

Run.for Diversity

D2: Panorama and State of the Art



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RUN 4 DIVERSITY

Panorama and State of the Art: diversity and sports in the workplace. Situation per country (Malta example)

Diversity

A person's age, gender, education, values, physical ability, intellectual capacity, personality, experiences, cultural background, and approach to the workplace are just a few of the many ways in which they might be distinguished from another (Baldacchino, Caruana & Grixti, 2003). Fairness and equity are fostered in a workplace that appreciates and celebrates differences, making it a more welcoming place where everyone may feel at home (Kiradoo, 2022). Maltese law has evolved and expanded over time to protect workers' rights regardless of their age, gender, values, ability, culture, or religion. (Government of Malta, 2014).

Inclusion

When workers feel they belong in their workplace and are treated properly, they experience a sense of inclusion that helps them feel valued as individuals (Chaudhry, Paquibot & Tunio, 2021). All Inclusive education policies in Malta (MEDE, 2019) are founded on the idea articulated by the Council of the European Union (2017, p.3) about the education of all students, which states:

“Available and accessible to all learners of all ages, including those facing challenges, such as those with special needs or who have a disability, those originating from disadvantaged socio-economic backgrounds, migrant backgrounds or geographically depressed areas or war-torn zones, regardless of sex, racial or ethnic origin, religion of belief, disability, age or sexual orientation.”

Schools and communities benefit from inclusive policies throughout the system because they reduce the prevalence of prejudice, bias, and exclusion. They also strengthen social competences and promote social cohesion through the cultivation of meaningful interactions and relationships (OECD, 2022).

Gender Gap

63% of Maltese citizens aged 15 and up had jobs in 2022. People between the ages of 25 and 34 made up the bulk of the labour force. According to Eurostat, men have a 17.8% employment advantage over women. Males in entry-level positions earn an average of €1,216 per month, while females bring in an average of €1,067 (NSO, 2023).

Foreign Workers in Malta

There were 519,562 people living in Malta as of the year 2021. There were 115,449 foreigners among them. The number of non-Maltese residents has risen dramatically during the past decade and a half. There was one international resident for every four locals by 2021 (NSO, 2023), up from one in every twenty in 2011.

The number of foreign workers in Malta's job market has also increased significantly. In 2021, non-Maltese workers made up 27.9% of the workforce. Of these, the number of non-EU nationals exceeds the number of EU nationals (JobsPlus, 2021).

Disabilities

The percentage of people with disabilities in the labour force has been rising steadily throughout the years. Significant growth from 2015's 25.8% to 2018's 42.5% can be seen. It's still below the EU 27 average of 50.8% in 2018 though. Statistics show that just 31.3% of Maltese women who have disabilities have jobs, compared to 53.7% of Maltese males. (European Commission, 2021).

Sexual Orientation

Since adopting such a progressive stance towards LGBTQIA individuals, Malta has been a role model for tolerance and acceptance. According to Maltese law (Government of Malta, 2016), sexual orientation and gender identity are not illnesses, disorders, or deficiencies. The importance of equality and tolerance for all members of Maltese society has been further emphasised by this progressive legal development.

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**L-Università
ta' Malta**

Lying at the cross-roads of the Mediterranean, UM has been, over its 400-year history, the hub for international academic exchange on the island. UM is the leading higher education institution in Malta and its structures are in line with the Bologna Process and the European Higher Education area.

<i>Dimensions</i>	<i>Approaches / Proposals</i>
<p>Physical Activity, Exercise and Sports</p>	<p>The vision on sport and physical activity at the University of Malta states 'to make sport and physical activity a central component of the student experience and to encourage all the University community to be active for life.'</p> <p>UM members of staff benefit from free use of sport facilities during the University's normal operating hours. These include use of the sports hall for basketball, handball, badminton, volleyball, squash, table tennis and netball. Discounted rates for use of the Fitness Centre and the National Pool Complex are also available.</p> <p>In addition, a number of opportunities to take part in organised sport events are also available. These include 5-aside football and volleyball tournaments. University of Malta staff are also encouraged to participate in sporting events organised by the Malta Employees Sports Association (MESA) and which include, among others, athletics, football, basketball, table-tennis, beach volleyball, badminton, and tennis.</p> <p>Through the Institute for Physical Education and Sport (IPES), all members of staff are given the opportunity to learn a new sport, improve their skills, and meet new people. Interested members of staff may discover the joy of playing, learning a new skill, meeting new people, getting active and having fun through participation in their selected sport discipline.</p>

