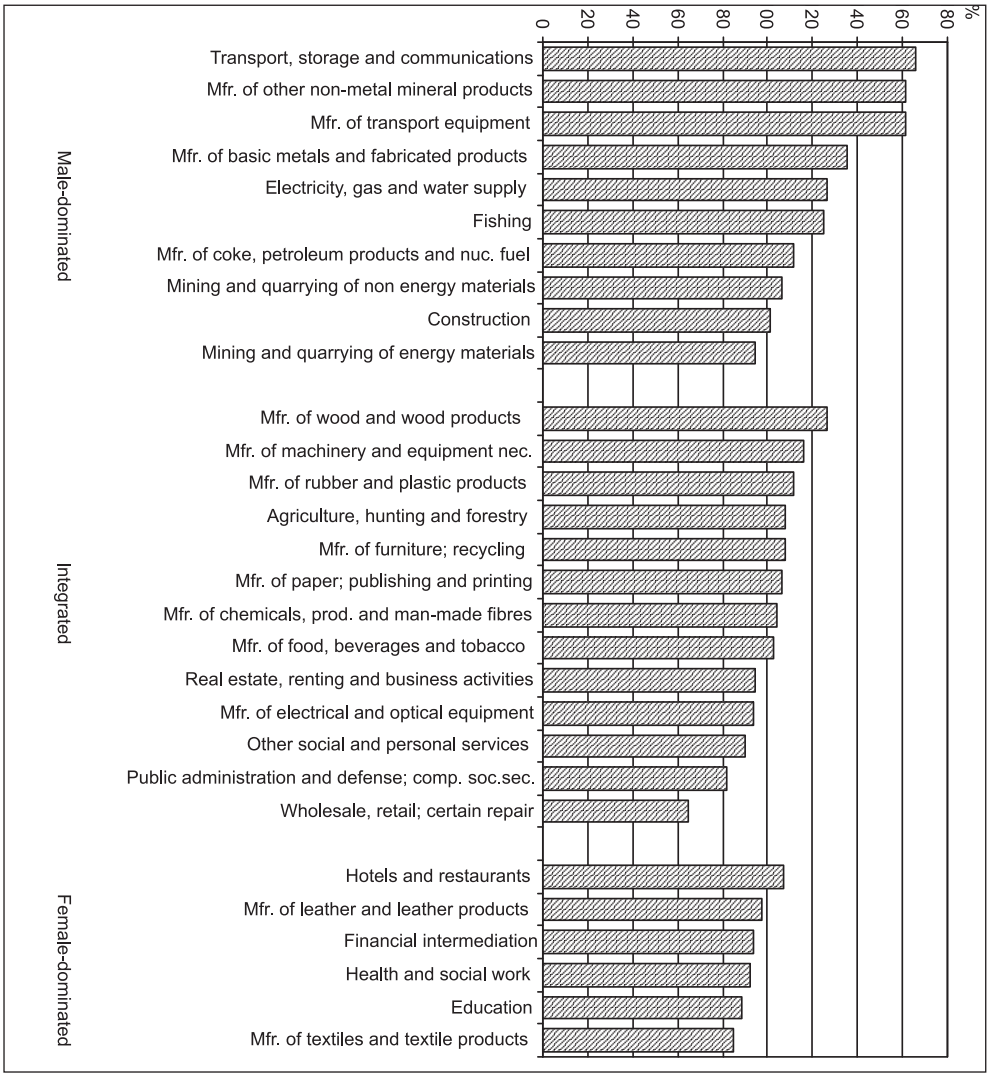
For Croatian economy, due to data available, the women's average level of professional skill as a percentage of men's can be presented only for manufacturing as a whole. In this case manufacturing is ranked among integrated occupations, with femaleness of 41.58%. In male-dominated occupations women on average reached 127.0% of men's average level of

professional skill, 100.37% in integrated and 92.59% in female-dominated occupations. Overall it appeared that women on average had higher professional skills than men – 101.10% in Slovenia and 100.79% in Croatia.

It seems that women can cooperate with men in traditionally male occupations only if they succeeded in getting a very high (on average higher than men) level of professional skill.

