

GENDER EQUALITY PLAN

Science and Research Centre Koper
(ZRS Koper)

Garibaldijska 1, Koper, Slovenia



INTRODUCTION

- ZRS Koper's Gender Equality Plan (Akcijski načrt za uveljavljanje enakosti spolov) is a key document drafted in cooperation with researchers and the administration of ZRS Koper. As of 2021, the Directorate-General for Research and Innovation of the European Commission is introducing a new rule stipulating that public institutions applying for Horizon Europe funding (the new seven-year framework programme to replace Horizon 2020) will need to have a Gender Equality Plan.
- The Gender Equality Plan follows the goals of the R&I PEERS project: to break with established gender-biased practices and unconscious (unwritten, informal, invisible) rules that limit the participation and success of women and young people at the beginning of their careers in science in order to help promote gender equality in research.
- In creating the content of ZRS Koper's Gender Equality Plan, broader, structural factors that influence the opportunities of researchers in Slovenia, as well as the specifics of the organizational structure, culture and prevailing practice at ZRS Koper were taken into account.
- The Gender Equality Plan is reviewed, supplemented and amended annually as needed and is, therefore, a work in progress.
- The Gender Equality Plan focuses on five areas in which we want to establish or strengthen equal opportunities for researchers in terms of not only gender but also other defining characteristics, such as gender, ethnicity, religion, etc

These areas are as follows:

- gender equality in employment and career advancement (in this phase, the focus will be on mentorship);
- gender balance in leadership and decision-making positions, remuneration and scientific excellence;
- work-life balance;
- considering gender in research and teaching content (gender-inclusive language in studies, promotional materials and official documents);
- measures preventing gender-based violence, including sexual harassment (raising gender equality awareness).

1. GENDER EQUALITY IN EMPLOYMENT AND CAREER ADVANCEMENT – MENTORSHIP

| <i>Strategies (activities)</i> | <i>Direct addressees</i> | <i>Indirect addressees</i> | <i>Indicators</i> | <i>Responsible person at ZRS Koper</i> | <i>Timeframe</i> |
|---|--|--------------------------------|---|--|------------------|
| <i>Annual statistics of career indicators for researchers by gender</i> | Bodies of ZRS Koper | Researchers at ZRS Koper | Statistics (number of researchers by gender and scientific title), annually included in the 'Glasnik ZRS Koper' publication | Proposal: Head of Administration at ZRS Koper | 2021–2022 |
| <i>Regular training for potential (young) mentors Annual workshops on promotion procedures and criteria</i> | Young potential mentors, mentor candidates, mid-career researchers | Researchers at ZRS Koper | Training taking place once a year | Proposal: Scientific Council and Legal Service | 2021–2022 |
| <i>Regular training in academic writing and application writing for projects and scholarships</i> | Researchers at ZRS Koper | Research groups and institutes | Training taking place once a year | Proposal: Head of Centre for Project Management, National Projects Service, established researchers with several successful project applications | 2021–2023 |
| <i>Regular training for new recruits</i> | Newly recruited researchers; administrative staff | Research groups and institutes | Training taking place once a year | Human Resources and Legal Services, heads of institutes | 2021–2022 |

2. GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING POSITIONS, REMUNERATION AND SCIENTIFIC EXCELLENCE

| <i>Strategies (activities)</i> | <i>Direct addressees</i> | <i>Indirect addressees</i> | <i>Indicators</i> | <i>Responsible person at ZRS Koper</i> | <i>Timeframe</i> |
|--|-------------------------------------|------------------------------|---|---|------------------|
| <i>Annual statistics on gender balance in leadership and decision-making positions</i> | Bodies of ZRS Koper | ZRS Koper employees | Statistics presented to ZRS Koper employees | Proposal: Head of Administration at ZRS Koper | 2021–2022 |
| <i>Annual statistics on gender balance according to received awards and scholarships</i> | Bodies of ZRS Koper | ZRS Koper employees | Statistics presented to ZRS Koper employees | Proposal: Head of Administration at ZRS Koper | 2021–2022 |
| <i>Organization of events promoting scientific excellence with special emphasis on young people and female researchers</i> | Female researchers and young people | Media and the general public | The 'Glasnik znanosti' award | Administration of ZRS Koper | 2021–2023 |