<p>Sustainability</p>	<p><u>Sustainability Development Goals:</u></p> <ul style="list-style-type: none"> ▪ Develop sustainable land and buildings ▪ Reduce, reuse, and recycle waste ▪ Extend energy efficient measures ▪ Conserve water and reduce consumption ▪ Encourage sustainable transport measures ▪ Deliver training and research on sustainability ▪ Promote healthy living practices on campus
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	<p>The Malta Police Force was established in 1814. It is structured by dividing Malta in two regions - Region A (South) and Region B (North & Gozo). Each Region is headed by an Assistant Commissioner. Region A covers districts 1 to 6 while Region B covers districts 7 to 12. Each district is headed by a Superintendent. There are also a number of investigative and operational units which form part of the Malta Police Force. The Malta Police Force's mission is to provide a professional and trusted policing service to ensure safety and security in partnership with the community.</p>
<p><i>Dimensions</i></p>	<p><i>Approaches / Proposals</i></p>
<p>Diversity</p>	<p>The workforce is to be reflective of today's society; thus, a Diversity and Inclusion Strategy is to be devised, emphasising the fostering of a working environment that is open, inclusive, and non-discriminatory. Diversity networks within the organisation will also be established as part of this strategy, thus safeguarding the equal participation of all in terms of gender, LGBT+, and ethnicity. This will aim to ensure that the police are representative of society and well positioned to support today's diverse community and stakeholders.</p> <p>(Malta Police: Transformation Strategy 2020-2025)</p> <p>Family-friendly measures involve those policies and practices that facilitate the balance of work and family commitments by fostering opportunities that facilitate parental choice about work and care, and promote equality within the workplace. Where operationally possible, additional family-friendly measures will be assessed with an aim to encourage greater gender balance within the workforce, enhanced participation in training, and equal opportunities for career advancements.</p> <p>(Malta Police: Transformation Strategy 2020-2025)</p>

	<p>Transparency and fairness will be increased, and standards will be maintained when onboarding new personnel. This will be carried out in line with a revised recruitment and selection policy thereby establishing a mechanism for objective assessment against pre-set standards in line with the respective position, while ensuring a competitive process, and maintaining fairness and equality throughout.</p> <p>(Malta Police: Transformation Strategy 2020-2025)</p>
<p>Physical Activity, Exercise and Sports</p>	<p>Increasing the importance and focus given to the physical fitness and wellbeing of the entire workforce. This will be done through the development of a health and wellness strategy aimed to promote the physical fitness and wellbeing of all personnel with a view to becoming a healthier and fitter organisation. The minimum fitness requirements will be reviewed and brought in line with the requirements of today's policing, both for new recruits and the existing workforce. Furthermore, measures will be created to safeguard the occupational health of all personnel and ensure that the work environment is safe and accessible to all persons.</p> <p>(Malta Police: Transformation Strategy 2020-2025)</p> <p>To promote and enhance the officers' physical and mental health, the Malta Police Sports Committee hosts a number of activities throughout the year. Participating in football tournaments, The Grid obstacle course race, fun runs, marathons, and other sports activities are all good examples. While these events certainly benefit the officers who attend them, they also have a charitable element in that proceeds from each one is donated towards a noble cause.</p>
<p>Sustainability</p>	<p><u>Sustainability Development Goals:</u></p> <ul style="list-style-type: none"> ▪ Develop sustainable land and buildings ▪ Reduce, reuse, and recycle waste ▪ Carpooling to event to reduce car emissions during large events. ▪ Less water/electricity consumption ▪ Introduction of electric cars

RUN 4 DIVERSITY

Panorama and State of the Art: diversity and sports in the workplace. Situation per country (Spain example)

Concept of diversity and inclusion in Latvia.

Diversity is usually linked with person's gender, ethnic origin, however it is something more. Diversity includes not only the mentioned internal dimension aspects (4 diversity levels or personality dimensions), that person can not change, but also external aspects, e.g. salary level, free time habits, role in the workplace – duties at work, position or work experience. It is important to understand, if and how these different dimensions impact performance, motivation, successes and cooperation with others. In case something hinders expression of these differences, it is important to identify and prevent this.

Diversity management is future-oriented, value-based strategy, communication and management process that accepts and uses certain diversity and differences as organizational potential.

The process allows to:

*** identify different experience, knowledge, approaches of the employees and convert these into company resources and opportunities (employee diversity).**

• to create an internal company environment that accepts diversity and provides equal opportunities for all employees, regardless of age, gender, disability, ethnicity, religious belief or sexual orientation (diversity of the working environment);

• target different customers who represent different groups of society and have diverse needs (customer diversity).

https://skatupunkti.lv/content/uploads/2018/12/incsr_a4_vadlinijasdd_final.pdf

http://petijumi.mk.gov.lv/sites/default/files/file/MP_SIF_INF_Dazadibas_vadibas_situacijas_iz_pete_uznemumos.pdf

Inclusion: there is currently no unified inclusion definition, in Latvia we are referring to the general definition of the European Commission. EU Cohesion Policy supports the social inclusion of people with disabilities, younger and older workers, low-skilled workers, migrants and ethnic minorities such as the Roma, people who live in deprived areas, and women in the labour market.

Objective data: offer some objective data about diversity in the workplace in your country. You can choose two or three of the following dimensions: gender, ethnic and cultural differences, physical or mental disabilities, sexual orientation, or generation gap. If you consider important to include any other dimension relevant in your country, please, do not hesitate to do it. Example from Latvia:

According to the survey conducted by Ombudsman office, during the last 3 years personally with discrimination at workplace have encountered 21% of the working inhabitants of Latvia, but 31% have heard of such cases within their acquaintance network. Different attitude

towards different social group representatives is particularly expressed during employee selection process. 44% of the survey participants indicate, that potential employers were asking questions about age, every 3rd was asked about family status, but 17% – about their health status.

(Society Integration fund, 20.12.2021 <https://www.sif.gov.lv/lv/print/pdf/node/1300>)

Gender gap:

According to the European parliament data from 2020, the hourly wage of women in Latvia is 14.6 % lower than of the men. According to Statistics bureau of Latvia, men's monthly average salary in 2023 has reached 1609 EUR, women's monthly average salary 1 319 EUR. That makes the difference of 18%.

