

# **GENDER EQUALITY REPORT**

## **for 2021**

Nova Gorica, June 2022

TO BE SENT TO:

- Senate of the University of Nova Gorica
- Equal Opportunities Commission
- Rector
- Website publication

	Name or body	Date
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Approved by	University Senate	06/07/2022

## ***Introduction***

At its 104<sup>th</sup> meeting of 17 November 2021, the Senate of the University of Nova Gorica adopted two documents in the context of the Gender Equality Plan, namely the Gender Equality Plan – Gender Equality Policy and the Gender Equality Plan – 2021 Implementation Strategy.

With this first Implementation Strategy for 2021, the University of Nova Gorica has established a framework for the implementation of the Gender Equality Plan and has proposed the following objectives for 2021:

- ***Objective 1:*** Establish an Equal Opportunities Commission
- ***Objective 2:*** Raise awareness of the importance of issues of equality and foster a positive attitude towards diversity.
- ***Objective 3:*** Develop codes of conduct to address unlawful discrimination, harassment or victimisation.

Among the objectives, activities and indicators, Objective 1 also includes the drawing up of the 2021 Gender Equality Report, and the Equal Opportunities Coordinator and the Rector therefore report below on the realised objectives.

## **Objectives, activities and indicators**

### **OBJECTIVE 1: ESTABLISH AN EQUAL OPPORTUNITIES COMMISSION**

Activity: Establishment of an Equal Opportunities Coordinator
Indicators: <ul style="list-style-type: none"><li>• The Equal Opportunities Coordinator is appointed by an ordinance issued by the Rector.</li><li>• Details on the representative will be available on the UNG website</li></ul>
Responsible persons: Rector

#### **Report on the realisation of the objective:**

- ***At its meeting of 17 November 2021, the Senate of the University of Nova Gorica appointed Tina Šček Krušec as the Equal Opportunities Coordinator.***
- ***The University will publish documents and information related to equal opportunities on its website at <https://www.ung.si/sl/>, more specifically at <https://www.ung.si/sl/o-univerzi/enake-moznosti/> or <https://www.ung.si/en/university/equality/>. The contact details of the Equal Opportunities Coordinator are also published on this page.***

Activity: Establish an Equal Opportunities Commission Board tasks: <ul style="list-style-type: none"><li>• Collecting data on gender equality at UNG</li><li>• Collecting the results of studies on equality and diversity carried out in the UNG community.</li><li>• Publishing the results of the studies and analyses on the UNG website and developing targets and objectives</li></ul>
Indicators: <ul style="list-style-type: none"><li>• The Equal Opportunities Commission is established by an ordinance issued by the Rector.</li><li>• 2021 Gender Equality Report</li><li>• Implementation Strategy for the 2022–2027 Gender Equality Plan</li></ul>
Responsible persons: <ul style="list-style-type: none"><li>- Rector</li><li>- Equal Opportunities Coordinator</li></ul>

#### **Report on the realisation of the objective:**

- ***At its meeting of 17 November 2021, the Senate of the University of Nova Gorica appointed the following Equal Opportunities Commission as a permanent expert commission of the Senate of the University of Nova Gorica to assist in ensuring equal opportunities at the University of Nova Gorica:***
  - ***Prof. Dr Andreja Gomboc,***
  - ***Prof. Dr Peter Purg,***
  - ***Prof. Dr Katja Mihurko Poniž,***
  - ***Prof. Dr Griša Močnik.***
- ***At its first meeting of 16 June 2022, the Equal Opportunities Commission adopted the decision to start with activities for the preparation of the Implementation***

*Strategy for the 2022–2027 Gender Equality Plan. The first step is to request access to the GEAM questionnaire, which is intended to serve for the collection of data.*

Activity: Determine the cost centre for the implementation of the Gender Equality Plan
Indicators: <ul style="list-style-type: none"> <li>• The cost centre is opened by an ordinance issued by the Rector.</li> </ul>
Responsible persons: Rector

