

GENDER EQUALITY PLAN AT THE PEACE INSTITUTE

2021–2026

1 STARTING POINTS

1.1 In higher education and research, gender equality is one of the paramount goals of most strategic documents, both domestically and internationally. Among such documents, the *Resolution on the National Programme for Equal Opportunities for Women and Men* (2015–2020) should first be highlighted. Among the eight priority areas, the Resolution also mentions the “knowledge society without gender stereotypes” (ReNPEMŽM15–21), from which it follows that this document commits to the elimination of gender inequalities in science and higher education.

1.2 The Resolution states the goal to increase the number of scientific research and analyses on gender equality. “Scientific analyses and research on gender equality in Slovenia are scarce. They are carried out unsystematically and, for the most part, it only depends on the efforts of individuals interested in such research whether they will be able to obtain funding for such topics. In recent years, some research has been co-financed under the Targeted Research Programmes tendered by the Slovenian Research Agency.” (p. 36). The measures set out in the Resolution envisage “promoting and supporting research and studies on gender equality” and “integrating a gender perspective into relevant analyses and research” (p. 39).

1.3 *Resolution on the Research and Innovation Strategy of Slovenia 2011–2020* (ReRIS11-202) lists among the objectives the improvement of career opportunities for researchers and education and awareness-raising on gender equality. “Vertical segregation needs to be reduced, so decision-making support for change and modernisation of research organisations is very important. The first is needed to take measures for gender equality, to change legislation and to focus on the role of the genders in research, pedagogical work, and the management of institutions. The basic condition for such support is a sound knowledge of the importance of gender equality.” (p. 20)

1.4 Gender equality is intertwined with the work-life balance. In Slovenia the term work-family balance has become established, which is not used in projects and acts of the Peace Institute, because based on the concept of ethics of care, the field of balance is understood more broadly, taking into account employees who have care obligations for others (e.g. children, older adults, partners) as well as those who do not have such obligations. Simultaneously, it is important to address self-care.

1.5 Taking into account changes in society and the labour market, it will be necessary to adapt jobs and change the work culture. Some employers in Slovenia have already started adjusting jobs for the older adults, introduced a shortened 6-hour workday (for the payment of 8 hours), provided an unlimited number of days of annual leave, etc. The legal basis for many measures is provided by the Health and Safety at Work Act, which also includes the promotion of health at work, but legislation in this area urgently needs

to be updated and amended. The introduction of good practices mainly depends on the managerial staff and human resources departments in organisations and enterprises.

1.6 In Slovenia, one of the worst regulated areas is care for older adults, as the act on long-term care has not yet been adopted. At the EU level, Directive of the European Parliament and of the Council on work-life balance for parents and carers and repealing Council Directive 2010/18/EU was adopted in June 2019, which promotes active fatherhood, a more equitable division of care between parents and provides for a non-transferable two months of parental leave for each parent, while allowing room to extend policies to care for the older adults. In the field of parental leave, a change is planned, namely four months of parental leave for an individual parent, where two months will be non-transferable (under current Slovenian legislation, partners can share nine months of parental leave) and in the field of the so-called parental leave, which provides five days of paid absences from work annually, this leave not being linked to a stay in a joint household. By 2022, the Republic of Slovenia must transpose the Directive into its legal order, but there are still many challenges ahead.

1.7 The European Commission is also committed to promoting gender equality in research in the Gender Equality Strategy 2020–2025, which states among its objectives: (1) promoting equality in research careers, (2) ensuring gender balance in governance and decision-making processes and bodies; and (3) gender mainstreaming in research/innovation content. In achieving the three general objectives and other specific objectives, special attention is given to institutional strategies and plans for gender equality, which are intended to contribute to the elimination of inequalities, including those inherent in higher education and research institutions.

2 STRATEGIC STEPS FOR ESTABLISHING GENDER EQUALITY AT THE PEACE INSTITUTE

Since its establishment, the Peace Institute has been striving to promote gender equality among its staff, as evidenced by the applicable regulations, as well as in regular work, as demonstrated by numerous national and international projects under a special gender thematic pillar. Nevertheless, further steps are needed to establish gender equality at the Peace Institute. The director, coordinator for gender equality (Mojca Frelih for the period 2021–2026) and the coordinator of work in the office (Monika Bohinec for areas related to safety and health at work) are in charge of the preparation, implementation and evaluation of the plan.

2.1 Promoting equality in research careers and work-life balance

As in previous years, the management and project leaders will continue to strive for a more balanced gender composition of the collective and easier work-life balance of the employees.

In 2016, The Peace Institute adopted the document “Work-Life balance Policy at the Peace Institute”, which stipulates various measures in this field. The topic is included also in the agenda of annual interviews, where the needs of the employees are evaluated on an ongoing basis. The Institute’s management will continue to implement measures

that help in work-life balance and ensure a healthy and stimulating work environment: flexible planning of annual leave; flexible working hours and work environment; gifting children; communicating with employees (not just at annual interviews); joint meetings between 9 am and 2 pm, where feasible; providing fruit in the workplace; hike to Rožnik hill; trip; socialising; reimbursement of costs in the agreed amount for individual health promotion activities. The Institute's management will improve or upgrade the measures if necessary.