(<https://www.europarl.europa.eu/news/lv/headlines/society/20200227STO73519/viriesu-un-sieviesu-darba-samaksas-atskiribas-eiropa-fakti-un-skaitli>)

(CSB

https://data.stat.gov.lv/pxweb/lv/OSP_PUB/START_EMP_DS_DSA/DSA050/table/tableViewLayout1/)

Foreign workers in Latvia:

Since the start of the crisis in Ukraine in 2022, according to the State revenue service, around 5000 Ukrainian citizens that came to Latvia (in total around 35 000) have registered as employees. Currently employers rarely employ workforce from outside the EU due to the current legislation (the candidate needs to acquire visa, residence permit). According to the data from the Office of Citizenship and Migration Affairs of the Republic of Latvia, in 2021 there were slightly more than 5000 people invited to work in Latvia, but according to unofficial 2023 year data there are already 8000.

(<https://lvportals.lv/dienaskartiba/343291-latvija-no-ukrainas-visvairak-ieradusas-sievietes-darbspejas-vecuma-2022>)

(<https://www.la.lv/latvija-vern-ievests-apmeram-8000-cilveku-liels-darbaspeks-no-tresajam-valstim-situaciju-komente-nodarbinatibas-valsts-agenturas-direktore>)



Disabilities:

In 2022 the proportion of the economically inactive inhabitants was 31,4 % – which is 0,9 % lower than in 2021 and 3,8% lower than in EU on average(in 2022 was 35,2 %).

On 30th of September 2022 National Employment Agency reported 6 986 unemployed with disability that accounts for 13,9 % of total number of unemployed in Latvia. 33,6 % of unemployed people with disability have started work in 2022. after completion of some active National Unemployment Agency event. Often these are auxiliary workers, cleaners, shop assistants. 14,9 % of unemployed with disability worked as managers, specialists, chief specialists before they lost their jobs. This registered number of unemployed with disability does not change significantly (7-8 thousand).

(https://admin.stat.gov.lv/system/files/publication/2023-05/Nr_11_Darbaspeka_apsekojuma_galvenie_raditaji_2022_gada_%2823_00%29_LV.pdf)

	<p>empowering and entertaining activities are being organized offering the employees the “bundle” of goodies to choose from, including opportunities to maintain good physical activity level and engage in different types of physical activity during their working hours, and also after work. All “Bite Latvija” employees have health insurance, which includes also sports activities, and the conditions are equal for all employees no matter what is their position in the organization.</p> <p>Every year employees and their family members have participation fee covered in Riga marathon and trainings. Employees participate in challenges “Strongest run” (lat. “Stipro skrējiens”) and 136 km long hike “Kolka–Dubulti”. Company also organises different internal challenges with the goal of active, healthy lifestyle promotion among employees. E.g. 30 day event Effectio, during which participants could gain knowledge on how to perform sports activities correctly, why it is important to have a balanced diet. E.g. during spring 2019 there was opportunity to participate in 30 day challenge Slim legs (lat. Slaidās kājas) – compete, who will make maximum km by performing different physical activities – running, cycling, swimming, walking.</p>
Sustainability	<p>Since 2020 Bite group (Lithuanian head office) issues sustainability report.</p> <p>BITĒ Group calculated the Green House Gas (GHG) emissions for the entire value chain of the group’s companies across the Baltic region. BITĒ Group joined the Business Ambition for 1.5°C, to limit GHG emissions in line with the latest requirements of the Science Based Targets initiative (SBTi). BITĒ Group joined the UN Global Compact, officially declaring its support for 10 core principles of human rights, labour, the environment, and anti- corruption, and took part in an Early Adopters programme by disclosing our achievements through an enhanced Communication on Progress digital platform.</p> <p>Bite values: Care of the employees Teamwork Creativity Motivation to achieve goals Perfection in all areas</p>

 	<p><i>Rīgas Satiksme is a Riga municipality owned company, that provides public transportation services. More than 3600 employees.</i></p>
<p>DIMENSIONS</p>	<p>APROACHES/PROPOSALS</p>
<p>Diversity</p>	<p>Equal and fair attitude towards employees. Recruitment process – avoiding discrimination: the prospective employee is not asked to disclose birth date, information on national or ethnical background, pregnancy,</p>

