

GENDER EQUALITY

GENDER EQUALITY PLAN OF INSTITUTE FOR INNOVATION AND DEVELOPMENT OF UNIVERSITY OF LJUBLJANA (IRI UL)



June 2022

About IRI UL

IRI UL is a private, non-profit research and development institute, established in 2007 as a joint venture by the University of Ljubljana and ten Slovenian companies, with a mission to initiate the creation or attainment, transfer, distribution and application of knowledge, and to promote the integration of the innovation triangle (research – education – innovation) by transferring research results into practice and commercial exploitation. IRI UL is an Associate Member of the University of Ljubljana and is registered as a research organisation in the Slovenian Research Agency's Database of Research and Development Organisations.

IRI UL primarily focuses on the area of energy, including energy efficiency and energy use in buildings, energy performance assessment and certification, renovation of buildings, energy communities, as well as university-industry cooperation. IRI UL is active in EU-funded, international research, development and innovation projects, as well as commercial projects. To bridge the disciplinary gaps between technical sciences, social sciences and humanities, IRI UL employs an interdisciplinary group of researchers, including engineers and social scientists (primarily anthropologists). According to its Statute, IRI UL may employ researchers of the University of Ljubljana and other subject-matter experts, in line with and for the duration of the work requirements. The creation of project teams and the regulation of contractual relations between members and the institution is defined in the IRI UL Statute. Currently, IRI UL has 3 research groups and 14 employees.

IRI UL Gender Equality Plan background

This first version of the IRI UL Gender equality plan (GEP) was created in 2021 by a dedicated gender- and employment status-diverse task force team, involving:

- full time researcher Dr Sara Arko (f),
- project manager Gregor Cerinšek (m),
- part-time researcher Veronika Zavratnik (f), and
- the then IRI UL Director, Dr Slavko Dolinšek (m).

The document is based on the preliminary analysis of gender-disaggregated data on IRI UL personnel, a review of relevant national regulations, and a baseline review of existing practices at the University of Ljubljana. The draft GEP was likewise circulated among all IRI UL employees for feedback and endorsement. The draft GEP was subsequently updated in June 2022 to reflect the developments in the Institute.

IRI UL recognises and adheres to the key national legal acts that define and regulate the principles of equality in the areas of gender, nationality, religion, disability, age or any other personal circumstance. This includes:

- The Constitution of the Republic of Slovenia,
- The Protection Against Discrimination Act, and
- The Equal Opportunities for Women and Men Act.

Likewise, IRI UL adheres to other specific laws, which also include and define the principles of equal opportunities, such as

- The Employment Relationships Act and
- The Scientific Research and Innovation Activities Act.

As Associate Member of the University of Ljubljana, IRI UL also closely monitors the guidelines, activities, and strategic orientations of the University of Ljubljana, with a view of alignment where applicable and opportunities for joint engagement in planned actions (e.g., training, awareness-raising etc.).

IRI UL GEP principles

IRI UL GEP is an official document, signed by the IRI UL Director. Revised versions of the document will be submitted to and addressed at the regular annual meetings of the institute's Expert Council and published on IRI UL website.

IRI UL GEP is designed as a living document, which will be updated on an annual basis in congruence with the annual analysis of gender-disaggregated data on personnel, the outcomes and findings of its implementation, or any newly identified opportunities for improvement of gender and other aspects of equality within the organisation.

The IRI UL GEP is customised to the IRI UL activities, dynamics of work and employment. It foresees ongoing monitoring of data, action plan revisions, gender equality awareness-raising and training, and considers resources for its implementation.

IRI UL GEP strategic objectives and key pillars

The key strategic objectives of IRI UL's GEP are:

- to provide a supportive and safe work environment for all IRI UL employees;
- to raise awareness on the importance of gender equality;
- to provide equal employment and career progression opportunities regardless of gender or other personal circumstances;
- to establish a system of monitoring of the equality aspects and indicators;
- to support employees' work-life balance by enhancing the relevant organisational mechanisms;
- to promote excellence in science by systematically integrating gender dimensions into IRI UL's research and development activities.

