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## **SOCIOLOGICAL ASPECTS OF GENDER INEQUALITY IN SHARING HOUSEWORK IN SLOVENE FAMILIES AND HOUSEHOLDS**

### **Abstract**

Reproductive work in the Slovenian society has always been strongly associated with female sexual identities and with gender inequality within the family life. Reproductive work does not fall within the scope of formal work, but the status of private, unpaid, consumables work, which should be exercised "in love" by women. Perceptions of reproductive work, therefore, are exercised as part of this invisibility and is also a double burden for women: on the one hand the sphere of paid work, on the other unpaid household work. The global goal of our research was therefore to explore and examine the conceptualization and content of reproductive work. Our empirical research was focused on the division of household work between men and women within the household and family as such. Through the division of the genders throughout history, we analyze how domestic work is valued in the Slovene society. While the men represent the family and the home in an individual self-realized space, on the other hand, women are continuing to fulfil "their" obligations, duties, and painfully repetitive nature of everyday life. Women in the Slovenian society are now intensively educating and training, occupying high positions, although they are experiencing occupational segregation and lower wages for equal work than men. At home, the distribution in most of the families is still far from egalitarian. Due to unbalanced dynamic changing social roles of men and women

the problem of double burden on women is raising, so we further investigated two possible solutions to relieve: the hired help paid and active fatherhood. Specifically, we investigated the advantages and disadvantages of paid domestic work regulation and possible solutions to overcome hired, paid assistance from a field of gray economy. Working at home is hidden in the Slovenian post-modern society, if ever spoken. It is something that simply must be done. Women are disadvantaged because of their leisure time, and many other bonuses. For research we carried out individual interviews with the 350 women, where we asked the distributions of household work and child care and care of their family members. In addition, we were interested in women's views on certain aspects of family life, the roles of partner, the (un)appreciation of the domestic work in the society and concrete time-consuming for some tasks in the family and how they reconcile professional and family life.

Key words: women, gender inequality, work, family, household, hidden work.

## 1 INTRODUCTION

The role of housewives is the common experience of most women in Slovene post-modern society. In Slovenia housewives profession is recognized in the public sphere but not in the register of professions, as reproductive work is unpaid and invisible. The reasons in the invisibility of domestic work lie in the contemporary conceptualization of domestic service, as defined as "work performed by a woman in love", it does not need any specific qualifications. Male model as Survivors, the female domesticity as a safety net, has been rejected, as couples (both) professional careers are becoming »the norm«. This idea also ignores the female domestic work and involvement in formal work.

And since a Slovene woman has increasing opportunities to enforce outside the home, this is just usually a double load, in the private sphere, since the division of responsibilities and obligations of everyday practical equality within the family. Working in the public sphere, paid work, women indeed result in partial release of the lack of freedom of family work. But the men in the sphere of privacy are involving in a much slower rate than women in the public sphere and the labour market. Congestion is therefore a universal feature of contemporary Slovenian women, their independence of female status, educational attainment and their income.

Women's working at home is hidden in the Slovenian post-modern society, if ever spoken. It is something that simply must be done. Women are disadvantaged because of their leisure time, and many other bonuses. For research we carried out an interview with the 350 women, where we asked the distributions of household work and child care and care of their families. In addition, we were interested in women's views on certain aspects of family life, the roles of partner, the (un)appreciation of the domestic work with the company and its partners, a concrete time-consuming for some tasks in the family and how they reconcile professional and family life.

## 2 WOMAN AS HOUSEWIFE IN SLOVENIAN POST-MODERN SOCIETY

Gender-specific allocation of family work belongs within the historical context of the constitution of the post-modern family and privacy. For understanding it two key processes are voluble:

- interpellation of women and mothers (in addition to raising children, it gets a role that a woman who manages the household chores herself to perform servants) and
- "housewifing".

"The figure is the result of the process of housewives, which are within a complex social organization, and specifically through the organization redefining these productions ... natural existential needs, which can meet only through the family through two major resources: the **income** and **unpaid household/** family work. The process of "householding" thus ended the process of creating a modern society as we know it today, reproduction and domestic work as two aspects of family work are beginning to become a complex interlace.



