

ZRC SAZU

# Gender Equality Plan 2019-2023

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**ZRC SAZU**



**R&I PEERS**

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## ZRC SAZU and the principles of gender equality

The Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU) is the leading research and educational centre in Slovenia, focused on the humanities and social sciences, and one of the most prominent academic institutions in Central and South-Eastern Europe. More than three hundred researchers work in eighteen interconnected institutes that create a dynamic transdisciplinary research network. ZRC SAZU publishes around 60 to 90 monographs annually and from 25 to 30 volumes of academic journals. It is an active supporter of open science.

ZRC SAZU researchers conduct outstanding research that spans the spectrum from linguistics to philosophy and from archaeology to biology. Their findings are of tremendous importance for a better understanding of cultural, social, and natural phenomena in Slovenia and the world. Apart from publishing their results in academic publications, research groups also engage in data collection, documentation, and outreach to audiences beyond the academic sphere.

Over the last four decades, ZRC SAZU has become one of the driving forces of citizen engagement in science in Slovenia. It offers a forum for discussions of socially relevant issues and holds a series of public events. It was also central to the establishment of the Slovenian Branch of the [March for Science](#), organizing protests in 2017, 2018, and 2019. In 2020, in a consortium with other Slovenian research institutions, ZRC SAZU launched a digital newspaper for science promotion, [Alternator: Misliti znanost](#).

ZRC SAZU is strongly dedicated to the principles and practice of gender equality in research organization. It allocated significant financial, infrastructural, and staff resources to improve gender equality. Activities related to GE issues are presented on the website [Gender and Science at ZRC SAZU](#). Many of these activities have been initiated or conducted through international projects oriented toward structural change: Gendering the Academy and Research: Combating Career Instability and Asymmetries ([GARCIA](#), FP7, 2013-2017), Communities of Practice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe ([ACT](#), Horizon 2020, 2018-2021), and Pilot experiences for improving gender equality in research organisations ([R&I PEERS](#), Horizon 2020, 2018-2022).

The ZRC SAZU Gender Equality Plan (GEP) is a document prepared by the [Institute of Culture and Memory Studies](#)' research team in collaboration with the ZRC SAZU research and administrative staff. It is a result of the [R&I PEERS](#) (Pilot experiences for improving gender equality in research organisations) project, funded by the European Commission through the H2020 funding scheme (contract no. 788171). The R&I PEERS project aims at creating and assessing the first steps in shaping and implementing plans for gender equality in seven partner institutions based in Mediterranean countries. The goal of the project is to interrupt the established gender-biased practices and unconscious rules that limit the participation and successful careers of women in science.

The ZRC SAZU GEP was **officially adopted** by the Director in February 2019. The current updated version reflects modifications made after the first and second validation workshops of the R&I PEERS project, as well as new circumstances conditioned by the Covid-19 pandemic. While initial resources for fostering structural changes in the sphere of gender equality have been secured through the R&I PEERS project and other EU-financed projects, ZRC SAZU has also dedicated its **own staff and financial resources** to GEP implementation and monitoring, regular **collection of gender segregated data**, and regular **organization of trainings related to GE**. It has appointed a part-time advisor for gender equality, whose main duties are monitoring GEP implementation, advising project applicants on the gender dimension in research, and organizing trainings on gender equality. The GEP is **publicly available** on the ZRC SAZU's website.

## The State of the Art

The ZRC SAZU's GEP was formulated under consideration of the outcomes of the research into wider, structural factors that influence the possibilities of researchers in Slovenian society and under consideration of the specifics of organisational structure, culture, and dominant practices at ZRC SAZU.

The development of the GEP was qualitatively enhanced by the expertise and the findings of the projects ACT, running in parallel with R&I PEERS, and GARCIA, a project that was successfully carried out at ZRC SAZU in the period 2014–2017 (see Hofman 2017, Murgia and Poggio 2019). Extensive research into ZRC SAZU's organisational culture and a series of in-depth interviews with researchers at different career stages, with members of the administration, and with those in leadership positions has been conducted in the framework of the GARCIA project. Coordinating the "community of practice" (McDonald and Cater-Steel 2017) named [Alt+G](#) in the ACT project (see Mihajlović Trbovc 2022) enabled the ZRC SAZU team to detect the most important structural issues that researchers themselves have recognised as problematic and as hindering their academic careers.

