

EMUNI University Gender Equality Action Plan

In June 2008, during a prominent celebration attended by the President of the European Commission and numerous ministers and dignitaries from Slovenia and around the world, the Euro-Mediterranean University (EMUNI) was inaugurated in Slovenia.

Shortly thereafter, EMUNI was endorsed by the heads of states at the Paris Summit for the Mediterranean, identifying EMUNI in their declaration as one of the priority areas of the Union for the Mediterranean (UfM). EMUNI was entrusted with the mission of contributing to knowledge amongst people in the region by establishing and fostering a Euro-Mediterranean higher education and research area.

EMUNI's mission remains all the more relevant today. Inclusive growth and development are increasingly contingent upon the advancement of knowledge and innovation. Peace, security and prosperity in the Euro-Mediterranean region continue to be the highest priority for the participating states. EMUNI, with its vast network of more than 130 Universities from over 30 Euro-Mediterranean States, is more than just a conventional university. It is a university that operates through true partnership with other universities. It is a resilient network of collaborating higher education institutions from across the Mediterranean and it is also a platform for inter-cultural dialogue and science diplomacy. In accordance with its establishment acts EMUNI provides postgraduate study programmes in areas of relevance to the Euro-Mediterranean region.

I. Introduction

On 5 March 2020, the European Commission adopted the Gender Equality Strategy for the period from 2020 to 2025. Thus, ensuring equal opportunities has become one of the tender conditions for project applications to the European Commission. The entry condition for applying for one of the Horizon Europe calls (2021-2027) is the submission of a plan for gender equality.

The European Commission defines gender equality plans in the context of research organizations and higher education as a series of actions aimed at reviewing gender equality procedures and practices, defining and implementing innovative strategies to address bias, setting targets and monitoring progress through indicators. The Commission emphasizes, however, that gender inequality should be considered at the intersection of other reasons for inequality, such as disability, age, sexual orientation, religion or ethnicity.

The overall theme must be combined and adopted within concrete steps and measures, which are divided into four phases:

1. Phase in which data is obtained and disaggregated by gender. Critical evaluation reveals gender inequalities and biases that occur between different processes and practices.
2. A planning phase aimed at defining objectives, setting indicators and taking action to address identified shortcomings. In the planning phase, responsible persons are allocated for individual areas, financial resources are allocated and agreed deadlines are set.

3. The implementation phase, in which the set activities are carried out and the network of supporters of gender equality policy is expanded.
4. The monitoring phase, in which the process and the progress made are regularly monitored and evaluated. Based on evaluations and findings, additional adjustments and improvements are made to achieve better results.

The Gender Equality Plan is a public document that all employees must be aware of. Several representatives of different services within the institution must be involved in the implementation of the plan.

The EMUNI Gender Equality Plan, adopted for the period 2022-2026, consists of three parts. The first part lists and summarizes the basic legal and strategic documents of the European Union, the Republic of Slovenia and EMUNI. In the second part, a brief analysis of the state of gender equality at EMUNI is presented through transparent statistics. The third part presents an action plan covering the objectives and measures adopted to achieve gender equality and eliminate discrimination based on sex and/or sexual orientation. The measures are divided into different areas and categories, each measure is assigned an indicator, a responsible person and a deadline for performance.

II. Review of legislation and policies in the field of gender equality

1. The acquis of the European Union

The European Union recognizes equality and non-discrimination as fundamental values, as reflected in several fundamental legal instruments, such as the EU Treaty (Articles 2 and 3), the Treaty on the Functioning of the EU (Article 8) and the EU Charter of Fundamental Rights). An important Employment Equality Directive (2000/78 / EC) was adopted in 2000, prohibiting discrimination on the grounds of sex and sexual orientation in employment. In March 2020, the European Commission published the Gender Equality Strategy 2020-2025, whose key objectives are: eliminating gender-based violence; overcoming gender stereotypes; addressing gender gaps in the labour market; achieving equal participation in all economic sectors; addressing the gender pay and pension gap; closing the gender gap in care and achieving gender balance in decision-making and policy.

On 12 November 2020, the European Commission presented the first EU Strategy for the Equality of LGBTIQ people, which addresses the inequalities and challenges facing LGBTIQ people and sets out several targeted measures for the next five years, including legal and financial measures. One of the fundamental areas covered by the strategy is discrimination in employment. The EMUNI University Gender Action Plan thus also includes some measures to eliminate possible discriminatory practices against the LGBTIQ community.

