



## A Toolkit for Gender Equality in Practice - Initiative

# Merkur

## Initiatives on gender equality in the hardware retail sector

### Summary of the initiative

Merkur has become the Slovenian market leader in sales of home products and DIY, electro-installation materials, apparatuses and appliances, machinery and tools; ferrous and non-ferrous metal products, and industrial items for professional use.

**Addressing gender roles:** Merkur uses standards of work which are uniform for all employees. Equal treatment for men and women is used on all levels. Out of a total of 1,753 employees, 49% are women and 51% are men. The team is gender-balanced and each individual worker has an equal part in the process of work and decision-making according to his/her working post.

**Promoting women in decision-making:** women are equal to men counterparts at their work. Management of retail trade is 100% represented by women (Merkur's retail trade employs 1,094 employees). From 23 head managers of trade centres in Slovenia, 10 are women or 43%. The most exposed working places, represented by women are: director of retail trade, director of finances, director of accounting and controlling, director of procurement, and the director of marketing.

**Supporting work-life balance:** both sexes have equal opportunities. Merkur tries to balance work and free time on an equal basis. Balancing work and free time is a daily task, because the work process in retail trade has to be adjusted to customers' needs.

**Tackling the gender pay gap:** Merkur has a system of job classification, which includes roles, standards of responsibilities and competences, which are not defined according to gender but according to workplace.

### Priorities

Addressing gender roles, Promoting women in decision-making, Supporting work-life balance, Tackling the gender pay gap

### Sector(s)

Retail trade, except of motor vehicles and motorcycles

### Type

Enterprise initiative

### Country

Slovenia

### Model of social partnership

Unilateral / Employer





**Launch date**

n/a

**Number of employees**

>250

**This initiative was submitted by:**

zsss (ETUC)

**Website**

[http://www.merkur.si/vsebine/merkur\\_group/merkur\\_group/](http://www.merkur.si/vsebine/merkur_group/merkur_group/)