A Slovenian housewife is woman, mostly mother, partner and a housewife who performs household work in the social structure of post-modern society and family, what indicates a significant discrepancy. The main features of the role of housewives in post-modern Slovene society, are:

- the role of housewives is granted exclusively to women, but not adults of both gender;
- it is associated with economic dependence,
- it is depending on the role of women in modern law;
- a non-work status, and therefore differs from the "real" economically productive work;
- the role of housewives is the primary role of women, therefore, takes precedence over all other applications.

A housewife realizes a very long working day, an average of 77 hours per week. Her work has little reputation, compared with those who work to get their salary, as well as housewives have un-reputated position in the labour market. "While workers receive such benefits as health insurance, pensions and paid leave, and have access to additional training programs, receive significantly lower benefits housewife, if any" (Glazer-Malbin and Waehrer,1972; Haralambos, Holborn,1999,641).

The characteristics of the Slovene household work is gained in:

- payable/nonawarded work: as housewife for her work has not received any payment or reward. As demonstrated by research, and inclined to appreciate her husband's comments to promote her in work, can not replace cash prize;
- fragmentation of the work: as work is a compound world of series of unrelated tasks none of which demands all the attention to those who perform them;
- privacy and isolation: as domestic work is an activity carried out by housewives at home, in boundaries of family life. Limited social contacts are often related to dissatisfaction at work;
- any personal growth and progression: as a housewife from work to do, does not know anything about herself. The feeling that a woman is "something" is achieved only fleeting, rarely a housewife enjoys in the work as any factors do not motivate her;
- autonomy: most women agree that home life is "beautiful" that you are your own boss, you have free time and do not have to go to work. and you monitor your own work and ensure that it to be fulfilled.

This belief about the natural role of women are in literature often portrayed as the myth of "natural woman" who is therefore only a mother and housewife. In such families, the roles are divided by human nature: man is the breadwinner, going to work outside the home, woman is watching the fireplace, upbringing the children and maid of her husband in his free hours This image is twice wrong: "First, because humanity has never been organized only by the male as breadwinner. This responsibility is always been shared by both genders.

The opinion that women are those who should care for their children and remained at home, and men should material supplied the family is still deeply rooted in contemporary Slovene society. That fact that the role of women is identified by providing children, cleaning, shopping and caring for adults, pushing women into the private sphere of solitude, and that the public sphere is open to a man, lies in the most convincing arguments in explaining the differences between men and women as still biological explained. "It should be noted that the biological dimension of family life does not exist by itself, but is socially interpreted and understood, and in this way," there consists "only through its social perception" (Švab, 2001, 56).

The consequences of the argument about natural role of women in Slovene society are reflected in paid work. Women are generally less paid, even when performing works as an extension of their domestic tasks (caring for others, service activities, etc.), and have less power in society. Women are not present among others, where social power is concentrated in high positions of public life (Kanjuro Mrčela, 1996, 40-41). What remains problematic is, that together with parts of the modern market of paid work was transferred also the traditional nature of women's reproductive work which was translated into their value (Žnidaršič Žagar, 2007,19).

## **2.1 WOMEN' WORK IN FAMILY AS UNPAID AND INVISIBLE WORK**

Unpaid work in Slovenia is just as important for human existence as a paid job is. Its value is not measured in money and is therefore less valuable, but that does not mean that it is not difficult and important for the normal functioning of the individual and society. One of the main differences of unpaid work to paid employment that is mostly done by women, is going to come a synonym for "women's work". Since domestic work is not paid and counted in the gross income of society, it is also not valued as work. Hrženjak (2007,23) considers that given the enormous amount of reproductive work that women do for free, has a minimum payment for domestic work led to a significant redistribution of resources.

We suggest three methods that could facilitate and enhance the value of household work payment are: housewife should be required as a full time payed maid; a list of all housewives activities should be made and then paid in accordance with the payment of the appropriate paid occupations; and housewife should be required to pay the salary, which would result in regular employment (this would mean a higher salary for a housewife with higher education).