## The National Context

Legislation and existing welfare provisions make Slovenia a society favourable to women's inclusion in the labour market. As stated in the report on the national context of gender equality in Slovenia, prepared as part of the R&I PEERS project (Petrović, Mihajlović Trbovc, and Hofman 2018: 20), "women in Slovenia have 'traditionally' high labour market participation rates: in 2016, 66% of women were employed. However, it is still lower than the general participation rate of men, which was 74% in 2016 (Report on Equality between Women and Men in the EU, 2017: 10)".

Despite guaranteed formal equality, the issue of equal opportunities for men and women in developing an academic career in Slovenia remains highly relevant. The 2015 report on female research careers in Slovenia, published as part of the GARCIA project, highlights the following issues:

- The gender pay gap in science persists (and has widened in recent years), mainly due to differences in benefits related to managerial positions.
- Vertical segregation (men occupy most senior research and managerial positions in science) and horizontal segregation (the division of typically male/female fields of science) in science and research persists.
- Female scientists report discrimination by gender more often than male scientists.
- More female than male scientists report encountering obstacles in international scientific mobility.
- Female scientists report completing more administrative tasks than their male counterparts.
- Female scientists less often report that they have gained national research projects.
- Female scientists report having worse working conditions (in terms of space, research equipment, etc.) than male scientists.
- Female scientists experience significantly higher levels of work-family conflict than male scientists.
- Female scientists report that they perform more household and childcare tasks than male scientists.
- Male scientists receive a significantly greater number of awards for their scientific research than female scientists.
- The main types of discrimination identified in the existing research generally pertain to non-membership in particular informal/interest groups and lobbies and to nepotism, which holds true for both male and female scientists (Černič Istenič et al. 2015: 227–228).

Slovenia fits the pattern characteristic of most Eastern and Central European countries (e.g. for Estonia, see Talves 2016): although female graduates and early-career researchers outnumber their male counterparts, male researchers are more numerous among the assistant, associate, and full professors (this pattern is usually visualised as a “scissors diagram”). The gender composition of heads of research programme groups (programme groups enjoy relative stability in Slovenia’s research-financing scheme) is also quite illustrative of inequalities in research and innovation in Slovenia. In April 2014, 242 heads of programme groups were men and 64 were women (20.9 %) (Černič Istenič et al. 2015: 226). The statistics pertaining to the recipients of the most prestigious scientific awards in Slovenia (the Zois Awards) similarly point to a gender imbalance: since 1998, only five women have received the life achievement award (compared with 28 men), while eight women (compared with 59 men) have received the Zois award for extraordinary research achievements.

Above all else, the model of research funding applied in Slovenia makes the positions of early-career researchers particularly precarious and unstable. The prevalence of project-based financing makes it impossible to strategically plan one’s career, as researchers often work on the projects that assure their salaries and not on those that would be most meaningful for their career development. They also work on multiple projects simultaneously and frequently switch their research priorities depending on the available financing (Petrović 2021).

## The Institutional Context

ZRC SAZU consists of 18 interrelated but autonomous research institutes, supported by the administrative unit. The autonomy of each institute and varying patterns of organization depending on the nature of the research conducted at each institute were carefully considered when designing the GEP at ZRC SAZU. It aimed at opening spaces for interaction, communication, and the exchange of good practices and put a strong emphasis on horizontal cohesion – the exchange of experiences and good practices among peers at the same or similar career stages. The GEP also adopts an intersectional approach to gender equality issues at ZRC SAZU, considering not only gender, but also other identity categories, such as age, ethnicity, disability, and religion. Not least, the GEP has been designed with the awareness that the structural parameters, such as one’s position in the hierarchical structures of the organization, the nature of the work conducted, the nature of the work contract, one’s career stage, etc. greatly influence perceptions and practices of gender equality at ZRC SAZU. The survey of perceptions of gender equality at ZRC SAZU conducted in 2018 as part of preparatory activities for the GEP design and implementation revealed that it is necessary to observe how gender differences intersect with other structural aspects that define a researcher’s position, with career stage being the most important (Petrović 2021).

In the scope of the preparatory activities, a series of analyses (state of the art analyses, surveys) have been conducted in order to define GEP priority areas and the most suitable measures.