	<p><i>criminal record, health or family state, belonging to political organisations, religion, sexual orientation.</i></p> <p><i>Gender equality: according to 2021 data, 65% of the employees of the company were male, 35% female.</i></p> <p><i>Generation gap: average age of the employees 50.77 years, and 38% of the employees in the company are in the age of 31 to 50. Currently the company is concerned because in 10 years they will need to secure the replacement of the employees that will be retired by that time.</i></p>
<p><i>Physical activity, exercise and sports</i></p>	<p>Since 2016 Rīgas Satiksme introduced employee motivation system that gives employee opportunity to choose the “goodies” according to the individual needs: based on performance employee is assigned points in the internal system that he/ she can spend on culture or sports activities. The company motivates the employees to engage in physical activity more actively by gaining extra points for physical activity (e.g. participation in sports challenges, activities etc.), which can then be spent on health enhancing activities like e.g. gym / participation in certain sport.</p> <p>Company organises challenges in internal employee system – e.g. “Run around Latvia” (September 2021). This was one of the activities performed during Covid. Another initiative was wellbeing programme “Discard the excess”, the participants could win valuable prizes.</p> <p>The company regularly organizes sports games for the employees and their family members (e.g. beach volleyball, football and other sports are included in the programme, as well as entertaining games and relays).</p> <p>Rīgas Satiksme owns various sports facilities e.g. tennis court, sports halls in Riga. Employees have opportunity to attend sports halls / gyms, swimming pools and tennis courts. All employees have health insurance.</p> <p>Rīgas Satiksme supports basketball club TTT Rīga as sponsor. Rīgas Satiksme employees are active in such sports as basketball, tennis, ice-hockey and many more (they have a company team).</p> <p>Latvian Sport for All Association organized a series of regular Nordic walking trainings for the employees of Rīgas Satiksme</p>
<p><i>Sustainability</i></p>	<p><i>In 2021 the company issued sustainability report, according to which the company mission is to provide accessible, secure and sustainable public transport system, autotransport and parking services, at the same time to promote economic growth and quality of life enhancement in Riga.</i></p>

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Latvijas Vēstnesis portal – Majority of people that arrived from Ukraine to Latvia are women of the working age - 27.07.2022 (<https://lvportals.lv/dienaskartiba/343291-latvija-no-ukrainas-visvairak-ieradusas-sievietes-darbspejas-vecuma-2022>)

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https://admin.stat.gov.lv/system/files/publication/2023-05/Nr_11_Darbaspeka_apsekojuma_galvenie_raditaji_2022_gada_%2823_00%29_LV.pdf

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Panorama and State of the Art: diversity and sports in the workplace. Situation per Slovenia

Objective data

Population in Slovenia

The structure of the Slovenian (active) population is fairly diverse according to primary personal circumstances (e.g. gender, age and ethnicity), but relatively homogenous compared to others (e.g. race).

The share of population aged 0 – 14 years in Slovenia is 15 %, the share of population aged 15 – 64 years is around 63,6 %, and the share of population aged 65+ years is 21,4 %. The share of active working population reaches 915.157, among these 55 % of men and 45 % of women. The share of foreign citizens among the population reaches 9.1 % (SURS, 2023).

In the Republic of Slovenia, we have two indigenous national communities – an autochthonous national minority of Italians and Hungarians, whose status and position is also defined in the Constitution of the Republic of Slovenia. In accordance with the Constitution, both communities are guaranteed special rights, on the basis of which Slovenia preserves their identity and provides equality in the social inclusion of the two communities. These rights are ensured in various areas (for example language, culture, education, and economic base) and regardless of the number of members of these communities.

At the time of the 2002 population census, 2,258 persons defined themselves as belonging to the Italian nationality and 6,243 as Hungarians living in Slovenia. In 2011, the Republic of Slovenia switched to a register census. Data on nationality is no longer collected through the census and the collection of data on nationality is also not a mandatory content of censuses (GOV.SI).

In the Republic of Slovenia, the Roma community is a minority community recognized by the Constitution and granted special protection by law. It does not, however, have the status of a national minority. When evaluating the situation of Roma in Slovenia, one should have their small number in both absolute and relative terms in mind. According to the 2002 Population Census, there were 3,246 Roma, or less than 0.2% of the total population of Slovenia. According to unofficial estimations, the number of Roma was up to 3-4 times that high (Stropnik).

By implementing special measures, Slovenia improves the educational structure of Roma, their healthcare and living conditions, increases their employment, eliminates their social exclusion, and encourages the development and preservation of their culture, thus strengthening the intercultural dialogue and enriching intercultural cooperation.

In Slovenia, individuals are protected by the Protection Against Discrimination Act (ZVarD), which requires that all persons be treated equally, particularly with regard to employment, education, labour conditions, social protection and social benefits, education, and access to goods and services that are available to the public.

Foreign workers in Slovenia

in 2023 foreign workers in Slovenia represented 14.1 % of total persons in employment (excluding farmers). Among foreign citizens in employment in 2023, there were around 17,600 foreign citizens of

EU Member States (or 13.7 % of foreign citizens in employment) and around 110,400 foreign citizens of other countries (or 86.3 % of foreign citizens in employment). In February 2023, 76.8 % of foreign citizens in employment were men (around 98,200 persons) and 23.2 % were women (around 29,800 persons).

A review of the data by year shows that the share of foreign citizens in employment (excluding farmers) is increasing (SURS). Between 2010 and 2022, the share of foreign citizens in employment increased by 7.1 percentage points (from around 56,600, to approximately 130,300 persons). In 2010, every 14th person in employment was a foreign citizen, and in 2022 every 7th. In 2010, 7.5% of foreign citizens in employment were from EU Member States, while 92.5% were citizens of other countries. In 2022, 13.6% of foreign citizens in employment were from EU Member States, while 86.4% were citizens of other countries. The change in the share of foreign citizens in employment from EU Member States is partly due to the accession of Croatia in 2013 and the exit of the United Kingdom in 2020 (SURS, 2023).

The number of employed third country nationals (TCNs) in Slovenia has increased over 80 % in the past five years. At the end of October 2019, there were 101.200 TCNs employed, with the majority coming from Bosnia and Herzegovina (49.600), followed by Serbia (12.900) and UNSC Resolution 1244-administered Kosovo (9.600). Among those, 80 % are male and 20 % are female, with 70 % having completed secondary and 21 % primary education (Includ-EU).

