



# GENDER EQUALITY PLAN

IMPLEMENTED BY E-INSTITUTE (EZVD)

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## Introduction

E-zavod is a research institution and as legal entity is identified as public equivalent body (Directive 2014/24/EU). E-institute for Comprehensive Development Solutions was established in 2006 with mission to improve the citizen's quality of life closely linked with sustainable development. Therefore, we are focusing on environmental protection, innovative economy, social welfare and moral values. Our mission is to follow major European and global trends that are transformed into the applied projects performed on international and national level. Our goal is to introduce new trends and technologies in Slovenia and contribute to the openness of the country and its inhabitants.

In the last ten years we have gained valuable experiences and deepened our knowledge in the field of sustainable development, energy efficiency, renewable energy, new forms of innovation and technology transfer, and in providing support for entrepreneurial environment, natural base solution. In particular, we are proud to introduce modern approaches in the field of sustainable energy investments and assessing sustainable hydropower.

The future of operation can be seen in introducing new forms of innovation, where a shift toward an open and multidisciplinary innovation is expected to happen, and therefore, all stakeholders will get involved in the innovation process. The development of smart cities and smart communities will become one of the major focuses due to major improvement in the quality of life with the help of modern urban technologies. In the field of sustainable energy, we will focus on encouraging the trends in energy-independent communities and sustainable and multimodal transport. Natural based solution in cities and in the agriculture are major fields we are working in the last two years.

## Focus of document

The document focus is to further promote the gender equality opportunities and representation in all on gender equality and was prepared in September 2022.

We believe that equal opportunities and representation improve the work environment, increase creativity and productivity – and this is also proven by good practices at home and abroad. After all, this may also solve many of the problems that have arisen due to large deviations from equality. It's also important to actively involve the intellectual potential of the entire population.

The Gender Equality Plan contains 5 fundamental pillars as follows:

1. work-life balance and organizational culture
2. gender balance in leadership and decision-making
3. gender equality in recruitment and career progression
4. integration of the gender dimension into research and communication
5. measures against gender-based violence including sexual harassment

## Review of legislation and policies<sup>1</sup>

### Legal framework

The Research and Development Activity Act sets out the objective to develop human resources while ensuring equal opportunities for women and men. As of October 2021, the Ministry of Education, Science and Sport is in the act of preparing the new law.

The Rules on the Procedures of (Co)financing, Evaluation and Monitoring of Research Activities ensure gender equality in evaluating candidates and regulate gender balance in relevant decision-making bodies:

- Article 36 - In evaluation procedures for researchers, the five-year period for assessing scientific excellence is extended for the time-period researchers spent on leaves (such as parental leave).

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<sup>1</sup> Source: European Institute for Gender Equality. Available at: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/legislative-policy-backgrounds/slovenia>

- Articles 83, 113 - The time limit for applying for PhD positions and postdoctoral projects is extended for one year for candidates who used their parental leave or other leave of absence.
- Article 223 - All permanent and temporary expert bodies of the Slovenian Research Agency should be gender-balanced. In all disciplines, a decision-making body needs to be comprised of at least one third of each gender, while for technical disciplines the threshold is one fifth.

### **Policy framework**

The Constitution of the Republic of Slovenia (URS) states in its 14 Article that in the Republic of Slovenia everyone is guaranteed equal human rights and fundamental freedoms, irrespective of national origin, race, sex, language, religion, political, or other conviction, material standing, birth, education, social status, disability, or any other personal circumstance.

The field of protection and implementation of equality in the Republic of Slovenia is further governed by the general laws:

- Act of Protection Against Discrimination (Official Gazette of the Republic of Slovenia, št. 33/16 in 21/18 – ZNOrg)
- Act of Equal Opportunities for Women and Men (Official Gazette of the Republic of Slovenia, št. 59/02, 61/07 – ZUNEO-A, 33/16 – ZVarD in 59/19)

The principles of equality are also included in other specific laws:

- Act on Amendments to the Employment Relations Act (Official Gazette of the Republic of Slovenia, No. 52/16)
- Act on Amendments to the Act on Employment Rehabilitation and Employment of Persons with Disabilities (Official Gazette of the Republic of Slovenia, No. 18/21)
- Act on Amendments to the Act on Employment Rehabilitation and Employment of Persons with Disabilities (Official Gazette of the Republic of Slovenia, No. 18/21)

The “National Program for Equal Opportunities for Women and Men 2015-2020” included measures to improve the position of women in science:

- Continued support for the Commission for Equal Opportunities in Science, the advisory body to the Ministry of Education, Science and Sport.
- Support for programs and projects increasing the participation of women in science.