## Gender Equality in Recruitment and Career Progression

The 2019 statistics indicate that at ZRC SAZU female researchers outnumber their male colleagues in all positions and career phases except the highest one; there are more male than female lead research associates. In the second-highest position (senior research associate), the number of female researchers is only slightly higher than the number of male researchers. While such a demographic structure is partially generationally conditioned, it also points to the necessity for coordinated action to increase possibilities for female researchers for career progression and excellence. This necessity also stems from the regime of project-based financing of research in Slovenia, which, as mentioned above, puts early career researchers in a highly precarious position.

Recent studies (e.g. Brajdić Vuković 2014) show that the career success of young researchers depends to a significant extent on their early academic socialisation, in which mentoring plays a critical role. The results of the survey conducted at ZRC SAZU in 2018 confirmed insights from

previous research (GARCIA project, Knežević Hočevar 2017) that showed that, despite the existing structural mentoring schemes for early-career researchers (PhD supervision, the national Young Researchers scheme), young academics lack the skills and tools that would help them “survive” in a highly competitive and increasingly dynamic academic labour market that is particularly unfriendly to young female researchers. ZRC SAZU has a relatively low number of in-house PhD graduates and post-docs receiving international grants and projects. Our ethnographic research, on the other hand, revealed that a rather conservative understanding of mentoring still prevails among senior researchers, limited to guiding a student towards successfully completing their doctoral dissertation.

The promotion of research excellence and the visibility of high-quality results achieved by female researchers is another area relevant to gender equality in career progression. The statistics on awards-related practices at ZRC SAZU over a 20-year period (1998–2018) display particularly strong disparities concerning the gender of award recipients, thus replicating the situation present at the national level. Currently, more female than male researchers are employed at ZRC SAZU, but the data show that male researchers received the most awards, with men leading in all categories. Specifically, 18 men and nine women have received the Gold Award, and ten men and five women have received the Silver Award. In the period under study, not a single woman became a ZRC SAZU Member of Honour, an award given to top researchers who make an important contribution to establishing the importance of ZRC SAZU at home and abroad.

An analysis of practices to promote research results and excellence also indicates disparities related to gender and position in the hierarchy: on the ZRC SAZU official website, news items advertising research achievements by male and senior researchers decisively outnumber news items promoting research results achieved by female or early-career researchers.

## Work-Life Balance and Organizational Culture

ZRC SAZU continually invests significant efforts in improving the opportunities available to strike a good balance between one’s professional and private life. Since 2017, additional financial support for families has been made available for longer research stays abroad. This makes it easier for a researcher who has received a grant or fellowship to be accompanied by their family. Various free opportunities to improve health and well-being have been offered to employees: sports training sessions, lectures, medical check-ups, sports days, and special days dedicated to mental and physical health. Formally, all employees have the option of working remotely, but there is a huge diversity in the extent to which and how this option has been used.

Despite the national legislative context and supportive institutional policies that facilitate reconciling work and life, work-life balance remains an important issue for ZRC SAZU researchers – particularly for women at early stages in their academic careers. On the other hand, it is important to keep in mind a point that several researchers have emphasised recently: we cannot speak of a clearly gendered division between labour and family anymore, since women are active in all spheres of life outside the family domain, while an increasing number of men are taking on family duties and responsibilities (Laimiš 2015: 11; McElwain et al. 2005; Vladimirov 2005).

Language practices at the institution significantly contribute to increasing awareness of the importance of gender equality, the visibility of women, and the creation of a respectful, open, and welcoming organizational culture. Preliminary analysis of the official documents and regulations conducted in August and September 2019 has shown that the majority of documents are written in a masculine form, which is traditionally considered to be generic and capable of designating both men and women, but the use of the masculine form for women is increasingly understood as sexist language (Kranjc and Ožbot, 2013).

## Integration of the Gender Dimension into Research Content

The analysis of two test departments in Slovenia (one of which was from ZRC SAZU) conducted in the framework of the GARCIA project (Mihajlović Trbovc 2015) has shown that the gender dimension is rarely considered in either SSH or STEM research organizations' projects. If considered, the gendered dimension is reduced to a "women's issue": "mentioning women is the only way that the gender dimension is expressed in the curriculum or project description" (ibid., 190). The authors of this report point to the necessity that the formal requirements for project application should include the gender dimension. While this has not been done yet for the national research project schemes in Slovenia, several international schemes require serious consideration of the gender dimension in project applications, which also requires systematic support and advising for ZRC SAZU researchers.

