

GENDER EQUALITY AND EQUAL OPPORTUNITIES PLAN Action Plan 2022–2027

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1 INTRODUCTION

According to the SDG Gender Index 2022 report,¹ published by Equal Measures 2030, *»there has been some measurable progress towards gender equality since the 1995 World Conference on Women in Beijing«*. However, the 2022 SDG Gender Index finds that *»progress on gender equality has been too slow, too fragile and too fragmented: there was little progress on gender equality at a global level between 2015 and 2020.«*. Although Slovenia in 2022 ranked 19th among 144 countries in the SDG Gender Index, which is still very high, the report shows that Slovenia made *»no progress«* since 2015.

The new ERA Policy Agenda, annexed to the Council conclusions on the ERA governance, sets out 20 concrete ERA actions for the period 2022-2024 to contribute to the priority areas defined in the Pact for Research and Innovation. Among the envisaged actions is also the aim to *»promote gender equality and foster inclusiveness«*. According to this and according to the Pact for Research and Innovation in Europe upholding value *»Gender equality and equal opportunities for all«*, the Institute INR adopted the present Gender Equality and Equal Opportunities Plan, Action Plan 2022–2027.

The Gender Equality and Equal Opportunities Plan is a key document, drafted in cooperation with all employees of the Inštitut Nove revije, zavod za humanistiko (In the following INR). The Plan has been adopted for 5 years (2022 – 2027), but is a live document, since it is reviewed, supplemented and amended annually. The Plan **focuses on five areas** in which we want to establish or strengthen equal opportunities and gender equality.

¹ https://www.equalmeasures2030.org/wp-content/uploads/2022/03/SDG-index_report_FINAL_EN.pdf

2 LEGAL BACKGROUND

The good position of Slovenia on the 2022 SDG Gender Index is the result of long-term and systematic investment in regulations that favour gender equality, equal opportunities and equal human rights in general. The Constitution of the Republic of Slovenia states in its fourteenth 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:

- Protection Against Discrimination Act (ZVarD)
- Implementation of the Principle of Equal Treatment Act (ZUNEO)
- Equal Opportunities for Women and Men Act (ZEMM)

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

- Employment Relationships Act (ZDR-1)
- Vocational Rehabilitation and Employment of Persons with Disabilities Act (ZRZI)
- Equalisation of Opportunities for Persons with Disabilities Act (ZIMI)

In addition, in implementing the principle of gender equality and equal opportunities, INR also considers the guidelines of the European Commission, the European Institute for Gender Equality and other relevant documents and strategies. The position of women in Slovene society is good but needs additional improvement and target-oriented action plans. In fact, despite appropriate legal regulation and background, Slovene society is still marked by the traditional division of gender roles. The present Gender Equality and Equal Opportunities Plan aims to go beyond the status quo and ensure equal opportunities and equality irrespective of gender, religion, ethnicity, etc.

3 SITUATION ANALYSIS FOR 2025

INR has carried out an analysis of the gender and age composition of workplaces. The analysis was carried out to determine the appropriate distribution of positions, with a view to improving the gender structure periodically each year and to maximising gender equality.

The current (2025) **gender structure of all employees** is as follows:

- 12 women
- 7 men

The current (2025) **age structure of all employees** is as follows:

- up to 30 years – 4 employees
- from 30 to 45 years – 6 employees
- from 45 to 60 years – 7 employees
- over 60 years – 2 employees

The current (2025) **gender structure of the Scientific Council** is:

- 1 woman
- 3 men

4 REGULATING GENDER EQUALITY AND EQUAL OPPORTUNITIES AT INSTITUTE IRRIS

As we have seen, the area of equality is largely regulated by national legislation and regulations, which INR is obliged to comply with. The principles of equality, which are embodied in the legal order at national level, are reflected in INR's fundamental acts:

- Statute
- Rules on the stable financing of the scientific research activities of the INR (Pravilnik o stabilnem financiranju znanstvenoraziskovalne dejavnosti INR)

INR systematically allows employees to extend their maternity and parental leave entitlements, as well as other employment rights related to parenthood (e.g. part-time work). In addition, INR provides flexible working hours and homeworking for all its employees, regardless of gender or family status.