Despite that Slovene women are more intensely involved in paid work and their economic independence increases, the division of responsibilities and everyday practice in family is asymmetrical, with significantly greater burden on women. The task of the family clearly separate the "woman" and "male" and the tasks undertaken by both partners are:

- predominantly female tasks: as cooking, washing dishes, washing, ironing and sewing. Washing and ironing women of the partners or other family members rarely get help with other chores and get help about half of women;
- domain of women are also everyday purchases, although we can not ignore the proportion of those who share this task with a partner (from 20% to 30%);
- farm work (garden and soil treatment), contacts with institutions and regulating financial matters may result into two groups: one that performs mostly female work, and other tasks, distributed to each partner;
- contacts with relatives and friends, education and child care, upbringing and playing with children are those activities that are in most cases shared by partners ;
- repairing the house or apartment are mainly men's activities by which they rarely get help from other family members;
- the division of family work is rarely seen as cooperation between all members of the family. Even children who are old enough, are not included in household chores as extent they could be and if they are, especially daughters are helping. (Boh , Černigoj Sadar et al.1979, 1983; 1991, 150.)

Family work is still separately identified by gender between partners and the change of the subjective way of thinking and perception seeks to more proportionate work distribution. However, reality and action are still far from the words. The Slovenian surveys on student population (1995 and 2002) confirm the changes on the level of values and attitudes. The results show a strong egalitarian orientation towards the division of household and parental work, even if we must acknowledge that some progress in some families is seen.

Symmetric allocation of family work has poor forecast options to be achieved, because male role in the allocation of family work is limited to a minimum necessary assistance, else becoming more intense, it gives the impression of scrolling to symmetrical division of work; and may be in the division of family work understood as: "... emergency aid or participation in the coordination of family obligations and work rather than the development of a balanced allocation of family work". The reasons, why in Slovene society is still a traditional division of labour, may be seen in:

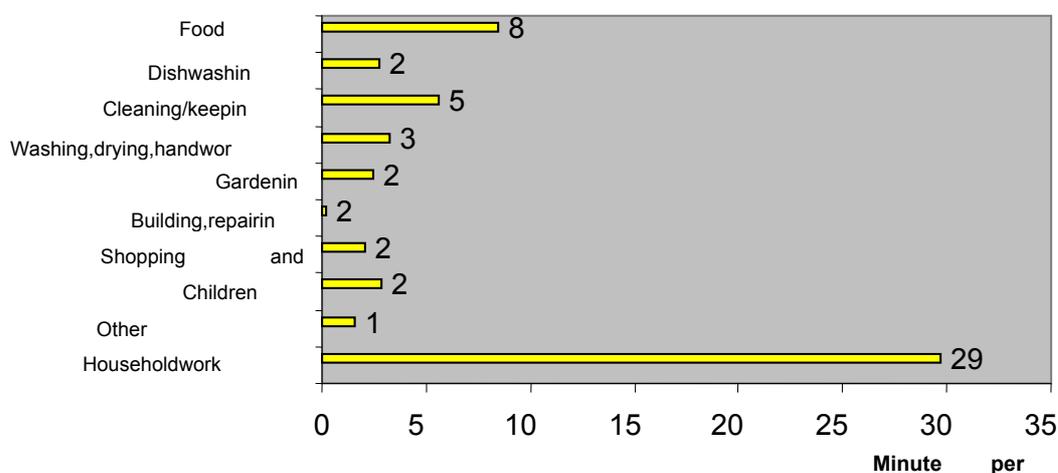
- character of self-therapeutic father's involvement in care and care for children,
- male participation in family work to assist the partner,
- the stability of perception and value of the sexual division of labour, and
- the nature of the social complexity of the role of women in the family.

An important step would be made if the men admitted that they should be more active in the household. Even Slovenian public opinion survey in 2003 (Jogan, Bernik, Malnar (ed.), 2004, 281) confirms this, since the question of whether men agree if it would be necessary to participate more in household chores. At least half of the Slovene men are conscious regarding their new role, which includes their greater participation in household chores. However, most Slovene men know exactly what should be done to reduce partner's overburdening. But they are not ready to do.