Let us analyze the nature of the division between men's and women's jobs in Slovenia through a detailed examination of a particular profession – teaching. Education is an area where studies have been undertaken, showing such a division (*Commission of the European Communities*, 1993), though it should be emphasized that education may not be a representative of the position in other occupations.

FIGURE 3
Women's average levels of professional skill as a percentage of men's in different occupations in Slovenia, in 1999



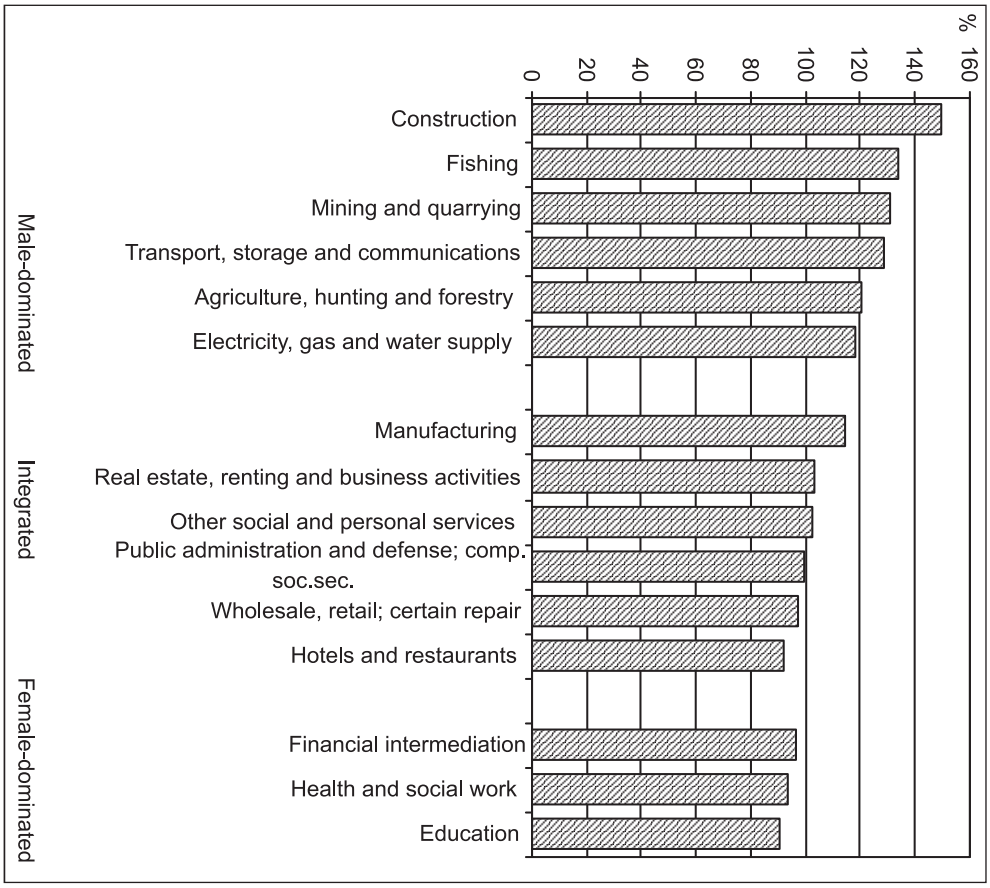


FIGURE 4
Women's average levels of professional skill as a percentage of men's in different occupations in Croatia, in 1999

In 1999, 13.4% of all employed women and only 3.5% of all employed men in Slovenia worked in education. The situation is similar to the European Community in 1991, where around 10% of all women in employment worked in education, and in all countries, except in the Netherlands, there were more women employed in education than men. Despite the fact that the systems of education differ in different countries, the same pattern can be found in Slovenia:

– Women almost exclusively taught preschool education. In the school year 1998/1999 almost 99% of teachers were women in Slovenia. In the EU this proportion varied between 94% and 100%.

– Women, in Slovenia even more than in the EU, also predominantly taught primary education. The proportion of women teaching in Slovene primary education was around 85% (around 65% in the EU, except for Portugal and Italy, where the proportions were around 90%).