The number of cross-border labour migrants has risen by two and half times in 2022, reaching a total of 12,800 (SURS). Foreign daily migrants from neighbouring countries that come to Slovenia for work differ, with the majority coming from Croatia (10,216) followed by Italy (1,792), Hungary (655) and Austria (141).

Gender gap

In Slovenia, legislation and other measures are used to ensure the equal treatment of genders, which means that discrimination on the basis of gender is prohibited in all areas of public and private life: in the political, economic, social, educational spheres, and others (Equal Opportunities for Women and Men Act, 2002).

The difference between men and women according to the Global Gender Gap Index in 2020 globally in average was 31.4 %, while in Slovenia it was 25.7 % (UMAR).

In 2020, 26.7 % of the Slovenian parliament members were female, which ranked the country 17th. place among all EU member states. According to the latest data, the representation of women in the government is 26.4 % (EU: 31.3 %).

The share of women among the members of the highest management bodies of the largest companies increased by 11.8 percentage point. In 2020 Slovenia the proportion of women in boards of directors amounted to 21.6 % (EU: 28.7 %), women were the majority owners of only 13.3 % of Slovenian companies, their share on boards of directors reached 21.6 % (EU: 28.7%).

According to provisional data, for October 2018 the average gross earnings per paid hour for men amounted to EUR 9.59 and for women to EUR 8.93. Women thus earned on average 93.1% of the average gross earnings of men (SURS).

According to the latest data, the wage gap in Slovenia is the largest for the 45-55 age group (12.6%) and the smallest for those aged 65 and over (-10.5%). In contrast to the rest of the EU, the wage gap in Slovenia is larger in the public (11.5 %) than in the private sector (8.5 %).

Generation gap

According to Statistical Office (SURS), the unemployment rate in 2023 is 3,6 %: 10.6 % for age group between 15 – 24 years, 3.1 % for age group between 25 – 49 years, 2.8 % for age group between 50 – 64 years and 7.8 % for 65 years old and older.

The comparison of earnings by age groups shows that for 2018 older persons in paid employment on average earned 2-times more than younger ones. Thus the highest average annual gross earnings for 2018 were received by persons in paid employment aged 60 years and more and the lowest by those aged less than 20 years. The highest number of persons in paid employment was in the age group from 40 to 49 years (29.1 % of all persons in paid employment).

Disabilities

Slovenian companies with 20 or more employees are a subject to a disability quota system designed to reduce unemployment of disabled persons, which requires them to employ from 2 to 6 % of people with disabilities. The purpose of the Vocational Rehabilitation and Employment of Persons with Disabilities Act is to improve the employability of persons with disabilities and to establish conditions for their equivalent participation in the labour market by eliminating barriers and creating equal opportunities.

Government also adopted second Action Programme for Persons with Disabilities 2014–2021 whose purpose is to protect, promote and guarantee full and equal enjoyment of human rights by persons with disabilities, and to promote the respect of their dignity. The programme comprises thirteen fundamental objectives with a total of 91 measures which comprehensively regulate all areas of life of persons with disabilities and fifth objective work and employment are of key social and economic importance for persons with disabilities in leading an independent life.

At the end of 2019, there were 12,989 unemployed persons with disabilities (17.2% of all unemployed people), and at the end of October 2020 there were 12,285 (14.6% of all unemployed people). Unemployment of persons with disabilities in October 2020 compared to the end of 2019 (OHCHR).

General unemployment increased by 11 % and the number of unemployed persons with disabilities decreased by 5.4 %. In 2019, 2,875 unemployed persons with disabilities were employed, and by the end of October 2020, there were 2,550 employment of persons with disabilities. There are 153 companies for persons with disabilities in Slovenia (4.8 % more than in 2018). At the end of 2019 companies for persons with disabilities employed 5,944 persons with disabilities (0.5 % more than in 2018, the number of all employees increased by 1 %). The share of persons with disabilities among all employees is increasing by October 2020 by 50.84 %. Therefore, it is increasing compare to the previous year, which was 50.7 %.

Sexual Orientation

On January 31 The Law on Amendments to the Family Code came into force, changing the definition of marriage (and cohabitation). The amendment to the law stipulates that a marriage is a life union of two persons (and that an extramarital union is a long-term life union of two persons). This means, among other things, that same-sex couples can enter into marriage and that they are equal in the conditions set by the Family Code regarding the adoption of a child.

According to data for 2021 in Slovenia (SURs) there were 52 same-sex partnership with children.

Vulnerable groups on labour market

Employers' demand for workers is increasing, registered unemployment is decreasing. Despite this, people who are more difficult to employ remain in the register of unemployed persons, namely persons over 55 years of age, young people seeking their first job, and persons with medical and other disabilities. These groups make up the majority of long-term unemployment,

so ministries tend to prepare and implement special measures for them to bring them closer to the labor market.

Members of the Roma community are still a sensitive, vulnerable group, as they are in an unequal position in certain fields compared with other citizens. The evaluation finds that the current situation in the field of employment is very unfavorable for members of the Roma community and that Roma are one of the most vulnerable groups on the labor market.

Regardless of trends in the labor market (economic crisis/growth), the absolute number of unemployed Roma registered in the unemployment register does not change significantly. In April 2019, there were 2,340 of the 73,965 unemployed (GOV.SI).