The strategic objectives of GEP are addressed in the **four key pillars** (i.e., goals) of the implementation plan, which identifies the foreseen actions, key indicators, resources dedicated or required, responsible individuals, and indicates the activity start and end dates:

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- **PILLAR 1:** Gender equality in recruitment, career progression, and decision-making
 - **PILLAR 2:** Raising awareness of gender equality and preventing gender-based discrimination and violence
 - **PILLAR 3:** Work-life balance with consideration of personal circumstances, incl. gender
 - **PILLAR 4:** Integration of the gender dimension, neutrality and sensitivity into official documents, publications, and research activities

Ljubljana, 30. 06. 2022

Prof. Dr. Andrej F. Gubina,
Director, IRI UL

IRI UL GENDER EQUALITY PLAN

Pillar	Measure (activity)	Indicator(s)	Indicator baseline value	Indicator target value	Resources	Responsible person(s)	Start and end date
1) Enhancing gender equality in recruitment and career progression, management and decision-making	Yearly gender disaggregated analysis of personnel, considering <i>inter alia</i> employment status, work position, and salary, to inform decision-making and adjustment of other measures	Ongoing data analysis and monitoring, included in annual reports	Baseline analysis completed	Analysis, including disaggregated gender data on specified items, included in annual reports	/	IRI UL Director, Dr Andrej Gubina Andreja Burkeljca, Technical expert	Ongoing on yearly basis (2021-)
	Promoting recruitment of under-represented gender in individual work positions, including management	Job postings include a statement on the importance of and dedication to equal and balanced gender representation	Job postings did not previously include such a statement	All job postings include such a statement	/	IRI UL Director, Dr Andrej Gubina Andreja Burkeljca, Technical expert	Ongoing action, whenever there are recruitment opportunities available
	Creation of individual career plans and yearly revision to support gender equality and to identify any gender-based barriers for career progression	Individual career plans	0	Career plans created for all employees	/	IRI UL Director, Dr Andrej Gubina IRI UL employees	2022
	Enhancement of gender balance in IRI UL governing bodies (Expert Council, Assembly), e.g., through specific provision in calls for meetings	Number of men and women in governing bodies' meetings	Unknown/ fluctuating	Gender balanced attendance of governing bodies' meetings	/	IRI UL Director, Dr Andrej Gubina	2022-

Pillar	Measure (activity)	Indicator(s)	Indicator baseline value	Indicator target value	Resources	Responsible person(s)	Start and end date
2) Raising awareness of gender equality and preventing gender-based discrimination and violence	Alignment of gender equality and gender-based discrimination preventive measures and activities with the University of Ljubljana	Agreement on co-operation between UL and IRI UL on gender equality-related activities	0	1	UL resources (experts)	IRI UL Director Dr Andrej Gubina	2022
	Analysis of existing support structures, and available trainings at the University of Ljubljana, dedicated to gender equality awareness raising, preventing gender-based discrimination and violence	Information gathered in brief report (information sheet)	Baseline review conducted	Detailed report, information disseminated to all employees	/	Špela Jevnikar, Project manager	2022
	Incentivising employees to attend dedicated training programs on gender equality in research and science, offered by University of Ljubljana, or other relevant organisations (e.g., Research Centre of the Slovenian Academy of Sciences and Arts)	Number of employees attending training Number of trainings attended	0 0	14 1	Own institutional resources, if required; UL resources (expertise, according to agreement)	IRI UL gender equality task force members	2022 - 2023
3) Promoting work-life balance with consideration of personal circumstances, incl. gender	Adjustments and flexibility of work organisation, work time and space	Provisions of work flexibility based on personal circumstances, i.e., gender, family status, health etc.	Internal agreement on work from home, flexible work hours	Formal agreement on work organisation, time and space	/	IRI UL director IRI UL employees	2022-2023

Pillar	Measure (activity)	Indicator(s)	Indicator baseline value	Indicator target value	Resources	Responsible person(s)	Start and end date
	Limiting work-related communication (e-mail, phone) to work days and working hours	Activities related to enhancing the respect for timing of work-related communication	0	1	/	All IRI UL employees	2022, ongoing
4) Integration of the gender dimension, neutrality and sensitivity into official documents, publications, and research activities	Revision of IRI UL Statute, integration of gender equality clause	Gender equality clause included in the official document	0	Official document revised and approved by the governing bodies	/	IRI UL Director Dr Andrej Gubina	2022-2023
	Revision of IRI UL website to include gender neutrality and gender-sensitive language	IRI UL website revised with consideration of gender equality, sensitivity, neutrality	0	1	/	IRI UL gender equality task force, Tilen Šoštarič, researcher	2022, ongoing task
	Analysis of and guidelines on gender equality in research on key IRI UL topics (energy, mobility, sustainability, qualitative research)	Baseline document on gender equality in energy, mobility, sustainability research to serve as a guideline for planning and undertaking research in international research and innovation projects	Partial analysis and guidelines prepared for individual ongoing projects	Baseline guidelines and content integrated in a document, disseminated among IRI UL employees	Own resources, project work	IRI UL employees (own research field and expertise)	2022-2024