– While secondary school teaching was divided quite fairly between men and women, men taught higher education

predominantly. The proportion of women teaching in higher education in Slovenia was about 33%, while in the EU it was even smaller – 25% or less.

The percentage of women and men employed in education for the school year 1998/99 in Slovenia is presented in Figure 5.[3]

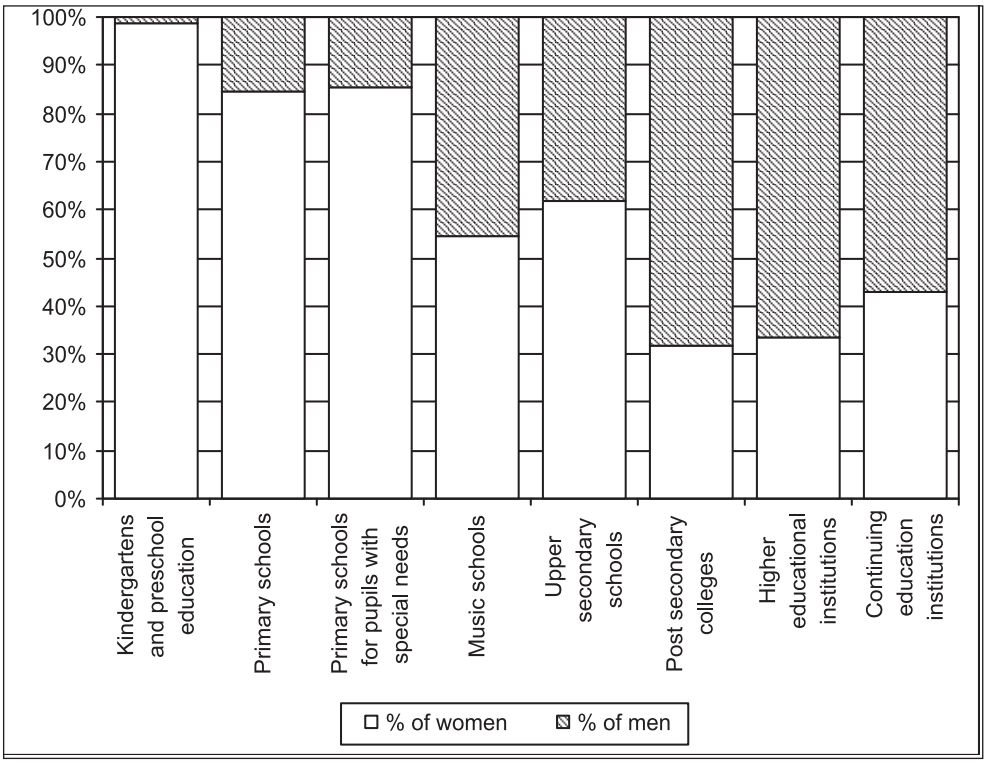


FIGURE 5
Percentage of women and men employed in education for the school year 1998/99 in Slovenia

This pattern illustrates very well the situation in a number of areas, as well as earnings accorded to male-dominated and female-dominated jobs.

The division between men and women in employment is a major reason for significant disparities in earnings. In Slovenia the "equal pay for equal work" axiom is assumed to be in general fulfilled but its effectiveness is limited, since the actual jobs are unevenly distributed between men and women.

Let us analyze the gender wage gap in Slovenia. The comparison of the gender wage gap in Slovenia and Croatia is not possible, because the Statistical office of Croatia separately does not collect the data on female and male earnings.

The fact, that average earnings of both men and women, doing work with similar experiential and educational requirements and levels of responsibility, are higher in some occupations and lower in others, is not discussed in this paper. Therefore women's average earnings as a percentage of men's are analyzed, rather than the level of earnings themselves.

The main characteristic of the women's earnings in 1998 in Slovenia is that women's average earnings as a percentage of men's are much higher in male-dominated occupations, where women are in minority and where the women's average levels of professional skills are higher as compared to men's and also higher as compared to the average women's professional skills in integrated or female-dominated occupations. The situation described is presented in Figure 6.