In October 2020, out of 83,654 unemployed persons, as many as 45.5 % were in need of additional activities for employability and 32.6 % with the need for intensive in-depth support to return to the labor market. Out of 83,654 unemployed persons, 34,923 received cash social assistance, of which only 10.8 % were directly employable, 47.6 % needed additional activities and as many as 41.5 % needed intensive in-depth support to return to the labor market. The target group consists mainly of persons assessed by the ESF as persons in need of intensive in-depth support for returning to the labor market. Among the recipients of cash social assistance, there are 4,694 persons with disabilities, 2,182 Roma and 3,333 foreigners. The share of recipients from all in the individual group of unemployed persons thus yields 38.2 % for persons with disabilities, 91.2 % for the Roma and 39.0 % for foreigners (OHCHR).

In formulating the sub-measure, we also proceed from the ESF data that out of 83,654 registered unemployed persons, at the end of October 2020:

- 46.1 % are long-term unemployed,
- 50.5 % are women,
- 35.9 % older than 50 years or older,
- ***30.4 % of them have primary school or lower education.***

Diversity Charter

The European Diversity Charters help public and private sector organisations across the EU design and implement effective diversity and inclusion policies. By signing the Charter, organisations make a public commitment to promote diversity and inclusion in the workplace.

The Diversity Charter Slovenia was launched, as the 20th European diversity charter, on the 14th of November 2017. The charter has over 60 signatories. The diversity charter of Slovenia is one of the outcomes of a project I.D.E.A.S. (Innovation. Diversity. Economy. Awareness. Success.) The implementation of the charter was co-funded by the Justice Programme of the European Union (Diversity Charter Slovenia).

By signing a diversity charter, an organisation commits to promoting diversity and equal opportunities for its staff. Six principles of the Diversity Charter are: develop an organisational culture that is based on equal opportunities, mutual respect, acceptance and integration of diverse associates; create a diverse and inclusive work environment; foster and disseminate principles of diversity at all levels of the organisation; acknowledge diversity of customers; develop a diversity policy; and disseminate and communicate its commitment to the principles of diversity and policy thereof to all stakeholders.

Good practices or benchmark stories in Slovenia



Droga Kolinska is part of the Atlantic Group, one of SE Europe's leading food companies, whose well-known brands can be found on more than 40 markets worldwide. It is strongest in the region of ex-Yugoslavia, with internationally oriented brands such as Argeta, Cedevita, Donat Mg and Bakina Tajna finding popularity elsewhere – particularly the Argeta range of pastes, a market leader in Austria, Switzerland and Germany. The Atlantic Group is also the largest distributor of consumer goods in the region. It employs more than 5,500 people, including 663 at Droga Kolinska in Slovenia.

DIMENSIONS	APPROACHES/PROPOSALS
Diversity	<p><i>In 2016 the company started the CARE programme, which is based on three pillars, defined as follows: FOR THE BODY, FOR THE SOUL, FOR WORK-LIFE BALANCE. The activities placed under each of the pillars address all employees regardless of their sex, age, education, race, national origin, religious convictions, sexual orientation or political affiliation.</i></p> <p><i>The CARE programme activities for the soul are: a 'day of values' (charitable activities within the company and society at large); supplementary company donations and additional days of leave for charitable activities. Creative Impulse (supporting creativity by organising in-company competitions for literary creation, visual arts, performing and other arts); opportunities for in-company education and training (workshops at which company specialists impart their knowledge to employees); solidarity and support for employees who are going through difficulties (using a precisely defined set of rules on the method and amount of support and the cases in which it may be given).</i></p> <p><i>The CARE programme activities for work-life balance are: flexible working hours; possibility of working from home; day of leave for parents on their child's first day of school; company visits by employees' children; New Year's presents for employees' young children; tickets to sponsors' events; discounts on services provided by the company's business partners.</i></p>
Physical activity, exercise and sports	<p><i>The CARE programme activities for the body are: the establishment of staff sports clubs (running, volleyball, football, fitness and aerobics, badminton and cycling); sports focused weekends (competitions involving all such clubs from different countries); regular systematic health checks every two years for all employees; and breast and prostate examinations for employees aged over 40.</i></p>
Sustainability	<p><i>The company defines five clear sustainability goals that have a place in all their strategic business plans:</i></p> <ul style="list-style-type: none"> ➤ <i>Reduce greenhouse gas emissions</i> ➤ <i>Responsible use of water</i> ➤ <i>Move towards the recycling of all plastic waste</i> ➤ <i>Employee satisfaction, safety, and gender equality</i> ➤ <i>Constant improvement of recipes and nutritional value, clean labels, and a reduction in packaged material</i>



The company HOFER Slovenia is part of the The ALDI SOUTH Group, which also includes HOFER Österreich (Austria), ALDI Suisse (Switzerland), ALDI Magyarország (Hungary) and ALDI Italia (Italy).

As a global retailer, the HOFER company has been present in Slovenia since 2005. and already has more than 2.000 employees and 91 stores. This makes it one of the largest Slovenian trading companies, and the majority of the offer is made up of foodstuffs.

