



**TEHNOPARK
CELJE**

ACTION PLAN FOR GENDER EQUALITY

PUBLIC INSTITUTE TEHNO PARK CELJE

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1. INTRODUCTION

The purpose of the Action Plan for Gender Equality of Tehno Park Celje is to improve and upgrade the representation and equal opportunities for representation of both sexes in all areas of operation of Tehno Park Celje.

The Act on Equal Opportunities for Women and Men in Slovenia regulates the conditions for improving the position of women and creating equal opportunities for women and men in political, economic, social, educational and other areas of social life. Creating equal opportunities is the task of the entire society and means removing obstacles to the establishment of gender equality, in particular by preventing and eliminating unequal treatment of the sexes as a form of discrimination in practice, which originates from traditionally and historically conditioned different social roles, and creating conditions for the establishment of equal representation of both sexes in all areas of social life (Source - cited: Law on equal opportunities for women and men (Official Gazette of the Republic of Slovenia, no. 59/02, 61/07 - ZUNEO-A, 33/16 - ZVarD and 59/19))

With the new framework program Horizon Europe, the European Commission is introducing a new rule that stipulates that all public institutions of member states and associated members, higher education and research organizations (including private ones) that wish to apply for Horizon Europe tenders must have i. action plan for gender equality (eng. gender equality plan). (Source: MIZŠ: <https://www.gov.si/novice/2021-03-03-nacrt-za-enakost-spolov-kot-predpogoj-za-prijavo-na-razpise-obzorje-evropa/>)

The action plan for gender equality of Tehnopark Celje contains measures (building blocks) related to the following topics:

- equal gender opportunities in employment and career advancement,
- balanced gender representation in leadership and decision-making positions,
- coordinating professional and private life within the organizational culture,
- consideration of the gender dimension in the content of research and teaching,
- measures to prevent gender-based violence, including sexual harassment.

All of the above measures have been implemented by Teno Park Celje in its vision, Annual Work Plans and Annual Financial Plans and are also supported by the Municipality of Celje

The action plan for gender equality of the Tehnopark Celje follows the guidelines of the Commission's Communication to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Equality Union: strategy for gender equality for the period 2020-2025, which states that it is necessary to promote in all its activities equality between women and men. Gender equality is a fundamental EU value and a fundamental right and a key principle of the European Pillar of Social Rights. Gender equality is a reflection of our identity, but it is also an essential condition for an innovative, competitive and successful European economy. In business, politics and society as a whole, we can only realize our full potential if we harness all our



talents and diversity. Gender equality brings new jobs and increased productivity, and this is a potential that we need to exploit at a time when we are facing the green and digital transition and demographic challenges. (source: Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Equality Union: Strategy for Gender Equality 2020-2025).

2. ANALYSIS OF THE CURRENT SITUATION

2.1. Equal gender opportunities in recruitment and career advancement and gender balance in leadership and decision-making positions

On February 23, 2023, in Tehnoaprak Celje:

A) employees: 17 people

of which men: 4

of which women: 13

The highest function is held by the director - a woman.

The managers of the project office are women.

Analysis of the snapshot of the current situation shows that there are more women than men employed in the Tehnopark Celje. The current ratio is: 24% men and 76% women.

There are more women in both higher and lower ranking positions. From this result, we conclude that the interest in working in the Tehnopark Celje or for developing a personal and professional career in Tehnopark Celje is greater for women than for men.

Goals for the future

In order to ensure equal opportunities in employment and work in the Tehnopark Celje, it would be necessary to establish a regular collection and systematic analysis of employees and part-time employees by gender, duration of employment according to salary class. It would also be necessary to establish the collection of completed evaluation questionnaires related to job satisfaction and improvement initiatives and to process them separately by gender.

The most important goals we want to achieve with this are:

- Greater motivation of men to develop their professional careers in Tehnopark Celje.
- Equalize the number of men and women at all levels of jobs in Tehnopark Celje.



OBJECTIVES	MEASURES	INDICATORS	RESPONSIBLE PERSON	PERFORMANCE TIME
Men's motivation for career development in Tehnopark Celje	Encouraging the local community towards career development in Tehnopark Celje	Conversations, promotions	Head of the project office Director	Annually
To equalize as much as possible the number of men and women at all levels of jobs in Tehnopark Celje	Collection and systematic analysis of employees and part-time employees by gender, duration of employment in Tehnopark Celje, according to salary class. Establish the collection of completed evaluation questionnaires related to job satisfaction and improvement initiatives and process them separately by gender.	Analyze	Head of the project office	Till 2024
Promotion of gender balance at all levels of employment	Training for employees and the local community in the field of gender balance	Completed education	Head of the project office	Annually

2.2. Coordination of professional and private life within the organizational culture of Tehnopark Celje

At Tehno park Celje, we are aware that the balance between professional and private life is key to the satisfaction and work performance of employees and visitors. That is why we follow the guidelines of the European Agency for Safety and Health at Work. Despite the fact that working hours for certain



employees are also on weekends, with a pre-planned work schedule, we strive to ensure that working hours do not exceed the limits of the employee's private life. This also leaves workers with free time for their private lives, which is key to greater efficiency in the workplace. In accordance with the regulations, employees have the option of using a continuous 10-day vacation. Working hours are flexible and are coordinated and confirmed by employees in advance (at least 5 days before). Working hours can be flexibly adjusted according to parental responsibilities.