The experience of R&I PEERS researchers at ZRC SAZU acquired in the GARCIA project and continuous expert engagement in this field resulted in competences (Mihajlović and Hofman 2015) that are used to provide trainings and individual counsel on how to integrate the gender dimension into research and teaching. This will be the task of the newly appointed GE advisor.

### Gender Balance in Leadership and Decision Making

The state-of-the-art analysis exposed the scarcity of structural mechanisms in the organisation that would maintain and improve equal opportunities and act in cases in which the equal opportunity principle is violated. On the institutional level, ZRC SAZU still lacks clearly articulated mechanisms and protocols to assure equal opportunities for employees, as well as an institutional body that would address GE issues, including handling gender-based violence and sexual harassment. Efforts in this area also include appointing a GE advisor responsible for monitoring the implementation of the GEP, advising project applicants on the gender dimension in research, and organizing regular trainings on gender equality.

### Measures Against Gender-Based Violence, Including Sexual Harassment

In accordance with national legislation, there is a designated staff representative at ZRC SAZU whom employees may contact regarding any issue or concern related to any mistreatment at the work place, including gender-based violence and sexual harassment. There is also an internal "Regulation on measures protecting employees from bullying in the work place at ZRC SAZU", adopted in 2013. These mechanisms are, however, insufficiently promoted among employees and are in need of an update and a better definition of responsibilities and protocols.

## Overall Objectives of the ZRC SAZU Gender Equality Plan

- Systematic collection of gender-segregated data (collecting and publishing gender segregated data on employees according to their position; statistics on the number of new young researchers and post-docs; the number of graduates; the number of those who left ZRC SAZU and those who stayed after their PhD/post-doc project).
- Supporting female researchers' career progression through mentoring activities and promotion of their results and excellence.
- Establishing mechanisms for increasing awareness of gender equality.
- Establishing mechanisms to provide support and counsel for researchers on how to integrate the gender dimension in research.
- Establishing structural mechanisms to combat gender-based violence and sexual harassment.
- Establishing structural mechanisms to monitor the implementation of the GEP.
- Improving the organisational culture through the use of gender-sensitive language.
- Establishing work-life balance policies to address the impact and needs associated with home working and care responsibilities under the conditions of the Covid-19 pandemic.

## The ZRC SAZU Gender Equality Plan

The Gender Equality Plan at ZRC SAZU has been designed to consider the structural differences that condition different perceptions of gender equality in the organisation, the most relevant characteristics of the organisational culture, and the complex institutional structure. The latter required a careful consideration of differences between the particular ZRC SAZU institutes.

### Priority Area 1: Gender Equality in Recruitment and Career Progression

Strategies in this priority area are directed primarily at providing female researchers with skills that can increase their opportunities for career advancement. They are designed to help early-career researchers with career planning (workshops on international fellowships, workshops on successful project applications, ERC workshops, campaigns to strengthen career capacities), acquiring knowledge and skills necessary for career advancement (workshops on communication skills, leadership skills, project writing, academic writing, and presentation skills), and promoting of female researchers' results and excellence (campaigns to promote the visibility of female researchers, trainings for young researchers on how to communicate their research results to the media and broader audiences). These strategies are expected to result in an increase in the number of national and international grants awarded to ZRC SAZU early-career researchers and to help early-career researchers solidify their career prospects. This would not only increase the excellence of research, but also the institutional capacity to secure more stable positions for early-career researchers. An important focus of ZRC SAZU's GEP in this field is on information availability and the exchange of knowledge and best practices as prerequisites for making appropriate career choices and decisions. The GEP also aims at enhancing cohesion and exchange among women who are at different stages in their academic careers. Strategies include seminars for the newly employed and annual workshops on promotion criteria and how to achieve them. Some of the strategies are directed at providing mentors with appropriate mentoring skills and exchanging best practices among mentors from Slovenian academic institutions. Strategies also aim to increase awareness of the need for appropriate mentoring and GE in career paths; they include the annual collection and presentation of gender-segregated statistical indicators of the career paths of early-career researchers and publishing statistics on researcher structure at ZRC SAZU with respect to gender and seniority of position in the annual report.