The roles of father and mother in the upbringing of children are very different. While women are traditionally focused more on tasks, the physical demands of children, routine behaviour and discipline of children, fathers are more "socio-emotional", because the play primarily with children, develop their interests and unusual activity, but are also more worried about sexually appropriate behaviour than mothers. This relates to the patriarchal image of the man,

in which he is the main breadwinner of the family. "Security role of men in family life, particularly in the fact that they care for others in the material sense, in a symbolic sense, men constitute a solid support and reliability" (Humer, 2007,76). Integral part of the patriarchal image of the male role in the family is also often exposed to material concerns as an important dimension of their role in family life. Men are only gradually and selected involved in family work and only in those activities that they are more desirable and pleasant (Hrženjak 2007, 25). Family activity in male parental role should be mainly auto-therapeutic in character, as men in the division of domestic work of child protection include those tasks which are enjoyable and bring more personal satisfaction such as playing with children, walking tours, helping in learning, while caring for a sick child is still the domain of women (Švab, 2001,151).

Women' daily time used for household work in



Indeed, the economy began to separate parents; partly because of changes in the economy, too. The education level of women is risen, more and more women enter active the labour market, so a household with two full-time partners has become a daily basis. Changed functions of the family and of the household were also observed in broad areas. Not only that the family is no longer productive unit, the starting of loosing the household as a community in which the total consumption, as a school for children, such as social care for the aged, is recognized as the work passes into the other institutions. The mass of women entering the labour market have become visible together with symptoms of many entrenched gender inequalities. These are reflected in the horizontal and vertical labour market segregation by gender and different salary for the same work done to the detriment of women, which can be explained by the fact that despite the massive entry of women into the education and the labour market she is still the responsibility of home : for non-reproductive unpaid work.

## 2.2 DOUBLE BURDEN OF CONTEMPORARY WOMEN IN SLOVENIA

Because of imbalance in the dynamics of changing social roles of men and women has created a problem of double burden of women with unpaid, non-estimated and underated work in the private sphere and of paid work in the public sphere. And 'Double burden' of

women is now in Slovene society a well known sociological concept as "double jobs " for women.

Because of demographic, social and economic changes, we increase the need for paid services, reproductive work. "With the increasing demand for household assistance is opening and expanding a specific market, which offers their services and household cleaning or servicing agencies. Tenders are for cleaning house, ironing, babysitting or care of the elderly, while also reported in printed media "(Šadl, 2006, 34-35; 2009, 100). These services offered by individuals, as activities are not registered, there is moonlighting. Since these services are relatively expensive, many households choose to employ domestic helpers in black. Today, under unofficial data, Labour Inspectorate operates in Slovenia even informal around 23,000 domestic workers. However, the informality of paid reproductive labour are of two sides:

- on the one hand as advantage (individual needs and capabilities of flexible working hours, sometimes little or no control over the work of the relatively good earnings and the tax exemption, while receiving social benefits, etc.);
- on the other, due to disorganization, there are also areas of exploitation and abuse, low pay or even adequately, very long days, working weekends, holidays and through the night, a live-in "working arrangements and the like Hrženjak (2007b).

### **3 DISTRIBUTION OF FAMILY WORK AMONG FAMILY MEMBERS**

Domestic tasks in Slovene society are related to household management and physical care of children, but often neglected. Although the proportion of male contribution to family work in general increased, but this trend can not discard the fact that, however, most repetitive household chores along with the daily routine care and child care remains the preserve of women. (Coltrane, 1996) To understand the role of the father is also important to note that the extent of fathers in child care increased, if the mother's employment, while its contribution to the household task does to change much.

The traditional type of division of roles is dying out, but the trend is slowly moving from a modern type of egalitarian couples double careers. We assume a number of men are working in the family as soon as possible, but the bulk of the burden on women, it is also in Slovenia. *Disappointing, unfair and asymmetrical division of household labour for women is one of the reasons for the decline in the number of children.* In the search for harmony between work and family often suffers sleep, fun, relaxation and self-fulfilment of women. The emphasis and the realization of egalitarian type of partner applications in practice would therefore be an important step for the future. Moves are needed at the global level.