- Ensure gender balance in all decision-making bodies nominated in the field of science by the Ministry of Education, Science and Sport, as well as active encouragement of women candidates for scientific awards and membership of scientific boards.
- Raise awareness of the principle of equal opportunities in science and research.
- Monitoring EU indicators on assuring equal opportunities for women and men in higher education and research.

The Slovenian European Research Area (ERA) Roadmap 2016-2020 provided for additional measures:

- Support for research projects tackling the issue of gender equality and dissemination of results (postponed);
- Implementation of gender equality principles in public funding organizations by ensuring gender balance in evaluation committees (implemented) and in the content of funded research programs and projects (not implemented);
- Establishment of an appropriate national-level analytical system to follow selected indicators relating to gender equality in research (cancelled);
- Establishment of an expert government body to coordinate and implement measures for adopting gender equality principles in science (partially implemented through establishing the office of the Advocate of the Principle of Equality<sup>2</sup>).

The “National Research and Innovation Strategy 2011-2020” charged the Ministry of Education, Science and Sport with creating an “Action Plan for Improving Career Opportunities for Researchers in all career stages and for Ensuring the Gender Equality Principle”. However, the Action Plan was never adopted. A new “National Research and Innovation Strategy for 2021-2030” is being prepared.

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<sup>2</sup> Source: RS. Advocate of the Principle of Equality. Available at: <http://www.zagovornik.si/en/>

## Key actors

The Ministry of Labor, Family, Social Affairs and Equal Opportunities (Equal Opportunities Department) is responsible for the area of gender equality. It oversees preparing and monitoring the periodic "Program for Equal Opportunities for Women and Men", which also covers gender inequality in science.

The Ministry of Education, Science and Sport is responsible for preparing, implementing and monitoring the periodic "National Research and Innovation Strategy". The Ministry supports an independent consultative expert body, the Commission for Equal Opportunities in Science (previously the Commission for Women in Science), which is very active in collecting data and research, suggesting changes in legislation, and commenting on draft policy documents, organizing awareness-raising activities, and promoting principles of gender equality through public outreach.

The Slovenian Research Agency oversees financing and administering review processes for research projects and programs, including young researcher programs (financed doctoral positions) and post-doctoral projects. It is responsible for implementing the "Rules on the Procedures of the (Co)financing, Evaluation and Monitoring of Research Activities" and monitoring career progress standards for researchers.

The Advocate of the Principle of Equality is an independent and autonomous public institution, which provides counselling and legal assistance in proceedings related to discrimination. The Advocate is also mandated to conduct supervisory inspections and has the power to evaluate whether a regulation or a legal act is discriminatory.

## Action plan

The strategic objectives of the Gender Equality Plan are:

- to raise awareness on the importance of equality,
- working conditions tailored to the individual's needs that enable a successful work / study / private life balance,
- inclusion of gender dimensions in the set of learning objectives, where it is feasible,

- to establish a system of indicator monitoring and feedback loops for equality measures,
- safe working,
- better transparency and easier access to violence prevention instruments and assistance to victims at the university level,
- communication, reflecting an inclusive organizational climate,
- socially responsible engagement by spreading positive values into the wider society.

## Action 1: Work-life balance and organizational culture

Task	Target group	Indicator	Time frame
<b>Flexible working hours</b>	Employees	No. of employees' using flexible time	2022 and onward
<b>Enabling work from home</b>	Employees	No. of employees' working from home	2022 and onward
<b>Organization joint teambuilding activities</b>	Employees	No. of activities carried out (annual report)	2022 and onward

## Action 2: Gender balance in leadership and decision-making

Task	Target group	Indicator	Time frame
<b>Training in the field of gender equality and developing additional skills in the area</b>	Responsible person of the company and leader of departments	Training (every five years)	2022 and onward
<b>Annual statistic on gender in management and decision-making positions</b>	Employees	Statistic on gender and representative in management	2022 and onward

### Action 3: Gender equality in recruitment and career progression

Task	Target group	Indicator	Time frame
Promoting of recruitment of the under-represented gender	Employees	No. of employees by area and by sex	2022 and onward
Training of new employees in field of gender equality	Employees	No. of training courses and no. of participants by gender	2022 and onward

### Action 4: Integration of the gender dimension into research and communication

Task	Target group	Indicator	Time frame
Use of gender-sensitive and/or gender-neutral and/or gender-inclusive language in official company documents	Employees	Report on the analysis carried out	2022 and onward
Raise awareness of the importance of gender equality in research and innovation	Employees	No. of training courses	2022 and onward

## Action 5: Measures against gender-based violence including sexual harassment

Task	Target group	Indicator	Time frame
<b>Channel for anonymous reporting of disrespectful behavior, abuse of power and harassment at work</b>	Employees	Appointment of the representative	2022 and onward