**Report on the realisation of the objective:**

- ***The cost centre for the implementation of the Gender Equality Plan was determined in February 2022.***

**OBJECTIVE 2: RAISE AWARENESS OF THE IMPORTANCE OF ISSUES OF EQUALITY AND FOSTER A POSITIVE ATTITUDE TOWARDS DIVERSITY**

Activity: Communicate the Gender Equality Plan within UNG
Indicators: <ul style="list-style-type: none"> <li>• Publication of the Gender Equality Policy on the UNG website</li> <li>• Publication of the 2021 Gender Equality Report on the UNG website</li> <li>• Confirmation of the Implementation Strategy for the 2022–2027 Gender Equality Plan by the University Senate and its publication on the UNG website</li> </ul>
Responsible persons: <ul style="list-style-type: none"> <li>- Equal Opportunities Coordinator</li> <li>- Equal Opportunities Commission</li> <li>- Human Resources Department</li> <li>- University Senate</li> <li>- Rector Office</li> </ul>

**Report on the realisation of the objective:**

- ***The Gender Equality Plan – Gender Equality Policy and the Gender Equality Plan – 2021 Implementation Strategy have been published on the website of the University of Nova Gorica at <https://www.ung.si/sl/>, more specifically at <https://www.ung.si/sl/o-univerzi/enake-moznosti/> or <https://www.ung.si/en/university/equality/>.***
- ***The 2021 Gender Equality Report will be published as soon as it is adopted.***
- ***The Implementation Strategy for the 2022–2027 Gender Equality Plan will be published as soon as it is adopted.***

- Activity: Train members of the Equal Opportunities Commission
Indicators: <ul style="list-style-type: none"> <li>- At least one half of the members of the Equal Opportunities Commission are to attend events on gender equality either in person or online.</li> </ul>
Responsible persons: <ul style="list-style-type: none"> <li>- Equal Opportunities Coordinator</li> <li>- Equal Opportunities Commission</li> </ul>

**Report on the realisation of the objective:**

*Since her appointment, the Equal Opportunities Coordinator has attended the following events on equality:*

- *Workshop on the use of the GEAM (Gender Equality Audit and Monitoring) questionnaire, 10/03/2022,*
- *Workshop on work-life balance in gender equality plans, 20/04/2022*
- *Workshop on measures to integrate a gender perspective into research and teaching, 15/06/2022*

*In the context of the objective on raising awareness of the importance of issues of equality and fostering a positive attitude towards diversity, the Equal Opportunities Commission also adopted the following conclusions at its first meeting of 16/06/2022:*

- *start raising awareness among colleagues and students (e.g. with the help of posters, videos, organisation of events),*
- *start activities on the use of gender-sensitive language,*
- *start the search for candidates for the appointment of confidential persons.*

**OBJECTIVE 3: DEVELOP CODES OF CONDUCT TO ADDRESS UNLAWFUL DISCRIMINATION, HARASSMENT OR VICTIMISATION**

Activity: Develop codes of conduct to address unlawful discrimination, harassment or victimisation.

Indicators:

- The Equal Opportunities Commission draws up codes of conduct
- The codes of conduct are to be approved by the Governing Board

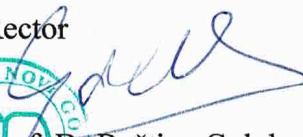
Responsible persons:

- Equal Opportunities Commission
- Rector
- Governing Board

**Report on the realisation of the objective:**

- *Rules on the definition and implementation of activities against sexual and other harassment and mobbing in the workplace are being drawn up. The target date for the rules to be submitted to the competent authorities for adoption is September 2022.*

*In addition to the above, the University of Nova Gorica has responded to the invitation of the Jožef Stefan Institute and has joined the Athena Gender Equality project, which is being implemented at the Jožef Stefan Institute, as an external stakeholder.*

Rector  
  
Prof. Dr. Boštjan Golob  