#### **Action 1.1: Yearly gender-segregated statistics on indicators of career paths of early-career researchers (the number of new young researchers and post-docs; the number of graduates; the number of those who left ZRC SAZU and of those who stayed after their PhD/post-doc project)**

##### **Indicators:**

- Yearly Statistics report prepared and presented at the February collegium of institute heads
- Statistics (**the** number of researchers segregated by gender and junior/senior position to be included in the ZRC SAZU Yearly Report)

##### **The person in charge; her role in the organisation:**

- Tanja Valte, Assistant Director, responsible for national research projects and programmes and for the Young Researcher scheme

##### **Start and end dates:**

- 2019-

#### **Action 1.2: Regular trainings for mentors**

##### **Indicators:**

- Number of trainings/workshops organized

- Number of participants per training/workshop
- Satisfaction (survey)

**The person in charge, her role in the organisation:**

- Dr. Mimi Urbanc, Deputy Director, responsible for international projects and trainings

**Start and end dates:**

- 2019-

**Action 1.3: Regular workshops for grant and project application writing**

**Indicators:**

- Number of workshops organized
- Number of participants per workshop
- Satisfaction (survey; needs)

**The person in charge, her role in the organisation:**

- Dr. Mimi Urbanc, Deputy Director, responsible for international projects and trainings

**Start and end dates:**

- 2019-

**Action 1.4: Regular workshops to improve academic writing**

**Indicators:**

- Number of workshops organized
- Number of participants per each workshop
- Satisfaction (survey)

**The person in charge, her role in the organisation:**

- Dr. Mimi Urbanc, Deputy Director, responsible for international projects and trainings

**Start and end dates:**

- 2019-

**Action 1.5: Yearly workshops on promotion criteria and how to achieve them**

**Indicators:**

- Number of workshops organized

**The person in charge, her role in the organisation:**

- Dr. Mimi Urbanc, Deputy Director, responsible for international projects and trainings and Vanda Baloh, Deputy Director and head of the Administration

**Start and end dates:**

- 2019-

**Action 1.6: Regular workshops for the newly employed**

**Indicators:**

- Number of workshops organized

**The person in charge, her role in the organisation:**

- Dr. Mimi Urbanc, Deputy Director, responsible for international projects and trainings

**Start and end dates:**

- 2019-

**Action 1.7: Gender-sensitive analysis of existing promotion practices (awards, conferences, appearances in media, social media)**

**Indicators:**

- Analysis completed and presented to PR personnel

**The person in charge, her role in the organisation:**

- Dr. Tanja Petrović, R&I PEERS researcher, head of the Institute of Culture and Memory Studies ZRC SAZU

**Start and end dates:**

December 2018 – March 2019

**Action 1.8: Promoting the visibility of female scientists through special PR campaigns and special channels of social media**

**Indicators:**

- Number of posts/campaigns realised

**The person in charge, her role in the organisation:**

- Agata Tomažič, Science Communicator

**Start and end dates:**

March 2019-

**Action 1.9: Organizing events to promote female researchers (girls/women in science activities and programmes)**

**Indicators:**

- Number of events organized
- Number of attendees

**The person in charge, her role in the organisation:**

- Agata Tomažič, Science Communicator

**Start and end dates:**

2019-

**Action 1.10: Regular trainings for young researchers on how to communicate their research results to the media and broader audiences**

**Indicators:**

- Number of trainings organized
- Number of participants
- Satisfaction (survey)

**The person in charge, her role in the organisation:**

- Dr. Mimi Urbanc, Deputy Director, responsible for international projects and trainings

**Start and end dates:**

2019-

## Priority Area 2: Work-Life Balance and Organisational Culture

Strategies in this priority area focus mainly on improving existing practices that relate to work-life balance. This includes data-collecting strategies that could ensure better insight into actual needs and provide feedback on the appropriateness of existing measures, along with suggestions for their improvement. In addition, the GEP pays particular attention to the availability of working from home and flexible working hours as one issue singled out in the survey as key in assuring a good balance between professional and private life and in advancing research careers, particularly for early-career researchers. While working from home is officially permitted at ZRC SAZU, there are significant differences in the policies and practices permitted at particular institutes: at some, this option is widely available and used, while at others it is rather an exception to the implicit workplace rule – and this sometimes relates to the collective or laboratory-bound nature of the research performed.