We encourage a healthy and active lifestyle at the Tehnopark Celje, which is why we enable employees to participate in "team building" as well as free participation in workshops and lectures in the field of healthy lifestyles, which are also held at the Tehnopark Celje for external visitors. In order to raise awareness in the field of personal growth and a healthy lifestyle, online seminars are also available to employees and external colleagues.

Goals for the future

It would make sense to collect opinions and comments and suggestions from employees and external colleagues about working conditions and the possibility of balancing professional and private life, which would be carried out systematically, on the basis of pre-prepared questionnaires. Such an interactive approach of employees, where they would have the opportunity to find solutions themselves, would increase their motivation and satisfaction at the workplace.

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBLE PERSON	PERFORMANCE TIME
Analysis of the existing situation based on employee evaluation questionnaires on the topic of working conditions and the possibility of balancing professional and private life	Preparation and implementation of the survey	The report is based on analyzed questionnaires	Employees Head of the project office	Every two years
Implementation of improvements based on the results of	Actions taken	Perceived improvements	Heads of Department	2024



evaluation questionnaires				
Education in the field of healthy lifestyle and health promotion at the workplace				

2.3. Consideration of the gender dimension in the content of research and teaching in Tehnopark Celje

Since the current division by gender in the Tehnopark Celje is very uneven, all preparations for research, the research itself, evaluation questionnaires and the introduction of improvements will be based on balanced gender representation. The dimension of gender balance will be taken into account already at the stage of research planning and the formation of questionnaires until the interpretation of the evaluation results, which will then be the basis for the introduction of improvements.

Goals for the future

The fundamental goal will be to achieve an understanding and develop practical guidelines for balanced gender integration in relation to the personal and professional aspirations of employees and external collaborators. We will strive to encourage and equal participation of the sexes in the case of existing employees and in the recruitment of new colleagues. This is what we will introduce in the formation of work, project, formal and informal groups in Tehnopark Celje. We will strengthen the network of employees among organizations, civil society, technology companies, secondary and higher education institutions working on STEM research and innovation and supporting balanced gender participation. We will also monitor good practices and systematically evaluate the situation.

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBLE PERSON	PERFORMANCE TIME
Equal opportunities and equal inclusion of both genders in research	Enable employees and external collaborators to participate equally in research	Udeležba v raziskavah po spolih.	Department heads	Anually
Equal opportunities and equal	Enable employees and external	Participation in trainings	Department heads	Anually



inclusion of both sexes in education	colleagues to participate in professional events, seminars and training			
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2.4. Measures to prevent gender-based violence, including sexual harassment in the Tehnopark Celje

In accordance with the requirements of Slovenian legislation on labor relations and European legislation for the prevention of violence in the workplace and against women, at Tehnopark Celje we pay particular attention to the regulation of working conditions, which would prevent exposure of employees to critical situations with customers and, consequently, in the collective itself.

Goals for the future

Develop an internal rulebook for the prevention of workplace violence, which includes procedures and measures for violators. Conduct awareness training on mobbing and other forms of workplace violence. The director of the Tehnopark Celje appoints a trustworthy person in the collective who will provide assistance in informing and solving the problem.

OBJECTIVES	MEASURES	INDICATORS	RESPONSIBLE PERSON	PERFORMANCE TIME
Create an internal policy for preventing violence in the workplace	Drafting of the rulebook	Rulebook	Director	2024
A trustworthy person in the collective who will provide help in informing and solving the problem	Appointment process	Appointing a trusted person	Director	2023
Measures in case of perceived violence at the workplace	Sanctions	Absence of violence in Tehnopark Celje	Director	Constant activity



3. CONCLUSION

The review of the situation does not show any alarming deviations or violations in the field of gender equality in our institution. However, improvements are definitely possible.

Our goal is that the Action Plan will be continuously upgraded in accordance with perceived needs, legislation and with the proposals of those in charge and employees, and will contribute to the European goals of sustainable development, which include:

- Goal 3: Supporting health and well-being.
- Goal 4: supporting quality lifelong education.
- Goal 5: Supporting gender equality.
- Goal 8: Support inclusive, decent work for all.

Resources:

- Zakon o enakih možnostih žensk in moških (Uradni list RS, št. 59/02, 61/07 – ZUNEO-A, 33/16 – ZVarD in 59/19)
- Agenda 2030:
[https://www.gov.si/assets/ministrstva/MZZ/Dokumenti/multilaterala/razvojno-sodelovanje/publikacije/Agenda za trajnostni razvoj 2030.pdf](https://www.gov.si/assets/ministrstva/MZZ/Dokumenti/multilaterala/razvojno-sodelovanje/publikacije/Agenda%20za%20trajnostni%20razvoj%202030.pdf)

