



GENDER EQUALITY REPORT
for the period from June 2022 to December 2023

Nova Gorica, March 2024

RECIPIENTS:

- Senate of the University of Nova Gorica
- Equal Opportunities Commission
- Rector
- Publication on websites

	Name or body	Date
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Approved by	Senate of the University	13 March 2024
Accepted by	Rector	15 March 2024

1. Introduction

The University of Nova Gorica (hereinafter “the University”) strives for academic excellence, equal opportunities, a proactive and inclusive approach to gender equality, and the creation of an environment in which respect for the dignity of all persons is guaranteed.

In the context of promoting good practices at the University:

- we ensure the elimination of discrimination, harassment and victimisation associated with gender, whether actual, perceptual or associative;
- we promote equal opportunities, regardless of a person’s gender or other personal circumstances;
- we promote an inclusive culture;
- we provide data and information in the field of equality;
- we fulfil all legal obligations imposed by the relevant legislation and, if necessary, adopt relevant acts;
- we allocate resources and expertise to support activities in the field of gender equality.

The Inclusion Policy of the University is non-discriminatory for all persons, regardless of whether they work at the University based on an employment contract or any other legal basis, for all persons studying at the University and for persons participating in activities organised by the University.

In June 2023, the University had 188 employees, of whom 80 were men and 108 women. There were 50 foreigners, of whom 23 were men and 27 women. Management positions were occupied by 11 men and 7 women, and 13 Slovenian and 5 foreign citizens (3 women, 2 men).

The underlying law governing employee/employer relations is the Employment Relationships Act (ZDR-1), which also includes provisions on non-discrimination. According to this Act, the employer must ensure that all employees have equal opportunities, rights and treatment, regardless of personal circumstances, such as gender, race, religion, age, disability, sexual orientation, social position, financial position, political or other beliefs and other personal circumstances.

In addition, the Equal Opportunities for Women and Men Act (ZEMŽM) and the Protection Against Discrimination Act (ZVarD), as well as other laws and international instruments focusing on the prevention of discrimination in the working environment, are complied with.

In June 2023, 448 people were enrolled in the study programmes of the University, of whom 48.4% were women and 51.6% men. Of these, 60.7% were foreigners and 39.3% Slovenians.

The underlying law governing the relationship between the University and students is the Higher Education Act (ZVis), which includes a provision prohibiting sexual and other harassment and ill-treatment in the study environment. In addition, other laws and international instruments focusing on the prevention of discrimination in the study environment are also complied with.

As part of the student equality policy, we provide the following measures:

- We enable the recognition of education acquired abroad with the aim of facilitating the transition between different education systems: <https://www.ung.si/sl/vpisi/vpis-i-stopnja/priznavanje-obrazevanja-v-tujini/>;
- We enable obtaining the status of a candidate with a special status in the application and admission procedure for enrolment in the first year of undergraduate and master's studies: https://www.ung.si/documents/1102/Razpis_status_ps_22.pdf;
- Foreign students who are enrolled in an undergraduate or master's study programme at the University for the first time have at their disposal an additional preparatory year – “plus year”: https://www.ung.si/sl/studij/leto_plus/;
- We have a tutoring system that enables mentoring and support for students in the process of learning and adapting to the study environment: <https://www.ung.si/sl/studij/tutorstvo/>.

The following are also in the process of adoption:

- Rules on the content and form of diplomas which will allow, among other things, the issuance of new diplomas due to a change in the gender of a student;
- Rules on students with special needs, which represent the university-wide formalisation and unification of procedures and criteria for granting the status of a student with special needs;
- Rules on students with a special status, harmonising the existing rules (Rules on adjusting study obligations of students with the status of top athlete at the University of Nova Gorica) with Article 69a of the Higher Education Act.

Language courses are available for both employees and students: <https://www.ung.si/sl/fakultete/fakulteta-za-humanistiko/lektorati-tujih-jezikov/>.

In addition, we offer help to new colleagues and students in finding accommodation, arranging health insurance and finding a personal doctor in order to facilitate their integration into the University environment.

Through these measures, we strive to create an inclusive and supportive environment for all members of the University community.

2. Gender equality report for the period from June 2022 to December 2023

The Gender equality report for the period from June 2022 to December 2023 presents an overview of the activities carried out at the University with the aim of eliminating potential inequalities, promoting diversity and improving the experience of all stakeholders in the university environment.

2.1. The activities of the Equal Opportunities Commission and the Equal Opportunities Coordinator

Based on the resignation of a member of the Equal Opportunities Commission, prof. dr. Griša Močnik in January 2023, the Senate of the University appointed doc. dr. Blaž Belec as a member of the Equal Opportunities Commission instead of prof. dr. Griša Močnik.

On 28 June 2023, the Equal Opportunities Commission (hereinafter “the Commission”) and the Equal Opportunities Coordinator (hereinafter “the Coordinator”) responded to the events related to the ban on artificial termination of pregnancy in the United States, expressing their position.

The Commission met three times, on 18 August 2022, 15 March 2023 and 18 October 2023. The remaining topical issues related to its remit were resolved promptly via e-mail or telephone.

More intensive activities began in November and December 2023 with the aim of preparing a new plan for gender equality at the University.