ZRC SAZU's GEP opts for a "soft" approach to increasing the availability and use of opportunities to work from home, respecting differences among units. The aim of the actions planned is to increase the availability of the option to work from home (through a document signed by one of the institute heads for each researcher), thus making the positions of more of ZRC SAZU's employees equal in this respect. They also consider insights from recent literature that suggest that work-life measures are ambiguous and have different effects on different groups of employees and

individuals (Petrović 2017). Working from home is not always the preferred option of the researchers themselves – some like to change their work environment frequently, and some have important social networks at the workplace that positively affect their well-being and quality of life. The lockdowns caused by the Covid-19 pandemic in 2020 and 2021, which imposed working from home on researchers for a significant period, somewhat dramatically proved this point, exposing a need to provide a safe working environment for those researchers whose conditions at home were not at all suited to long-term academic work. GEP strategies also include needs analysis of employees regarding working conditions amidst the Covid-19 pandemic.

Strategies in this priority area also address the use of gender-sensitive and gender-inclusive language in official documents. They focus on how official communication and documents address particular persons – in most of these documents, the person was always addressed with masculine forms, which are considered unmarked/gender-neutral. In this way, the existing practices turn people of non-masculine genders invisible. These strategies aim at changing the communication culture at ZRC SAZU. They should create a “respectful, open, and welcoming organizational culture sensitive to a variety of gender identities” (Guidance 2021: 32).

**Action 2.1: Regular statistics to gain insight into the extent of the use of available services, particularly those provided by the institution (summer research workshops for kids, recreational options, sport days, etc.).**

**Indicators:**

- Report prepared and presented to decision-making bodies

**The person in charge, her role in the organisation:**

- Vanda Baloh, Deputy Director and head of Administration

**Start and end dates:**

- 2019-

**Action 2.2: Yearly needs analysis (questionnaire)**

**Indicators:**

- Number of respondents (gender-segregated)
- Analysis incorporated into report offering insight into the extent of the use of available services and presented to DMB

**The person in charge, her role in the organisation:**

- Vanda Baloh, Deputy Director and head of Administration

**Start and end dates:**

- 2019-

**Action 2.3: Increasing availability of work from home and flexible working hours**

**Indicators:**

- Number of institutes at ZRC SAZU where flexible working hours are widely available

**The person in charge, his role in the organisation:**

- Dr. Oto Luthar, Director of ZRC SAZU

**Start and end dates:**

- 2019-

**Action 2.4: Survey of changes in the employees' needs caused by the Covid-19 pandemic**

**Indicators**

- Survey conducted and the results presented to DMB

**The person in charge, her role in the organisation:**

- Dr. Ana Hofman, R&I PEERS researcher

**Start and end dates:**

- September 2021-April 2022

**Action 2.5: Analysis of national legislation and existing practices in other research institutions and universities in Slovenia**

**Indicators:**

- Analysis completed and presented to DMB

**The person in charge, her role in the organisation:**

- Martina Jug, head of Legal Services

**Start and end dates:**

- November 2018-March 2019

**Action 2.6: Analysis of existing documentation at ZRC SAZU**

**Indicators:**

- Analysis completed and presented to DMB

**The person in charge, her role in the organisation:**

- Teja Komel, Technical Associate, Institute of Culture and Memory Studies

**Start and end dates:**

- January 2019-March 2019

**Action 2.7: Organizing an event (round table discussion)**

**Indicators:**

- Event organized

**The person in charge, her role in the organisation:**

- Dr. Tanja Petrović, R&I PEERS researcher and head of the Institute of Culture and Memory Studies

**Start and end dates:**

- March 2019

**Action 2.8: Development and implementation of gender-sensitive models in a specific set of documents at ZRC SAZU**

**Indicators:**

- Number of documents updated

**The person in charge, her role in the organisation:**

- Dr. Tanja Petrović, R&I PEERS researcher and head of the Institute of Culture and Memory Studies

**Start and end dates:**

- October 2019-March 2022

### Priority Area 3: Integration of the Gender Dimension into Research and Teaching Content

The aim of strategies in this priority area is to make available to ZRC SAZU employees knowledge, competences, and resources accumulated in the GARCIA project and continuous expert engagement in this field, as well as to establish mechanisms for knowledge transfer and increasing awareness of the relevance of the gender dimension for a plethora of research topics addressed by researchers at ZRC SAZU.