DIMENSIONS	APPROACHES/PROPOSALS
Diversity	<p><i>As a part of our Diversity and Inclusion Strategy, the company had defines five pillars and objectives that determine their actions:</i></p> <ul style="list-style-type: none"> • Employee Engagement & Support: Enhance wellbeing and improve workplace conditions • Learning, Development & Awareness: Ensure accessibility to talent development and career progression for all employees, including minority groups • Employee Attraction & Selection: Increase diversity within the workforce and strive to consistently review our recruitment processes to deter bias • Employee Insights & Data: Identify gaps, needs, and trends for global and national action planning • Partnerships & External Engagement: Foster recognition of inclusive employer brand, address diversity of our customers and their different consumer needs, and foster diversity in our supplier network <p>Hofer Slovenia was the first retailer in Slovenia to sign the Diversity Charter. The Slovenian Diversity Charter was launched in November 2017.</p>
Physical activity, exercise and sports	<p>In 2020 HOFER Slovenia developed a workplace health promotion program TOGETHER.HEALTHY. It includes:</p> <ul style="list-style-type: none"> ➤ Fresh fruit and vegetables are available free of charge for employees every day. ➤ They lunched a “Moving together” project where the team of so called “Migi/moving” leaders encourage other colleagues to life a healthy and active lifestyle at work and off work. They organize “migi/moving” minutes during working days and remind their colleagues of safety at work programe. ➤ The “TransFERzala” project was introduced to promote an active lifestyle and the benefits of time spent in nature among the employees. It includes a booklet of 30 hills and mountain peaks from different parts of the country and a card for collecting stamps to track progress. ➤ Free psychological counseling: they provide 5 counseling hours per year for every employee for free.
Sustainability	<p><i>Hofer Slovenia combined their efforts in the field of sustainability and social responsibility into the sustainability initiative called “Today for Tomorrow” which was launched in 2014. It includes 5 key support pillars:</i></p> <p>1. Supply chain: for selected groups of products and raw materials, the company has set binding requirements for their own brand products that suppliers and purchasing departments must follow.</p>

	<p><i>With this, the company has a direct impact on the supply chain and its sustainable orientation.</i></p> <p><i>2. Society: the company in cooperation with their partners regularly donates funds or products to the</i> charitable organizations in Slovenia.</p> <p>3. Colleagues: The company strives to provide a working environment that enables personal growth and development for every employee, regardless of gender, age, religion, disability, sexual orientation, ethnic origin or worldview.</p> <p>4. Environment and climate protection: Teh company tends to reduce the environmental footprint of their business as much as possible by:</p> <ul style="list-style-type: none"> - reducing the greenhouse gas emissions and operatating in a climate-neutral manner; - steadily increasing the energy efficiency of the entire company and use environmentally friendly refrigerants and renewable energy sources; - striving for even more efficient and sustainable logistics; - carefully handling of food and responsible waste management. <p>5. Buyers: the company holistic understanding of quality encompasses the safety, health and well-being of their consumers as well as the environmental and social sustainability of products and their production. The company takes care of clear and transparent labeling of their products to enable customers to make well considered purchasing decisions and have a healthy and sustainable lifestyle.</p>
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RUN 4 DIVERSITY

Panorama and State of the Art: diversity and sports in the workplace. Situation per country (Spain example)

Concept of diversity and inclusion in your country.

Diversity: is considered a set of values, traits, skills, competencies, of an objective or subjective nature. They build a map of varied and open professional profiles, which are also dynamic, so they are transformed as the skills, competencies, or ways of seeing life, that can be added or broken down (Camilleri, 2021).

Inclusion: only takes into account the benefit for the work teams to extract the maximum performance, focusing on the sense of belonging and valuing its mission in the organization. Therefore, diversity is necessary for inclusion to take place, giving meaning to diversity (Camilleri, 2021).

Objective data: offer some objective data about diversity in the workplace in your country. You can choose two or three of the following dimensions: gender, ethnic and cultural differences, physical or mental disabilities, sexual orientation, or generation gap. If you consider important to include any other dimension relevant in your country, please, do not hesitate to do it. We have created an example from Spain:

Gender gap:

In 2020, the most frequent annual salary for women (13,531.7 euros) represents 73.2% of the most frequent salary for men (18,491.7 euros). Considering the full-time working day, the woman's salary represents 91.8% of the man's salary. In part-time work, the percentage is 87.9. The hourly wage for women (16.4 euros) reaches 95.0% of the hourly wage for men (17.2 euros) when considering full-time work, and 83.2% in the case of men in part-time/day (National Statistics Institute, 2020).

Foreign workers in Spain:

The evolution of foreign workers in the period 2013 to 2022 marks a decrease that begins in the 2014/2013 variation and that remains downward until 2017, the year in which the group represents 9.82% of all the population. In Spain, the number of foreign workers outside of the European Union is higher than those from the European Union, 70.81% out of the European Union against 29.19% from European Union (Servicio Público de Empleo Estatal, 2023).

Disabilities:

According to the employment situation, most of the population with physical or intellectual disability are inactive (65,66%), this data increases with age and the degree of disability. Their participation in the labour market is considerable low (34,3%), against the non-disabled rate (77,7%) (Servicio Público de Empleo Estatal, 2022).

Sexual Orientation:

At the moment, Spain is one of the countries with a more advanced regulatory framework that protects the rights of LGBTI people, and this is recognized by different international studies. Sexual diversity is considered in the regulatory framework, and Spanish society is especially respectful. Nevertheless, this positive environment is compatible with the perception of discrimination situations against LGBT people (Gabriel & Herranz, 2017).

