

# THE MODERN WOMAN BETWEEN CAREER AND FAMILY

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In this paper, we aimed to explore the role of women in the family, in the workplace, and in society. Through analysing scientific literature, conducting a survey of adolescents between the ages of 15 and 30, and doing multiple interviews with successful women with children from Slovenia and abroad, we researched the position of women in Slovenia and the EU. The survey aimed to gather views and experiences from the field of the role of women in society. The interviews aimed to gather experiences with the choice between career and family and their coordination.

We gathered that women that they are successful in their coordination as was proven from our interviews and other researches conducted. We analysed the division of work in the family, which is still largely asymmetrical, with women taking over more housework and childcare tasks than men. We gathered that domestic help, either in the form of external help or the help of kinship, can greatly contribute to taking this co-called 'double burden' off women's shoulders. Women in Slovenia tend to lean on the help of wider relatives, but not on the external help (cleaners, cooks...) whereas women abroad frequently use that kind of help too. We figured that states' policies (quality of kindergartens, length of paternity/maternity leave, integration in the workplace after birth, financial aid...), implementation of gender quotas in politics (and economy), and the practice of egg freezing with the intention of delaying pregnancy can influence the participation of women in the labour force and their ability to successfully coordinate family and career. We also examined the opinion of the youth on some stereotypes (e. g. that a woman becomes a 'real woman' only when she has children) and gathered that a higher percentage of responses from men (than women) were tended toward the notion of women as only caretakers, with their answers leaning towards the aggravation of women's presence in the labour market and the segregated division of roles in the family. That proves quite clear differences in the views and attitudes of young men and women, which indicate that a certain degree of asymmetry and discrimination will remain in the future. We also researched to which extent women are still battling discrimination in the workplace with the personal experiences of the interviewees. Lastly, we observed the influence of COVID-19 on women's rights by revealing that women took over more of the additional burdens in the family, which indirectly made them more dependent on their partners.

Exploring women's rights and their position in society is only the first part of making them equal. The second part is finding good practices to implement and helping them achieve equality. With findings like these, we can influence policymakers to implement further strategies that could help women fully reintegrate into their workplaces after childbirth, enable them longer maternity leave, and with that easier coordination, additional financial aid... Further research in this field needs to be done, as the problem of inequality is still present, even in this (post)modern society.