3. WORK-LIFE BALANCE

| <i>Strategies (activities)</i> | <i>Direct addressees</i> | <i>Indirect addressees</i> | <i>Indicators</i> | <i>Responsible person at ZRS Koper</i> | <i>Timeframe</i> |
|--|--------------------------|---------------------------------|---|---|------------------|
| <i>Annual statistics on the use of work-life balance mechanisms (maternity/parental/paternity leave, family/medical leave, etc.)</i> | ZRS Koper employees | Families of ZRS Koper employees | Statistics presented to ZRS Koper employees | Proposal: Head of Administration at ZRS Koper | 2021–2023 |
| <i>Analysis of employees' work-life balance</i> | ZRS Koper employees | Families of ZRS Koper employees | Survey conducted among ZRS Koper employees | Proposal: Public Opinion Research Centre (Center za raziskovanje javnega mnenja) | 2021–2026 |
| <i>The impact of private life on habilitation procedures within ZRS Koper</i> | ZRS Koper employees | Families of ZRS Koper employees | Rules on habilitation procedures of ZRS Koper (harmonization of the Rules with the minimum promotion criteria of the Slovenian Research Agency; the matters of foreign residence and maternity leave) | Proposal: Appointments and Titles Committee (Komisija za imenovanja in nazive) of ZRS Koper | 2021–2022 |

4. CONSIDERING GENDER IN RESEARCH AND TEACHING CONTENT (GENDER-INCLUSIVE LANGUAGE IN STUDIES, PROMOTIONAL MATERIALS AND OFFICIAL DOCUMENTS)

| <i>Strategies (activities)</i> | <i>Direct addressees</i> | <i>Indirect addressees</i> | <i>Indicators</i> | <i>Responsible person at ZRS Koper</i> | <i>Timeframe</i> |
|--|------------------------------|---|--|--|------------------|
| <i>Review of gender-inclusive language practices and their implementation in ZRS Koper documents</i> | Technical staff at ZRS Koper | ZRS Koper employees | Reviewed and corrected documents | Proposal: Head of Administration, copyeditors | 2021–2022 |
| <i>Use of gender-inclusive language in all promotional materials of ZRS Koper</i> | Technical staff at ZRS Koper | ZRS Koper employees and the interested public | Gender-inclusive language is used in promotional materials published from 2022 onwards | Proposal: Science Promotion Service, Institute for Linguistic Studies at ZRS Koper | 2021–2023 |
| <i>Use of gender-inclusive language in studies</i> | Researchers at ZRS Koper | Expert and lay public | Gender-inclusive language is used in scientific and expert publications and reports of ZRS Koper | Proposal: heads of programme and project groups, and head of the publishing house | 2021–2022 |
| <i>Training on gender-inclusive language for ZRS Koper employees</i> | ZRS Koper employees | ZRS Koper employees | One-time training | Proposal: Institute for Linguistic Studies at ZRS Koper | Autumn 2021 |

5. MEASURES PREVENTING SEXUAL VIOLENCE (RAISING GENDER EQUALITY AWARENESS)

| <i>Strategies (activities)</i> | <i>Direct addressees</i> | <i>Indirect addressees</i> | <i>Indicators</i> | <i>Responsible person at ZRS Koper</i> | <i>Timeframe</i> |
|--|------------------------------------|---------------------------------|--|---|------------------|
| <i>Establishing a Committee on Equal Opportunities</i> | ZRS Koper employee representatives | ZRS Koper employees | Founding meeting of the Committee on Equal Opportunities and drafting of Equal Opportunities Rules | Proposal: Director of ZRS Koper | 2021-2022 |
| <i>Establishing channels for anonymous reports of disrespectful behaviour, abuse of position and harassment in the workplace</i> | ZRS Koper employees | Families of ZRS Koper employees | Designate a confidant | President of the Committee on Equal Opportunities, Committee on Ethical Issues of ZRS Koper | 2021-2022 |
| <i>Organizing training for researchers on gender equality, sexual harassment, harassment and mobbing in the workplace</i> | ZRS Koper employees | Families of ZRS Koper employees | Training taking place once a year | ZRS Koper's Committee on Equal Opportunities and Committee on Ethical Issues | 2022-2023 |