2. Slovenian legal order

In Slovenia, equality before the law is protected by Article 14 of the Constitution of the Republic of Slovenia, which stipulates that everyone is guaranteed equal human rights and fundamental freedoms, regardless of nationality, race, gender, language, religion, political or other beliefs, financial status, birth, education, social status, disability or any other personal circumstance.

The field of protection and implementation of the principle of equality is also regulated by many general and sectoral laws, such as the Equal Opportunities for Women and Men Act, the Protection against Discrimination Act, the Employment Relationships Act, etc.

In 2021, the European Institute published the latest results of measuring the gender equality index. The Index is an important policy tool for measuring progress on gender equality in the European Union (EU). The Republic of Slovenia reached 67.6 points in 2021 and was ranked 12th.¹ The index includes six key areas: work, money, knowledge, time, power and health, and the cross-cutting area of violence.

In the field of work, Slovenia scored 73 points, which is 0.1 points less than last year. Slovenia achieved a poorer result in this area (15th place) based on two indicators measuring the field of work (labour market participation and segregation and job quality), again due to increased gender segregation in employment.

In the area of money, Slovenia scored 83.7 points and advanced by 0.7 points compared to last year. Slovenia's assessment and ranking in the field of finance are among the highest for each country. It is most successful, especially in the sub-sector of the economic situation (97.9 points), where it ranks second among all Member States.

In the field of knowledge, Slovenia scored 56.6 points and has advanced by 0.7 points since last year. According to the Institute for Gender Equality, gender differences in Slovenia are the largest in the field of knowledge, which is why it ranks only 18th among all Member States, which is its lowest ranking compared to other fields.

In terms of time, Slovenia scored 72.9 points, the same as in 2017. Data in terms of time are the same as in 2017, as the survey on time consumption is conducted periodically, so newer data are not available.

In the field of power, Slovenia scores 53 points and is 2 points less than last year. The deterioration in the statistical result is due to the lower number of ministers in the government. Since 2010, the share of women on the boards of the largest listed companies has increased (from 10% to 24%), while the share of women on the central bank's board has remained the same (20%).

In the field of health, Slovenia scored 87.8 points, which is 0.9 points better than last year. The data show that men rate their health better than women, even though the life expectancy of women is on average 6 years higher than that of men. Access to health services improved by 0.4 points in 2021 compared to last year, while the health condition indicator also improved by 2.4 points.

3. EMUNI legal regulations in the field of gender equality

In its activities, EMUNI respects and consistently implements EU and RS regulations in the field of equality. The principle of equality is also contained in many basic acts of EMUNI (EMUNI Statute, EMUNI development strategy, etc.). At the 42nd session of the EMUNI Senate, which took place in February 2022 adopted the Rules on Students with Special Needs and the Non-Discrimination Policy.

III. Gender equality statistics at EMUNI

¹<https://www.gov.si/novice/2021-10-27-indeks-enakosti-spolov-2021-s-poudarkom-na-zdravju/>

The collected data serve for the analysis of gender balance in selected functions/jobs and among enrolled students and EMUNI graduates. Given the small size of the sample, an extensive statistical analysis was not feasible.

Leadership structure

The university is currently run by a male director. There are 5 female members and 8 male members on the Management board, and 8 female members and 11 male members on the Senate.

Employees

In 2020, EMUNI employed 6 people internally: 2 male researchers, 1 female researcher and 3 female representatives of support staff. Among the external staff in 2020, there were 7 female researchers, 6 male researchers, 1 male representative of technical staff and 1 female representative of support staff.

Students

In 2020/2021, 14 students were enrolled in the Master's program in Business Communication in an Intercultural Environment. Among the first-year students, there were 3 female students and 7 male students. In the graduate year, there were 2 female and 2 male students enrolled.