## **4 EMPIRICAL PART**

### **4.1 *The objective***

The division of responsibilities and obligations of everyday practice in the family is still asymmetrical, with significantly greater burden on women, and despite the fact that women are intensively involved in the labour market.

### **4.2 *Organization of data collection***

was based on the literature we read up and on questionnaire with 32 sub-issues. We filmed interviews with tape-recorder and later transcribed into written form. Interviews were held individually from October 2009 till April 2010.

#### **4.3 *The purpose***

of empirical study was to determine: what they have in household chores like most and least; whether the women assisted their partners in housework and what their families are usually carried out; what assistance from its partners for certain women enjoy housework; how many partners have assisted in raising children; how much partners help with certain tasks relating to care and care for children etc.

In these respects we were on the relevance of the variable interest in certain issues regarding the existence of differences in: age, education, age of children, the number of children, partner's help in the household chores. The central research problem concerns the distribution of family work between the partners. In the theoretical part through literature we came to the conclusion that despite the massive employment of women they still perform most household work, but also play a critical role in tasks related to the care for children. The problems mentioned in the empirical work we have studied and analyzed in detail.

#### **4.4 We used **descriptive and causal experimental method of empirical social research.****

The research we have done is qualitative because the data were collected through in-depth interviews as a combination of standardized and half-standardized interviews where the interviewer was in direct contact with the respondents using pre-designed questionnaire.

We studied the pattern of 350 women. Most of them we knew, we came across acquaintances interviewed earlier. For each interview we had the time and place previously agreed on the phone. All were interviewed in their homes passed, in sports clubs. On average, interviews lasted from 12 to 25 minutes. Any private individual has voluntarily decided to interview, we noticed that they were happy to be able to participate in this study.

#### **4.5 The pattern**

68.6% interviewed are married, 31.4% are living in a cohabitation. Most of interviewed, 57.1% have two children, 31.4% one and 11.4% three children. Most interviewed are mothers of pre- and primary school children (160). Number of women with children of other ages is roughly the same. 11.4% are mothers of children attending college or high school, 8.6% have children who attend the college or high school, and children who are independent. The proportion of women who have the primary and elementary and preschool children is the same: 5.7% women. 40.0% of the interviewed concluded the level of secondary education, 28.6% the high level, and 25.7% university level, and 5.7% vocational education. 60.0% are employed, 22.9% had retired, 5.7% are unemployed, 2.9% are still students; 8.6% were on maternity /parental leave.

#### **4.6 Substantive and methodological characteristics of the instruments**

The questionnaire contains questions on objective factors (marital status, age of children, education and employment status), further on of partner's aid in the household, work and child-rearing, women's views on the traditional division of roles between the partners, how society appreciates domestic work, concerning the coordination of family and professional obligations and handling aid paid hired; and care and concern for children. Questions were of open or semi-open type.

#### **4.7 Dimensional characteristics of the questionnaire**

To ensure the validity of a questionnaire we review the relevant. Reliability of the questionnaire was provided with detailed instructions and specific questions as unequivocal. Objectivity of the questionnaire was ensured by the fact that as the interviewees did not affect the responses of interviewees, we gave them time for reflection. Since the issues of open and semi-open type, it is a subjective assessment of interviewed, but we did not subjectively judge the information.

#### **4.8 Data Treatments**

Answers we have categorized and signify in categories and ranked them by frequency of repetition and thus governed by the tabular display indicating the absolute (f) and percentage frequency (f%). The results were analyzed with the statistical program SPSS. Relations between variables were calculated and the observed the statistically significant correlation of (non) relationship between variables.

#### **4.9 The results of the data and their interpretation**

In defining the research problem, we derived from the research hypotheses from research questions: Overarching long term goal setting is a hypothesis that has guided the research work and that we lost in the massive scale of the phenomena which we face. The hypotheses are expressed implicitly in the form of research questions about dependent associations or differences and explicitly. The research method of trying to confirm the hypothesis that we drew from the research problem, we observed, because of limited space for presentation, we conclude the empirical data with hypotheses with which we predicted, as in:

H1: - that most partners of interviewed rarely help in household chore - is confirmed. Routine, routine tasks such as cooking, cleaning, laundry were largely the preserve of women, men often perform less routine, fun tasks such as shopping, house repairs or yard work. Therefore, radical changes to a high level distribution of housework between partners are not yet evident;

H2:- that partners are now much more evenly distributed education and care than before – we partially confirmed. Interviewed older generations in the upbringing and care of children rarely receive assistance towards their partners interviewed the younger generation, which it often takes quite a few. However, we found that almost half (42.9%) interviewed between 20 and 29 year, partners in education and child care help very little, which does not confirm the fact that today's couples would like that job much more evenly distributed.