5 VISION

At INR, we recognise that only an inclusive community, equally composed of colleagues from diverse social and personal backgrounds, can help to create a creative and supportive environment for achieving meaningful and socially relevant results. The vision of INR is to create an environment that promotes a greater affinity for sex and gender specificities and a successful work-life balance.

According to the European Commission expectations, through the commitment to promote gender equality the Institute IRRIS sees the following benefits:

- increased success and innovation performance of the Institute IRRIS thanks to greater diversity;
- greater understanding of sex and gender specificities;
- improved work-life balance, equal access to opportunities and increased well-being.

In addition to the already adopted regulations and practices highlighted in Chapter 4, INR has adopted an Action Plan focused on five key areas in which we want to strengthen gender equality and equal opportunities:

- Work-life balance and organisational culture
- Gender balance and equal opportunities in leadership and decision-making
- Gender equality and equal opportunities in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment

6 STRATEGIC OBJECTIVES

In order to achieve its vision, INR has set the following long-term strategic objectives for gender equality and equal opportunities:

- establish a monitoring system of indicators on equality and equal opportunities measures,
- raise awareness of the importance of equality and equal opportunities (education, trainings, promotion of equality, etc.)
- gender and age balance of staff in research areas,
- equal opportunities for career progression,
- adapting working conditions to the needs of individuals, facilitating a successful work-life balance
- maintaining flexible working hours and home working
- maintaining a safe working environment
- promoting inclusive communication
- Integration of the gender dimension into research and teaching content
- Establishing a mentoring and tutoring system of senior researchers for junior staff

The implementation of the Gender Equality and Equal Opportunities Action Plan will be monitored annually through a Self-Evaluation Report.

7 GENDER EQUALITY AND EQUAL OPPORTUNITIES ACTION PLAN 2022–2027

AREA	ACTIVITIES	INDICATOR	SITUATION 2022	GOAL 2027	RESPONSIBLE
Work-life balance and organisational culture	Organizing training on gender equality and work-life balance for all employees	N. of trainings	0	1/year	Scientific Council
	Periodic meetings with focus groups to examine the presence of barriers to their career progress, related to their family status, age or gender.	N. of meetings	0	1/year	
	Enable flexible work time and home working regardless of gender and family status	Flexible work time and home working	YES	YES	
Gender balance and equal opportunities in leadership and decision-making	Amendment of the Statute – Incorporation of the principle of equal opportunities and gender balance	Amendment of the Statute	NO	YES	Scientific Council
	Amendment of the Statute – prohibition of gender discrimination	Amendment of the Statute	NO	YES	
	Adoption of a Code of Ethics – including gender balance and equal opportunities regulation	Adoption of a Code of Ethics	NO	YES	
Gender equality and equal opportunities in recruitment and career progression	Education and awareness-raising on the importance of gender equality and equal opportunities for the good functioning of the Institute IRRIS	Education and awareness-raising through information channels (e-mail)	NO	YES	Scientific Council
	Establishing a mentoring and tutoring system of senior researchers for junior staff	Mentoring and tutoring system	NO	YES	
	Amendment of the Statute – Incorporation of the principle of equal opportunities and gender balance in recruitment and career progression	Amendment of the Statute	NO	YES	
Integration of the gender dimension into research and teaching content	Gender dimension and equal opportunities in Horizon Europe projects trainings	N. of trainings	0	2/year	Scientific Council
	Use of gender-inclusive language in studies and promotional material	Use of gender-inclusive language	NO	YES	
	Striving for a balanced formation of research and project teams related to gender equality and equal opportunities	Situation analysis of the gender dimension and age structure in ongoing projects	0	1/year	
Measures against gender-based violence including sexual harassment	Education on violence prevention issues	Education and awareness- raising through information channels (e-mail)	0	2/year	Scientific Council
	Anti-Mobbing Policy	Adopted anti-mobbing regulations	NO	YES	

8 CONCLUDING REMARKS

The document was discussed and approved by the Scientific Council of Institute.

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