GENDER EQUALITY PLAN AT THE INSTITUTE FOR CORPORATE SECURITY STUDIES - ICS LJUBLJANA

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1. INTRODUCTION:

With the new framework program Horizon Europe, the European Commission is introducing a new rule that stipulates that all public institutions of member states and associated members, higher education and research organizations (including private ones) that wish to apply for Horizon Europe tenders will have action plan for gender equality (eng. gender equality plan).

The plan for gender equality must contain measures grouped into building blocks, which will address the following topics:

• **equal opportunities for the genders in employment and career advancement**

• **balanced gender representation in leadership and decision-making positions**

• **coordinating professional and private life within the organizational culture**

• **consideration of the gender dimension in the content of research and teaching**

• **measures to prevent gender-based violence, including gender harassment**

All the building blocks listed above can also be included within other strategies, e.g., development plan and the like, which will be considered as fulfilling the condition.

In Slovenia, equal opportunities for women and men are regulated by the Act on Equal Opportunities for Women and Men.

Equal opportunities for women and men are crucial for a just and balanced society, so we also welcome this important value of society at the Institute for Corporate Security Studies.

However, even though as a society we are making progress in enforcing gender equality, there are still social inequalities, which are manifested in areas such as employment, education, health care, politics and, finally, the media. That is why it is even more important that as a society we are aware of the importance of equal opportunities for women and men and take measures to eliminate gender inequality.
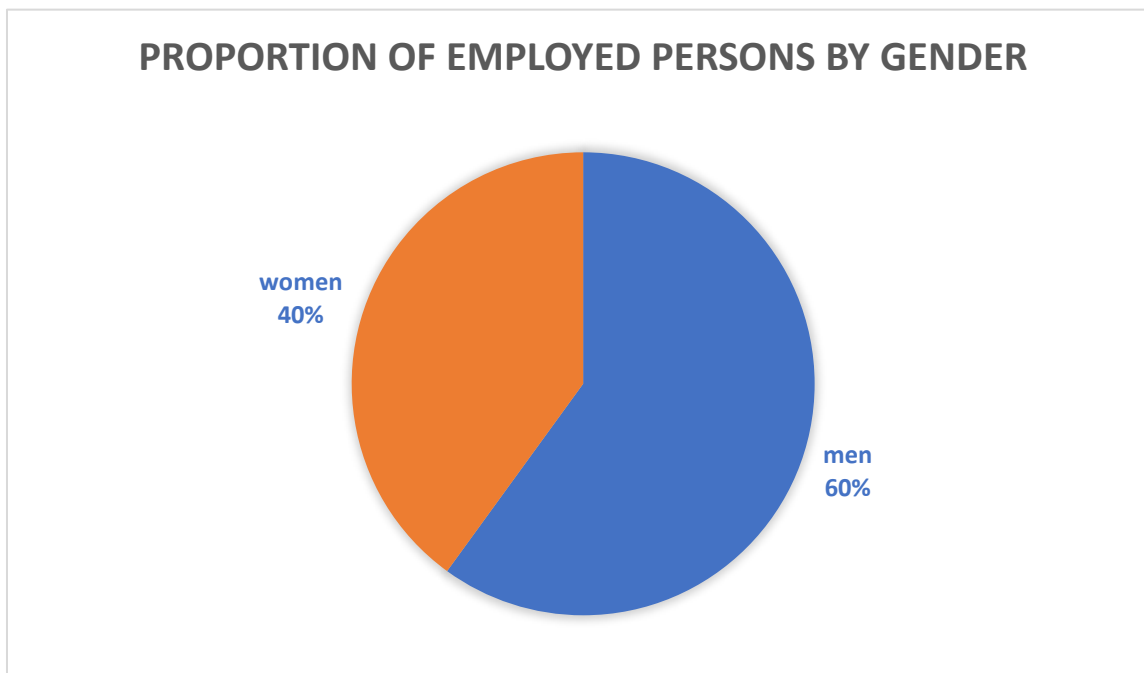
2. ANALYSIS OF THE CURRENT SITUATION:

Chart 1 (Proportion of employees by gender)

The Institute for Corporate Security Studies consists of a team of 5 employees, of which 2 are women and 3 are men. The heads of the organization are male. The director of the institute is male. Data analysis shows that 60% of men and 40% of women in the organization. The proportion of women and men in the organization does not differ significantly.

3. PLAN:

3.1. Balancing private and professional life within the organizational culture:

- Enabling flexible working hours

- Allowing work from home if possible

Area	Category	Action	Pointer
Gender	Employees	Allowing flexible working hours	Statistics on the adjustment of working hours
Gender	Employees	Enabling work at home	Statistics on working at home

Table 1

3.2. Balanced gender representation in leadership and decision-making positions:

- Rejuvenation of staff in leading positions with an emphasis on gender equality

Area	Category	Action	Pointer
Age, gender	Employees	Rejuvenation of staff in leadership positions with an emphasis on gender equality	Structure of employees by age and gender

Table 2

3.3. Equal gender opportunities in recruitment and career advancement:
- The Act on Equal Opportunities for Women and Men (ZEMŽM) defines the criterion for when an imbalance between the gender occurs, namely if the representation of one gender in an individual field is lower than 40%.

Area	Category	Action	Pointer
Gender	Employees	Promoting balanced employment of both genders	Number of employees by gender

Table 3

3.4. Reconciliation of professional, academic and private life within the organizational culture
- Working conditions adapted to the needs of the individual, which enable successful coordination of professional, academic and private life

Area	Category	Action	Pointer
Gender	Employees	Working conditions adapted to the needs of the individual	Statistics on adaptation of working conditions

Table 4

3.5. Measures to prevent gender-based violence, including gender harassment
- Safe working environment for both genders

- Application of the Rules on the Prevention of Mobbing in the Workplace

- Zero tolerance to gender-based violence, including gender harassment and the appointment of a gender equality officer

Area	Category	Action	Pointer
Gender, gender identity	Employees	A safe work environment for both genders	
Gender, gender identity	Employees	Application of the Rules on the Prevention of	Monitoring of policy changes

		Mobbing at the Workplace	
Gender, gender identity	Employees	Zero tolerance for gender-based violence, including gender harassment and the appointment of a Gender Equality Officer	Appointment of the Commissioner for Gender Equality
Gender, gender identity	Employees	Informing employees about their rights in relation to reporting violations	Notification in the form of a letter

Table 5

4. GOALS:

The strategic objectives of the gender equality implementation plan at the Institute for Corporate Security Studies are:

- It is necessary to improve the awareness of the importance of gender equality among employees

- To create a gender balance of employees in the organization

- Rejuvenation of staff in leading positions with an emphasis on gender equality

- Adaptation of working conditions that enable successful coordination of professional and private life

- To create a safe working environment for both genders

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