FIGURE 6
Women's average earnings as a percentage of men's in different occupations in Slovenia, in 1998

While women's average earnings in male-dominated occupations were almost as high as men's average earnings (98.91% on average), the situation was quite different in integrated occupations, where women's earnings reached on average about 81% of men's. The gap was even deeper in female-dominated occupations, where women's earnings on average represented only about 75% of men's.

Let us briefly analyze these aspects of women's employment in Slovenia regarding the key factors that cause pay gap. Of course, there is a variety of causes of earnings differences. They include also gender segregation in the labor market. The occupational segregation of males and females in the labor market in Slovenia exists. Horizontal segregation is evident: women are concentrated in occupations (female-dominated occupations) that are associated with labor intensive work (for example manufacturing of textiles and textile products; manufacturing of leather and leather products), with caring (health and social work), with education and with some household-related work, as is presented in Figure 2.[4]

According to the literature (Albelda et al., 1997:88-96) the key factors that affect gender wage gap can be divided into four main groups: human capital; parental leave and family responsibilities; compensating differential; and discrimination.

Female-dominated occupations are, as already mentioned, labor intensive and they commonly have a lower standing in terms of income, career prospects and social recognition. Regarding human capital (a particular set of acquired skills and abilities that everyone brings into the labor market), males are generally involved in occupations that require more specific human capital. On the other hand, most female-dominated occupations are often under evaluated, since they are associated with work that is often regarded as simple extension of house-work using natural "domestic" skills. Female-dominated occupations are often viewed as "woman's work".

Parental leave and family responsibilities represent another group of causes of earning differences between the genders and encompasses a wide range of issues. Since women's family responsibilities are at their greatest during a crucial period of their working lives, women are often faced with a "double burden" of paid work and unpaid work (domestic duties), whilst males only with the burden of paid work. One of the possible choices is part-time and full-time work. It seems, that in Slovenia this option is not interesting particularly for women, since almost equal percent of men and women are employed part-time. In the 2nd quarter of the year 2000, 92% of all employed women and 94% of all employed men were employed full-time (source: *Women and men in Slovenia*, 2000).

On the other hand, the male is often expected to be the main monetary provider for a family. From this point of view parental leave is often viewed as being related to only maternity leave. This is no doubt the situation in Slovenia, since 99.1% of mothers and only 0.9% of fathers in 1999, were eligible for parental leave compensation (source: *Women and men in Slovenia*, 2000).

Compensating differential is the difference between a higher earning in a dangerous or less desirable occupation and a lower earning in an occupation that is pleasant or has a good working environment. When analyzing female-dominated and male-dominated occupations in Figure 2, there is a marked difference when we compare the general conditions in working environments. The majority of female-dominated occupations tend to be performed inside, whilst male-dominated occupations are in many cases performed outside. In many cases males tend to have more hazardous and unsanitary occupations than females.

Discrimination, as another group of causes of the gender wage gap, is based on negative attitudes towards females. Discrimination – it can be in general displayed by consumers, employees and employers – can lead to lower earnings; un- or underemployment; and occupational crowding. Lower earnings due to discrimination occur, if the options for workers are limited. The employer can then exploit this opportunity by paying the prospective worker less for a job that he knows the worker is very interested in doing. But this assumption implies that the employer has relevant information about the occupational interests of prospective workers. It is also very difficult to determine the unemployment due to discrimination, since it is associated with a very wide range of reasons. If we compare only unemployment rates for males and females in Slovenia, it reveals, that there is almost no difference between unemployment rates for genders. The unemployment rate in the 2nd quarter of 1999, was 7.6% for women and 7.2% for men (source: *Statistical Yearbook of the Republic of Slovenia*, 2001).

Occupational crowding due to discrimination occurs when women are predominantly segregated into particular occupations, since they are unable to obtain promotions or are repeatedly turned down for jobs in other occupations. Therefore, the supply of females in particular occupations increases and this may lead to a fall of earnings.

Overall, discrimination (in various forms) as a cause for gender wage gap, is difficult to clearly determine and isolate from all other causes. Too many conditions, which are also difficult to "measure" often need to be met.