Individual members of the Commission and the Coordinator participated in the following events on gender equality:

- On 15 September 2022, the event within the framework of the 'ATHENA' gender equality project, where experiences and findings leading to the formulation of a gender equality plan were presented in brief. An expert on gender equality, prof. dr. Milica Antić Gaber, gave a lecture at the event.
- On 27 October 2023, the event within the framework of the 'ATHENA' gender equality project - a webinar for the exchange of good practices in the field of gender equality between policy makers and research and innovation organisations.
- On 29 March 2023, the event of the Science Directorate of the Ministry of Higher Education, Science and Innovation entitled “How to address gender equality and the inclusion of the gender dimension in the project application for Horizon Europe”.

2.2. Developing codes of conduct addressing unlawful discrimination, harassment or victimisation.

Based on Article 47 of the Employment Relationship Act (ZDR-1), Article 24 of the Health and Safety at Work Act (ZVZD-1) and Article 7b of the Higher Education Act (ZVis), and with the prior consent of the Senate, the University’s Governing Board on 22 November 2022 adopted the Rules on defining and implementing activities against sexual and other harassment and ill-treatment (hereinafter “the Rules”).

The provisions of these Rules apply to all employees of the University, regardless of whether they work at the University based on an employment contract or any other legal basis. The provisions of these Rules also apply mutatis mutandis to all persons studying at the University and persons participating in activities organised by the University.

All colleagues and students were informed of the adoption of the Rules by e-mail, and the Rules have been published on the University’s website.

As part of the measures to prevent sexual and other harassment and ill-treatment, on the basis of paragraph 3 of Article 9 of the Rules, confidential persons were appointed at the University on 5 January 2023, namely:

- Maja Stegovec, uni. dipl. etn.; kult. antrop.,
- prof. dr. Barbara Ressel,

- prof. dr. Ario De Marco,
- Irena Kretič, univ. dipl. ekon.,
- doc. dr. Guillaume Antalick and
- Nives Štefančič, dipl. ekon.

As part of the measures to raise awareness and inform about protection against harassment, ill-treatment and sexual harassment, posters aimed at raising the awareness of sexual and other harassment in the academic environment were set up at all locations of the University in the summer of 2023.

2.3. Events that raise awareness of sexual and other harassment and ill-treatment, as well as the importance of issues of equality and the strengthening of a positive attitude towards diversity

Between 17 and 21 April 2023, the University of Nova Gorica, the University of Ljubljana, the University of Maribor, the University of Primorska, the New University and the School of Advanced Social Studies in Nova Gorica held a Week of Universal Support under the slogan, "Together for the good of students". In one week, numerous workshops, lectures, cultural events and round tables were held, intended for all students, regardless of their personal circumstances. As part of the event, the University of Nova Gorica prepared a lecture entitled, "How to fight for human rights? An example of Amnesty International in action".

On 21 April 2023, doc. dr. Boris Kern, a member of the Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU) and a lecturer at the University's School of Humanities, gave the lecture, "Sexually Inclusive Use of Language".

On 13 June 2023, doc. dr. Jasna Podreka and dr. Mija Marija Klemenčič Rozman conducted the first training of confidential persons. They held lectures entitled, "The role of a confidential person - who is a confidential person and what is expected of them?", and "Counselling interview for confidential persons".

On 15 December 2023, the same lecturers conducted the first training for University employees on the topic of sexual harassment and other forms of sexual violence in higher education and research organisations. The topics they lectured on were entitled, "Support responses and sources of support in case of (un)disclosed forms of sexual violence in higher education and research organisations", and "The role of a confidential person".

As part of the measures to create an open, accepting and respectful environment for all members of the wider academic community, and respect for equality and diversity, the University submitted an application for an LGBT Friendly Certificate in September 2022. Activities related to meeting the standards or guidelines for obtaining the certificate will begin in 2024.

2.4. Dealing with situations related to harassment, ill-treatment or sexual and other harassment

In the period after the implementation of the Rules, the University noted one report of workplace bullying, one report of ill-treatment and sexual harassment in the workplace, and one report of harassment.

In two of these cases, the necessary measures were taken, while in one case no measures were necessary.

We also recorded 3 informal reports or requests for help from confidential persons. These cases were resolved in an informal manner through discussions and adjustment of the procedure to the respective case.

2.5. Informing and publication of key information, data and documents on gender equality

The members of the academic community are informed by e-mail notifications and by publishing key information on the website <https://ung.si/sl/o-univerzi/enake-moznosti/> or <https://ung.si/en/university/equality/>.

3. Conclusion

In 2024, the University will continue to strive for a policy and practice that will promote an inclusive approach to equality. It will take further action and promote good practices.

In 2024, we will continue to adopt measures to prevent sexual and other harassment and ill-treatment.

The training for obtaining the LGBT Friendly Certificate is scheduled for February 2024.

In mid-2024 (depending on the availability of service providers), we plan to carry out the second part of the training for confidential persons, as well as other events to raise awareness of issues of equality, strengthen a positive attitude towards diversity and prevent any harassment.

In the first half of 2024, the Rules on the content and form of diplomas, the Rules on students with special needs and the Rules on students with special status are expected to be adopted.

By the end of 2024, the Gender equality plan for the next period is expected to be prepared and adopted.



Golob
Prof. dr. Boštjan Golob