Generation Gap:

The demographic evolution is producing a great impact on our society, specifically, in the workplace, which has special significance. In Spain, there are two main problems: young people and aged 55+.

Many young people feel frustrated by the difficulties in the labour market access, as well as in access to housing, saving money, or access to new "ladders of opportunity". There are some interesting key figures (Sevilla, Santa Cruz & Ortega, 2021):

- *According to Eurostat, in May 2021, the unemployment rate for those under 25 years of age in Spain is 36.9%, the second highest in all of Europe, only surpassed by Greece.*
- *55% of young people, between 25 and 29 year-old, lived with their parents in 2020,*
- *Meeting the payment of €904/month (mean price of rent in Spain in 2020), would be 92.9% of the net salary of a young person.*

In the other hand, the 'seniorization' of the labour market is a process that has already begun and that will continue to intensify in the coming decades. We have the lowest growth rates of the employed population between 55 and 65. This maybe due to early retirement over 50. Unemployment is the most serious problem, with and increase of 181,2% in the last 14 years, indeed, half of the new unemployed are seniors, one in three is over 55 and one in two is long-term (Puyol, Jiménez & Ortega, 2022).

Good practices or benchmark stories. You can choose two or three that you consider a significant event.

<h1>INDITEX</h1>	<p>Spanish multinational clothing company, it is the biggest fast fashion group in the world, operates over 7,200 stores in 93 markets worldwide. The company's flagship store is Zara, but it also owns a number of other brands such as Zara Home, Bershka, Massimo Dutti, Oysho, Pull&Bear, Stradivarius, Uterqüe and Lefties.</p>
DIMENSIONS	APROACHES/PROPOSALS
<p>Diversity</p>	<p>Gender equality: cultivation of female talent has enabled us to help that talent rise our Company's ranks. In 2021, 81% of our executive positions were held by women.</p> <p>Inclusion of the LGBT+ community: Inditex is a member of organizations such as Open for Business and REDI which advocate for this community's inclusion and rights. Last year we also rolled out projects for the workplace integration of transgender and non-binary people.</p> <p>Inclusion of people with disabilities: in 2021 we directly employed 1,443 people with disabilities. We ensure that all our places of work adapt to their needs so as to guarantee autonomous use by people with disabilities or mobility problems.</p> <p>Socio-ethnic inclusion: our Salta programme - which seeks to generate work opportunities for people at risk of marginalization. Two of the groups that have received strongest support through Salta are victims of domestic violence and refugees.</p>
<p>Physical activity, exercise and sports</p>	<p>Since 2021: creation of new Wellness Committees for the promotion and coordination of diversity, equality, health promotion, inclusion, conciliation, mental and psychosocial health, schedules, food, ergonomics, workspaces, sports activities, employee mobility, events and social actions.</p> <p>InHealth Portal: promotion of health and healthy habits for employees, through news, actions or challenges adapted to their work environment.</p> <p>Training on musculoskeletal injuries for all workers in logistics centers and stores.</p> <p>Postural Coach initiative, 'Let's Move', Ergo@Home training or the Preventive and Recovery Plan, which includes training in different yoga, pilates and swimming pool centers with specific exercises or 'Watch your back' training in the stores. All training sessions have reached more than 5,000 workers during the period.</p>
<p>Sustainability</p>	<p>Policy since 2015</p> <p>Inditex has been included in the index Global 100 World's Most Sustainable Corporations in the World 2022.</p> <p>SUSTAINABLE DEVELOPMENT GOALS</p> <ul style="list-style-type: none"> - Transition to a low-carbon economy: environment - Promote inclusive growth: diversity Safety, health and well-being: PA



Spanish multinational financial services company. Additionally, it maintains a presence in all global financial centres as the 19th-largest banking institution in the world. Although known for its European banking operations, it has extended operations across North and South America, and more recently in continental Asia. It is considered a systemically important bank by the Financial Stability Board.

DIMENSIONS	APROACHES/PROPOSALS
Diversity	<p>Santander Group recognises and supports all existing sources of diversity, both visible (gender, race, age, visible disabilities...) and invisible (professional and life experiences, education, religion, values and beliefs, invisible disabilities, sexual orientation, personality...)</p> <p>Our customers are diverse in terms of gender, race, age, beliefs, abilities, sexual orientation. The new kind of digital customer we are targeting will also require us to have diverse profiles.</p> <p>Inclusive work environments in which all individual differences are valued, respected and enhanced. Having a diverse workforce is a competitive advantage</p>
Physical activity, exercise and sports	<p>Own healthy company model: "Be healthy" and "Improve your health" programs.</p> <p>High occupancy of sports facilities:</p> <ul style="list-style-type: none"> - Own gymnasium - Group classes - Indoor swimming pool - Tennis and paddle tennis courts - Soccer fields - Basketball, volleyball and beach volleyball courts, Jogging circuit. - Golf course. <p>Boosts family access to facilities.</p> <p>Pilates courses</p> <p>Healthy eating</p>
Sustainability	<p>SUSTAINABLE DEVELOPMENT GOALS</p> <ul style="list-style-type: none"> - Transition to a low-carbon economy: environment - Promote inclusive growth: diversity Safety, health and well-being: PA

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