REGRESSION ANALYSIS OF THE GENDER WAGE GAP IN SLOVENIA

Earnings penalties for women's jobs are first estimated by regressing women's average earnings as a percentage of men's (y) on the femaleness (x_1) and women's average level of professional skill as a percentage of men's (x_2) for all occupations, by linear regression functions.

In the next step we assumed that different earnings penalties are expected in different groups of occupations, regarding femaleness of occupations, and the piecewise linear regression function is used.

Linear regression function

The femaleness of occupations and women's average level of professional skill as a percentage of men's are, as expected, correlated. Correlation coefficient of -0.593 is significant at the 0.01 level (2 tailed). The higher the proportion of women in a certain occupation the lower on average the women's average levels of professional skills as compared to men's and vice versa. Since the variables are correlated, we expected that t ratio of one or both estimates in a regression function, which includes both variables, is statistically insignificant.

We regressed women's average earnings as a percentage of men's on femaleness and after this separately on women's average level of professional skill as a percentage of men's. The results are as follows:

$$\hat{y}=97.569 - 0.325x_1 \quad \text{adj. } R^2=0.260 \quad (F=10.863,\ p=0.003) \quad (1)$$
$$(0.000) \quad (0.003)$$

The average penalty for femaleness is 0.325 and is statistically significantly different from 0. Each percent of femaleness of the occupation contributes on average to the decreasing of women's average earnings as a percentage of men's by 0.325 percent – the higher the proportion of women in a certain occupation the lower on average the women's average earnings as compared with men's.

$$\hat{y}=43.760 + 0.373x_2 \quad \text{adj. } R^2=0.485 \quad (F=27.320,\ p=0.000)$$
$$(0.000) \quad (0.000)$$

Each percent of women's average level of professional skill as a percentage of men's contributes on average to the increasing of women's average earnings as a percentage of men's by 0.373 percent.

Piecewise linear regression function

In the next step we assumed that the impact of explanatory variables when femaleness is low (as it is in male-dominated occupations) differs if the femaleness is higher. The piecewise linear regression function is used. Regression models in which explanatory variables have different effects are quite common:

seasonal models, in which explanatory variables have different effects depending on the season of the year, models that allow behavioral differences in geographic regions, models that permit different response coefficients during unusual time periods, such as war years, etc. (Judge, Carter-Hill, Griffiths, Lutkepohl & Lee, 1988:421).

As already mentioned, it can be reasonably assumed that the impact of explanatory variables is different in male-dominated occupations, with the femaleness of at most 30 percent. Female-dominated and integrated occupations are much more equal, especially with regard to the women's average earnings as a percentage of men's and women's average level of professional skill as a percentage of men's. According to this the piecewise linear regression function, when regressing women's average earnings as a percentage of men's on femaleness, is written as

$$\begin{matrix} \hat{y}_1 = a_1 + a_2 x_1 \\ \hat{y}_2 = a_3 + a_4 x_1 \end{matrix} \quad \text{for} \quad \begin{matrix} x_1 \leq 30 \\ x_1 > 30 \end{matrix} \tag{2}$$

where at $x_1 = 30$ is a switch between the first and second linear regression function. All regression coefficients of functions $\hat{y}_1$ and $\hat{y}_2$ can be estimated at the same time by using the dummy 0-1 variable

$$\hat{y} = a_1 + a_2 x_1 + b_1 D_1 + b_2 D_1 x_1 \tag{3}$$

where

$$D_1 = 0 \quad \text{if} \quad x_1 \leq 30 \quad \text{and} \quad D_1 = 1 \quad \text{if} \quad x_1 > 30$$

Parameters a_3 and a_4 are obtained using relationships

$$a_3 = a_1 + b_1 \tag{4}$$

$$a_4 = a_2 + b_2 \tag{5}$$

Sometimes there are occasions, when we are faced with the regression through the origin (regression constant equals 0). If the regression constant is included in the model, but it turns out to be statistically insignificant, for all practical purposes we have a regression through the origin (Gujarati, 1995: 159). If the regression constant is in fact absent, the other coefficients may be estimated with a far greater precision, than with it left in (Theil, 1978:76). A similar situation occurred in the analysis described in this paper, where the estimate of coefficient a_1 turned out to be statistically insignificant and it was omitted from the model. Therefore the regression function

$$\hat{y} = a_2 x_1 + b_1 D_1 + b_2 D_1 x_1 \tag{6}$$

was estimated.