**Action 3.1: Establishing mechanisms to provide advising on integrating the gender dimension into research**

**Indicators**

- Gender equality advisor appointed
- A website with information on how to integrate the gender dimension into research and teaching established and available to employees
- Number of counsels and trainings

**The person in charge, her role in the organisation:**

- Dr. Jovana Mihajlović Trbovc, R&I PEERS researcher and advisor for gender equality

**Start and end dates:**

February 2022-

**Action 3.2: Publication of an educational book dedicated to female researchers (from Slovenia and the region, in historical perspective)**

**Indicators:**

- Book published

**The person in charge, her role in the organisation:**

- Dr. Jovana Mihajlović Trbovc, R&I PEERS researcher

**Start and end dates:**

March 2019-June 2022

## Priority Area 4: Gender Balance in Leadership and Decision Making

Strategies in this priority area are directed toward structural change that would assure institutionalized and sustainable mechanisms for gender equality and its improvement and monitoring at ZRC SAZU. They aim to establish an institutional body to address GE issues, including dealing with gender-based violence and sexual harassment, and to appoint a GE advisor responsible for monitoring the implementation of GEP, counselling for project applicants on the gender dimension in research, and organising regular trainings on gender equality.

**Action 4.1: Policy on ethics, equal opportunities, and integrity in research**

**Indicators:**

- Document “ZRC SAZU policy on ethics, integrity and equal opportunities in research” written and approved by the director of ZRC SAZU

**The person in charge, her role in the organisation:**

- Dr. Mimi Urbanc, Deputy Director

**Start and end dates:**

- November 2020 – November 2021

**Action 4.2: Establishing a commission for ethics, integrity, and equal opportunities in research**

**Indicators:**

- Commission established and approved by the Board of Directors
- Employees informed about the Commission’s role and responsibilities

**The person in charge, her role in the organisation:**

- Dr. Mimi Urbanc, Deputy Director

**Start and end dates:**

- February 2022 – June 2023

**Action 4.3: Appointing a Gender Equality Advisor**

**Indicators:**

- Gender equality advisor officially appointed
- Employees informed about the appointment and the GE advisor's role and responsibilities

**The person in charge, his role in the organisation:**

- Dr. Oto Luthar, Director of ZRC SAZU

**Start and end dates:**

- December 2019-February 2022

## Priority Area 5: Measures against Gender-Based Violence, including Sexual Harassment

The strategies in this priority area aim to establish institutional mechanisms to combat gender-based violence and clear and transparent protocols to address this issue. The state-of-the-art analysis thus exposed the scarcity of structural mechanisms, so these GEP actions should solidify protocols for dealing with gender-based violence, including sexual harassment, and should familiarize the employees with them.

**Action 5.1: Code of conduct in the case of gender-based violence and sexual harassment: update of existing regulation****Indicators:**

- Code of conduct sanctioning gender-based violence and sexual harassment updated (in order to provide better protection of the persons reporting harassment) and approved by the Scientific Council and officially adopted by the Board of Directors

**The person in charge, her role in the organisation:**

- Martina Jug, head of Legal Services

**Start and end dates:**

- February 2021 – December 2023

**Action 5.2: Needs analysis in the field combating gender-related violence and sexual harassment****Indicators:**

- Survey on gender-related violence and sexual harassment completed
- The analysis presented to the DMB

**The person in charge, her role in the organisation:**

- Dr. Ana Hofman, R&I PEERS researcher

**Start and end dates:**

- August 2021-May 2022

**Action 5.3: Establishing channels for anonymously reporting disrespectful behaviour, abuse, and sexual harassment****Indicators:**

- Channels for reporting established and functional

**The person in charge, her role in the organisation:**

- Dr. Jovana Mihajlović Trbovc, &I PEERS researcher and GE advisor

**Start and end dates:**

- February 2019-December 2023



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