

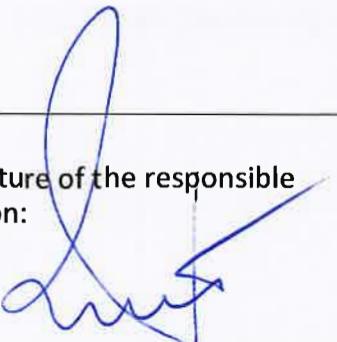
GENDER EQUALITY PLAN

(2021-2023)

Science and Research Centre Koper
(ZRS Koper)

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Signature of the responsible person: 	Dr. Rado Pišot, Director of ZRS KOPER	GEP was adopted at the 23rd regular session of the Scientific Council of ZRS on 30 March 2021 . The GEP was prepared by prof. Nada Furlan Štante and the ZRS Equal Opportunities Commission
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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

Strategies (activities)	Direct addressees	Indirect addressees	Indicators	Responsible person at ZRS Koper	Timeframe
<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</i> <i>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

Strategies (activities)	Direct addressees	Indirect addressees	Indicators	Responsible person at ZRS Koper	Timeframe
<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 nazine) of ZRS Koper	2021–2022

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

Strategies (activities)	Direct addressees	Indirect addressees	Indicators	Responsible person at ZRS Koper	Timeframe
<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)

Strategies (activities)	Direct addressees	Indirect addressees	Indicators	Responsible person at ZRS Koper	Timeframe
<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