Using SPSS (10.0) the results in Table 1 were obtained.

The conventional R^2 is not appropriate for regression that does not contain intercept. The so-called raw R^2 is computed, which is not mean-corrected, but is not directly comparable to the conventional R^2 value. For this reason some authors even

do not report the R^2 value for regression through the origin (Gujarati, 1995:159).

➲ TABLE 1
Estimates of regression function (6)

Regression coefficient	Estimate	t	Sig.
a_2	4.350	14.274	0.000
b_1	90.635	5.890	0.000
b_2	-4.569	-10.928	0.000
adj. R^2=0.945; F=168.649 (Sig. 0.000)			

Using equations (4) and (5) the piecewise linear regression function with estimated coefficients is written

$$\hat{y}_1=4.350x_1 \quad \text{for} \quad x_1 \leq 30$$
$$\hat{y}_2=390.635-0.219x_1 \quad x_1 > 30$$

The switch is statistically significant. Namely, testing the statistical significance of a switch is the same as testing the significance of parameters by variables D_1 and D_1x_1.

The penalty for femaleness of an occupation on average equals 0.325, as mentioned earlier (equation (1), estimate equals -0.325). But it turned out that the story is rather different in male-dominated occupations. The penalty for femaleness in male-dominated occupations becomes the reward – each percent of femaleness contributes to higher women's average earnings as a percentage of men's by 4.350 percent, which is an estimate that is significantly different from 0. In female-dominated and integrated occupations the estimated penalty for femaleness equals 0.219. It seems that male-dominated occupations (with all characteristics they have, not only femaleness up to 30 percent) ensure higher levels of women's average earnings as a percentage of men's as compared to other occupations.

But let us also analyze the influence of the women's average level of professional skill as a percentage of men's on the women's average earnings as a percentage of men's in different occupations. The piecewise linear regression function

$$\hat{y}=c_2x_2+d_1D_1+d_2D_1x_2 \qquad (7)$$

was estimated. Here the intercept term is also omitted from the model, since its estimate was statistically insignificant. The results in Table 2 were obtained.

➲ TABLE 2
Estimates of regression function (7)

Regression coefficient	Estimate	t	Sig.
c_2	0.713	26.271	0.000
d_1	43.558	2.307	0.029
d_2	-0.349	-1.820	0.080
adj. R^2 = 0.983; F = 545.469 (Sig. 0.000)			

Using equations (4) and (5) the piecewise linear regression function with estimated coefficients is written

$$\hat{y}_1 = 0.713 x_2 \quad \text{for} \quad x_1 \leq 30$$
$$\hat{y}_2 = 43.558 + 0.364 x_2 \quad \text{for} \quad x_1 > 30$$

The women's average level of professional skill as a percentage of men's in all occupations positively influence the women's average earnings as a percentage of men's. Women's earnings as compared to men's in male-dominated occupations on average increase by 0.713 percent if the women's average level of professional skill as a percentage of men's increase by 1 percent. This estimate is statistically significant at conventional level. In female-dominated and integrated occupations the increase by 0.364 percent for each percent of increase of women's average level of professional skill as a percentage of men's is statistically significant at 0.080.

CONCLUSION

The purpose of this paper is to analyze some aspects of the gender wage gap (through women's average earnings as a percentage of men's) in occupations in Slovenia, taking into account the femaleness of occupations and women's average level of professional skill as a percentage of men's.