H3:- that partner's support is limited mostly to the fun tasks linked to the care and concern for children as the children play and walk, not only the physical care of children - is partially confirmed. Unlike the other tasks that require physical care and concern for children, fathers are much more regularly playing with children, but we did not find the walks with the children, as many (34.3%) partners would never do that. The reason is the fact that older generations grew up interviewed in rural areas, it said that the need for long walks with the children did not exist.

H4: - that the majority of household chores and care and upbringing of children between the partners are still unevenly distribute- is confirmed, with significantly greater burden on women, Not only is the contribution of partners in the family work with almost all women

respondents less, but also partners who lament because of “certain things in the house” (40.0%), because of statistically significant relationship between age and education interviewed and what they think of the law, where the woman went to work, the husband and housekeeper and child care. Otherwise detected, at the age of nuances, especially since many women (85.7%) from 20 and 29 year estimated that such a marriage functioned perfectly normal, if the wages of women were so high that the family can give. The younger generation of women rejects most traditional male role as breadwinner of the family, since they are prepared to change roles of men and women in the family, as we expected. When interviewed other age groups statistically significant relationship is observed, since they are about half agree with such laws, the other half did not.

H5: - that higher educated women as well as women with preschool children often think of many hired help than those with lower education and those with older children - could be confirmed, since the results showed that women performed due to congestion and the time required by the younger, preschool children often think of the hired help than women with older children. We can also confirm our hypothesis that women with a higher education would have easier to afford hired help., so think Paid household help is becoming increasingly successful strategy of better work and family responsibilities, on the other hand, the indicator and the creation of status differences.

H6: - that women are of the opinion that domestic work in society is not sufficiently appreciated - can be confirmed, since the majority interviewed (80.0%) believe that household work is not firm enough and the price cannot be valued as a respected work. In their company as domestic work taken for granted, lack of appreciation of the domestic work is also reflected in a different life style of young families. Interviewed were asked whether they think should be the household work that day at home, recognized as real work and it paid. The results show that this agrees almost a quarter (71.4%) women, but almost half of them adds that domestic work should be paid to a woman with three children or more, since it is not in the same situation as a mother with fewer children. It would also be interviewed, according to the twenty-paid domestic work was when a woman must care for sick parents or father or mother in law. They also say it would be fair to the domestic work was considered to seniority or that received a minimum monthly allowance, which would not have been full paid.

H7:- the position of women to the fact that domestic work is recognized as a real, paid work positively - we may confirm, since 71.4% interviewed agree that domestic work should be recognized as real work and it paid. Solutions could be seen in the recognition of at least half-time, adding to a pension or minimum wage supplements. Interviewed, even those who are retired, we asked whether it would have left their jobs if they were paid domestic work. The results showed that this would not have committed almost three-quarters (71.4%) of women. The reason is mainly the loss of sociability, and that they do not want to be confined between four walls.

H8: - that higher educated women have more difficulties to coordinate a job and work at home as less educated - can be discard, as the results showed that women with the university level have no problems reconciling work and family responsibilities. The more they would have the high educated women, but not enough to confirm the hypothesis in our model.

H9: - that women spend on domestic work significantly longer hours than their partners – is partially confirmed, since the results showed that women working in the house spend a lot

more time than their partners: on average, a little more than 3 hours per day, while their partners spent only slightly more than half an hour. When working outside the house they are almost equal partners, because we found that women working outside the house consumed an average of almost 2 hours a day, their partners a little less than 2 hours.