IV. EMUNI Gender Equality Plan 2022-2026**Objective 1: Elimination of all forms of discrimination based on sex, sexual orientation, sexual violence and harassment and a safe work or study environment**

| INDICATOR | TARGET VALUE OF INDICATORS | SOURCE OF VERIFICATION | DEADLINE FOR PERFORMANCE | RESPONSIBLE PERSON |
|---|----------------------------|------------------------|--------------------------|---|
| Responsible bodies and relevant procedures in the case of sex discrimination, discrimination on the grounds of sexual orientation and cases of sexual violence are clearly identified and published on the EMUNI website. | 1 | EMUNI Website | 2022 - 2026 | Management and representatives of the Human Resources Department. |

Objective 2: Raising awareness of the importance of gender balance and communicating equality

| INDICATOR | TARGET VALUE OF INDICATORS | SOURCE OF VERIFICATION | DEADLINE FOR PERFORMANCE | RESPONSIBLE PERSON |
|--|----------------------------|------------------------|--------------------------|--|
| Implementation of training, with an emphasis on topics related to gender equality policy. | 1 | Training reports | 2022 - 2026 | Educational department and Human resources |
| Presentation of the work of successful students, researchers and mentors working in areas where individuals of the opposite sex predominate. | 2 | Presentations Archive | 2022 - 2026 | Educational department |

Objective 3: Gender balance in employment and career advancement and study and adapted working conditions that enable successful balancing of work or study and private life

| INDICATOR | TARGET VALUE OF INDICATORS | SOURCE OF VERIFICATION | DEADLINE FOR PERFORMANCE | RESPONSIBLE PERSON |
|---|----------------------------|--------------------------|--------------------------|---|
| Management and representatives of the Human Resources Department conduct surveys and interviews in the form of focus group meetings of employees and students, through which it examines the presence of barriers to their study and career development related to their family status and gender. Based on the findings, proposals and measures to improve the situation are prepared. | Periodically | Surveys Report Archive | 2022 - 2026 | Management and representatives of the Human Resources Department. |
| Implementation of training and technical guidance to collaborators responsible for the selection, interviews and recruitment in order to recognise and avoid biases based on gender stereotypes (unconscious bias). | Periodically | Trainings Report Archive | 2022 - 2026 | Management and representatives of the Human Resources Department. |
| Offer Mentoring and Empowerment courses to improve visibility, self-confidence, negotiation and leadership skills, focused on the underrepresented gender. | Periodically | Courses Reports Archive | 2022 - 2026 | Management and representatives of the Human Resources Department. |

Objective 4: Work-life balance

| INDICATOR | TARGET VALUE OF INDICATORS | SOURCE OF VERIFICATION | DEADLINE FOR PERFORMANCE | RESPONSIBLE PERSON |
|--|----------------------------|------------------------|--------------------------|---|
| Reasonable working hours, limited overtime and holiday and vacation policies. Encourage the schedule of key meetings to core hours to enable attendance by those with family responsibilities. Availability of flexible working-time arrangements, from part-time to remote working. | Periodically | Annual Report | 2022 - 2026 | Management and representatives of the Human Resources Department. |
| Active support of parental leave and family assistance by the organisation. Entitlement to time off from work or reduction of working hours for breastfeeding (reduction up to 2h/day). | Periodically | HR Policy | 2022 - 2026 | Management and representatives of the Human Resources Department. |

Objective 5: Gender balance in decision-making positions and in the collective bodies of the university

| INDICATOR | TARGET VALUE OF INDICATORS | SOURCE OF VERIFICATION | DEADLINE FOR PERFORMANCE | RESPONSIBLE PERSON |
|---|-------------------------------|---------------------------------|--------------------------|--|
| Inclusion of the gender dimension in the decision on the selection of candidates in internal tenders for co-financing in the field of human resources, research and teaching, for areas with pronounced gender imbalance. | During each selection process | Selection Process Documentation | 2022 - 2026 | Educational department and Human resources |
| Educating employees in managerial positions on the importance of gender equality when taking office. | During each selection process | Selection Process Documentation | 2022 - 2026 | Human resources |

Objective 6: Gender dimension in research and education

| INDICATOR | TARGET VALUE OF INDICATORS | SOURCE OF VERIFICATION | DEADLINE FOR PERFORMANCE | RESPONSIBLE PERSON |
|---|----------------------------|------------------------|--------------------------|--|
| Updating curricula by placing the gender dimension where appropriate. | Periodically | Published Curricula | 2022 - 2026 | Educational department and Human resources |

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|---|--------------|--------------------|-------------|--|
| Inclusion of the gender dimension in all phases of basic and applied research, where appropriate. | Periodically | Published Research | 2022 - 2026 | Educational department and Human resources |
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Prof. Dr. Abdelhamid El-Zoheiry
President of EMUNI University