After analyzing and comparing some characteristics of women's employment in Slovenia, Croatia and some European countries in the first part of the paper, the gender wage gap in Slovenia is analyzed in the second part of the paper. The linear piecewise regression was used. We expected, and it was confirmed by the regression, that femaleness and women's average level of professional skill as a percentage of men's influence the women's average earnings as a percentage of men's differently. If the percent of women in an occupation is high (more than 30 percent), the penalty for femaleness on average equals 0.219 percent. In male-dominated occupations femaleness is rather of a "reward" than penalty: each percent of femaleness on average contributes to the higher women's average earnings as a percentage of men's by 4.350 percent. On the other hand, the women's average level of professional skill as a percentage of men's in all occupations positively influence the women's average earnings as a percentage of men's.

Some aspects of gender wage gap in different countries have already been analyzed and could be found in literature. Several previous studies, for example, examine the gender wage gap in a single country in transition (Orazem and Vodopivec, 1995; Ogloblin, 1999) and a few compare the situations in some of them (Brainerd, 2000). But changes due to transition are out of the scope of this paper. From this point of view it would be also interesting to compare the situation in the countries of former Yugoslavia. Due to data available it is not possible for now.

NOTES

[1] Gender wage gap is a commonly used phrase. Wages actually refer to a fixed amount of money that is paid usually every week to an employee, especially to one who does work that needs physical skills or strength, rather than a job that needs a college education. Salaries on the other hand refer to payments for high-skilled jobs. Therefore we use earnings to refer to both low and high-skilled jobs.

[2] All sections except C – Mining and quarrying (which is broken into CA and CB) and D – Manufacturing (which is broken from DA to DN) are presented as totalities.

[3] Music schools as noted in Figure 5 are elementary music schools and provide supplementary education.

[4] Vertical occupational segregation is associated with level of seniority within an occupation and is not analyzed in this paper.

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Neki pokazatelji nejednakosti plaća prema spolu u Sloveniji

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U ovom se radu proučavaju neki pokazatelji nejednakosti zarada u Sloveniji koji se temelje na razlici u spolu. Raspoloživi podaci omogućuju usporedbu nekih obilježja zaposlenosti žena u Sloveniji, Hrvatskoj i nekim europskim zemljama: ženska zanimanja; prosječna razina stručne spreme žena izražena u odnosu na postotak spreme muškaraca i prosječne zarade žena izražene u odnosu na postotak zarade muškaraca. U drugom dijelu članka analizira se nejednakost plaća po spolovima u Sloveniji. Rezultati ove analize pokazuju da postotak zaposlenih žena i omjer između prosječnih stručnih sprema žena i muškaraca u nekom zanimanju statistički značajno utječu na omjer zarada žena i muškaraca. Učinak varijabla u zanimanjima u kojima su više zastupljeni muškarci razlikuje se od njihova učinka u integriranim zanimanjima i onima u kojima dominiraju žene.

Geschlechterbedingte Ungleichheit bei der Entlohnung in Slowenien. Einige Merkmale

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Die vorliegende Arbeit untersucht bestimmte Merkmale, die für die geschlechterbedingte Ungleichheit bei der Entlohnung in Slowenien charakteristisch sind. Die verfügbaren Daten ermöglichen einen Vergleich von Merkmalen, die die Berufstätigkeit von Frauen in Slowenien, Kroatien und einigen anderen europäischen Ländern begleiten. Dazu gehören: Frauenberufe; durchschnittlicher Ausbildungsgrad weiblicher Arbeitskräfte im Verhältnis zum Ausbildungsgrad männlicher

Arbeitskräfte; Durchschnittsgehälter von Frauen im Verhältnis zu Durchschnittsgehältern von Männern. Im zweiten Teil der Arbeit wird die Ungleichheit bei der Entlohnung von Frauen und Männern in Slowenien analysiert. Die Ergebnisse dieser Analyse zeigen, dass der Prozentsatz berufstätiger Frauen und das in einem Beruf herrschende Verhältnis zwischen dem durchschnittlichen Ausbildungsgrad von Frauen einerseits und dem von Männern andererseits auf statistisch relevante Weise die unterschiedliche Entlohnung von Frauen und Männern beeinflusst. Die genannten Variablen wirken sich anders aus in Berufen, die überwiegend von Männern ausgeübt werden, und wiederum anders in sog. Frauenberufen sowie solchen, die von beiden Geschlechtern gleichermaßen ausgeübt werden.