H10: - that women in nursing and caring of preschool children spend significantly more time than their partners – we confirm, as our survey showed that women with preschool children for their concern and care spent an average of 5 ½ hours per day, which is significantly higher than their partners, who have care and concern for children takes on average 1 hour and half a day. Interviewed who have at least one preschool child (40.0%), we asked how many hours the average daily spend for nursing care and play with children and found that the majority (14.3%) spent more than 6 hours. All those interviewed are currently on maternity and / or parental leave, their babies, of course, require a lot of care and concern.

## **5 Conclusions**

In contemporary post-modern Slovene society private sphere, reserved for women, is still underestimated and is regarded as subordinate to the public sphere, which is dominated by men. In our research, which covered 350 women the division of labour in the private sphere of women were studied and found that significant movement towards a more level distribution of household chores and child care is not yet detectable.

Since the poor organization of family and household life affects the other spheres of life, we wanted to know what assistance in household chores, women receive from their partners. The results showed that women in most housework are rarely assisted by their partners. Women towards their partners for household chores in the house spent significantly more time (over 3 hours towards a man who spent just over ½ hour).

The division of tasks between partners is almost equivalent when it comes to tasks outside the house he is mowing, working in an orchard, garden, sweeping, production of fuel wood etc. The task as house and technical repairs are usually carried out exclusively by the partner. For work outside the house interviewed and their partners in the season spent almost 2 hours a day.

Among other things it confirms the fact that talk about the fact that men prefer to carry out more fun, seasonal work (mowing grass, working in a vineyard, etc.) rather than routine, daily chores (vacuuming, cooking, cleaning, ironing), which in our study largely remain the preserve of women.

Activities relating to education, care and concern for children, between the partners are not equally distributed, since we found that a quarter interviewed in the education of children from their partner receive or has received very little assistance. Also the amount of partners aid in their child-rearing does not significantly affect the number of children, education nor age of interviewed.

We have expected that at least the younger couples are somehow more evenly distributed in this activity. Interviewed, aged from 20 to 49 years, really get a little more help towards the elderly, who often did not receive any aid.

The greatest difference is shown in the uneven distribution of obligations concerning the reproduction of the entire family. The outcome was expected, confirming the theoretical findings on the definition of shrinking the primary role of women as homemakers, mothers should be responsible for the care, educational, administrative and domestic activities. Such determination is clearly closer to the Slovene men, as justified and reinforced their reluctance to join in household and domestic work.

Slovene kindergarten is an institution that provides a better balance of professional and family obligations, as at the time the mass employment for women is necessity. 68.6% interviewed' children (were/are enrolled in kindergarten. Kindergarten is a way of life in today's Slovene families and particularly for employed mothers, a necessity with extremely positive estimation.

Attendance at children's teachers meetings has always been considered a priority for the mothers, not fathers (48.6% interviewed and equally distributed 28.6%). Unfortunately, changes to the allocation of liabilities among the partners were not detected.

Since domestic work is not a part of the formal work, the company does not price, even more worrying. However, when not appreciated by the family! We found that 28.6% of interviewed believe that the partner do not price their work, 8.6% do not know the answer. Those interviewed, who are partners in household chores, regularly or often help, even those who believe most that their work is appreciated by partners, receive praise for their work often. Thus, there is shown a remarkable statistically significant relationship, which indicates that the higher involvement of men in household chores influence that men have more appreciation for the work of their partners, as the face and dealing with the duties and functions well aware of what the women for the normal functioning families do every day.

Many of partners (40.0%) are often fussy; be it for shirts, which are not good pressed, lunches or other impurities. Almost all those interviewed believe that their partners do not have the right to be nagging, not because they are the ones who have two jobs. Important is, that the level of education of women lowers the frequency of disordered partner's grumbling things in the house. We supposed that couples in which woman has a higher level of education, perhaps better communicates with partner such as one with a lower, or perhaps only that women with higher levels of education doe not "allow" partners to grumble as hardworking and diligence to demonstrate that in addition to working at home and managing a successful career and more or less difficulties in reconciling family and work commitments.