The Peace Institute enables the use of measures in work-life balance for all employees (regardless of care obligations – for children, the older adults, partners, etc.). It takes into account their specific needs, as these are constantly changing throughout life. The Peace Institute thus implements the guideline of the Universal Declaration of Human Rights through several measures: "Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay."

Objectives	Measures	Indicators	Resources	Timeline	Responsibility
More accessible work-life balance for employees	Implementation of the "Work-life Balance Policy at the Peace Institute": flexible planning of annual leave; flexible working hours and work environment; gifting children; communication with employees; joint meetings between 9 am and 2 pm, where practicable; providing fruit in the workplace; hike to Rožnik hill; trip; socialising; reimbursement of costs in the agreed amount for individual health promotion activities.	Measures taken	Organisational and financial resources: Peace Institute	2021–2026	Management; project managers; gender equality Coordinator; office work coordinator
Monitoring measures to facilitate the work-life balance	Interview with each of the employees at the regular annual interview with the director	Evaluation of interviews	Staff: director, employees	2021–2026	Management, gender equality Coordinator

2.2 Ensuring gender balance in management and decision-making processes and bodies

Gender balance in the processes and the governing, administrative and consultative bodies of the Peace Institute will be ensured so that the gender dimension is taken into account when changing the composition of governing and decision-making bodies, as has been the case so far.

Objectives	Measures	Indicators	Resources	Timeline	Responsibility
Gender-balanced composition of governing and decision-making bodies	Consideration of the gender dimension in the appointment of persons to management and decision-making bodies	Statistics on the gender composition of the Board and Scientific Council and director positions	/	2021-2026	Management; employees; the Board

2.3 Sexual and other harassment

In 2009, the Peace Institute adopted the document “Policy Against Sexual and Other Harassment and Mobbing at work and in Connection with Work” and “Guidelines on the Implementation of the Policy Against Sexual and Other Harassment and Mobbing at Work and in Connection with Work”. Thus, the foundations have been laid for an appropriate response to cases of sexual and other harassment.

Objectives	Measures	Indicators	Resources	Timeline	Responsibility
Appropriate treatment of potential cases of sexual and other harassment and bullying in the workplace	Implementation of the “Policy Against Sexual and Other Harassment and Mobbing at Work and in Connection with Work” and “Guidelines on the Implementation of the Policy Against Sexual and Other Harassment and Mobbing at Work and in Connection with Work”	Evaluation of the outcome of possible cases	Staff: director, gender equality coordinator	2021–2026	The Institute management

2.4 Gender-inclusive use of language

The gender-inclusive use of language transcends the binary framework of the male and female gender and takes into account the existence of different gender identities. The efforts of the Peace Institute management and its staff will continue to promote gender-inclusive use of language in communication with the public, written contributions, and official documents of the Institute. The Institute will adopt appropriate guidelines in this area in the coming period.

Objectives	Measures	Indicators	Resources	Timeline	Responsibility
Gender-inclusive use of language in all publications and communications of the institute	Non-binary workshop for employees; preparation of recommendations	Conducted workshop; recommendations	Workshop funding: Peace Institute. Staff: coordinator, institute management, employees.	2021–2023	Management; coordinator; employees
Gender-inclusive use of language in the acts and regulations of the institute	A gradual change of existing acts and regulations	Number of amended acts and regulations	Staff: management	2021–2023	Management

2.5 Gender mainstreaming in research/innovation content and gender equality as part of the Institute’s mission

Gender equality is an integral part of the vision of the Peace Institute, which strives for an open community capable of critical thinking and based on the principles of equality, responsibility, solidarity, human rights and the rule of law through scientific research and public action. Gender equality is also an integral part of the Peace Institute’s programme. It develops research, education and awareness-raising activities in the fields of social sciences and humanities in five thematic fields: politics, human rights and minorities, media, gender and cultural policies. The gender dimension is also regularly taken into account in national and international projects implemented by the Institute. The management and employees will continue to strive to make gender equality one of the main thematic highlights of the projects and in communication with the public.

Objectives	Measures	Indicators	Resources	Timeline	Responsibility
Further development of the thematic field gender	Applying for projects with integrated gender dimension; communicating gender equality to the public	Number of registered and approved projects; public appearances	Staff: employees, management	2021–2026	Project managers; leadership; employees

3 ANNEXE: A BREAKDOWN OF THE STAFF AND BODIES OF THE PEACE INSTITUTE BY GENDER AND EDUCATION (September 2021)*

The Board

Position	Educational level	Number of persons	Female	Male
The President of the Board	PhD	1	0	1
Members of the Board	PhD (under old programme)	5	3	2
TOTAL		6	3	3

The Scientific Council

Position	Educational level	Number of persons	Female	Male
The President of the Scientific Council	PhD	1	1	0
Members of the Scientific Council	PhD	2	2	0
TOTAL		3	3	0

Directorial positions

Position	Educational level	Number of persons	Female	Male
Executive Director	PhD	1	0	1
Managing Director	MSc	1	1	0
TOTAL		2	1	1

Regular staff

Position	Educational level	Number of persons	Female	Male
Employees	PhD	11	9	2
	MSc	6	6	0
	University degree	3	3	0
TOTAL		20	18	2

* The tables combine data on pre-Bologna and Bologna titles.

Signed in Ljubljana on 10. 11. 2021 by dr. Iztok Šori, director.




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