Just under half (45.7%) of interviewed considered that in the marriage, with employed woman, their husband is taking care of housekeeping and children, would not be successful because they believe that no man can replace mother's role, and parts of the household would not be crushed. A slim majority (54.3%) welcomes such a marriage. Insomuch, as men in today's piece to such tasks and changing family roles are regarding the role of the patriarch. In determining the relationship between education, age, interviewed opinion about their marriage, we found the relationship as not statistically significant. Notably, however, is that as many as sixty of the seventy women, aged 20 to 29 years, were designated for such a marriage positive, the largest percentage towards all other age groups, reflecting the receipt of revised applications in modern families with the younger generation of women.

A fundamental feature, androcentristic and mizogine tradition and the assumption of a natural career women is: **be a good mother, a homemaker and wife**. We can conclude that the addition interviewed by "natural" roles of women is refusing gender, as they consider that the wife position is not "staying at home" and "having children" anymore(85.7%). We notice a movement towards a self affirmation and personal growth and rejecting men-centralized tradition. In their view, modern woman may have children as well as participate in formal and public life.

Most women, because of tight schedules and often need everyday's help by someone else. The study has shown that women most need assistance (31.4%) in cleaning and cleaning chores.

In certain circumstances, the same work can be described as formal or informal, or as paid or not, such as domestic work. In recent years, the demand for cash, rent assistance because of time-demanding and better paid staff of women, expanded. Hired domestic helpers are an option which, due to the difficult coordination of professional and family obligations, have thought a few interviewed (31.4%). Women with young children more often think of the hired help, care and concern for children requires enormous time and energy. More often highly educated women think about it because of long working day and their possibility to afford it. Unfortunately, statistically significant relationship between age and the hired help were not found.

Gender segregation, lower wages of women for the same work as men, women's greater burden on households, only one of many examples of injustice from which the poor compliance and underestimation of women in our research we were coped with. 45.7% interviewed agreed that the attitude towards women at home and at work are often wrong:

- At home, mainly, because their work is appreciated by the family, in part because they are paid less than they earn - it does not respect their abilities and education.
- Any paid work for women's work still stands in the family, so the interviewed believe that women's role at home does not mean her withdrawal from the stressful work in the public sphere and "replenish the batteries" as many men, but "the occasion" for another job. Domestic work is a central contradiction: domestic work, work, household work is not work. Opinion on the stereotype of the domestic work as trivial and inferior part of the society still prevails. Therefore, we expect the results in our study, where we found that 80.0% of women with the opinion that domestic work is not valued in society, or is too valuable. This is reflected in the definition of household work as a matter of course, lack of appreciation of the younger families in their view, reflected in a different way of life.
- A woman is often in the position of the professional hostess, without payment. 71.4%) believe that this work should fall within the sphere of paid work. Possible solutions for the realization of this work to paid work are seen in: addition to the salary supplement, to a pension, seniority or in recognition of household work. But 71.4% interviewed are not ready to leave paid employment for paid domestic work for the sake of the public sphere, as we expected. Paid work brings them social security, sociability, but domestic work does not guarantee personal growth and advancement. Moreover, it is typically monotonous, with endless routine.

Women increasingly bear a double burden: responsibility for household chores and child care as having a paid job, as well. They are expected to perform the normal "two-shift basis." Because of these facts leads to serious coordination of professional and family responsibilities, women are subjected to stress and failure time for themselves, as 60.0% do not reconcile these two spheres and there is no statistically significant association between serious reconciling work and family commitments with the number of children, their age and education of women

In this thesis we have tried to present a very short version of the situation of women in a family or household work in Slovenia. In which it is still unacceptable, that a man should stay at home, take care of household work and children or even other family members. Housekeeping is becoming less sexually in practice provided, although this claim is not universal and does not apply to all Slovene families. Gender ideology of domestic work can still be associated with sexual and gender identity of women, so it is hard to imagine that the role of women should be conducted.

In conclusion, we can establish that men as well as the companies in Slovenia are aware that Slovene post-modern women are well educated, entering the labour market on equal footing with men, and expecting to participate in society on equally basis. But they also expect the distribution of obligations and rights in the private sphere. If we can say that women in families today bear an original male role(s) of the breadwinner, then it would be fair, that part of the family should assume men, as well.

## 6 LITERATURE and SOURCES

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