



# **GENDER EQUALITY REPORT**

## **Year 2024**

Nova Gorica, February 2025

Recipients:

- University of Nova Gorica Senate
- Equal opportunities committee
- Rector
- Web pages publication

	Name or organ	Date
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## **1 Introduction**

In the area of employment, the University complies with the Employment Relations Act (Slovenian: ZDR-1), which requires employers to treat employees equally, regardless of gender, race, religion or other personal circumstances. We also follow the Equal Opportunities for Women and Men Act (Slovenian: ZEMŽM) and the Protection against Discrimination Act (Slovenian: ZVarD), which provide protection against discrimination in the workplace.

A similar commitment applies to the treatment of male and female students, where the underlying law is the Higher Education Act (Slovenian: ZVis), which guarantees the prohibition of sexual and other harassment in the study environment. The University also promotes equality through a number of additional measures, such as the recognition of foreign educational qualifications, the introduction of a special status for certain students, and the establishment of a tutoring service that provides support and mentoring to male and female students at all stages of their studies.

As of 31 December 2024, the University employed 215 people, of whom 93 were men and 122 women. There were 66 foreigners, 34 men and 32 women. There were 11 men and 5 women in management positions, of whom 4 were foreign nationals (2 women, 2 men).

On 31 December 2024, 541 persons were enrolled in the University's study programmes, of whom 53% were women and 47% were men; 62.3% of them are foreigners and 37.7% are Slovenians.

The University of Nova Gorica (hereinafter referred to as "the University") strives for academic excellence, equal opportunities and an inclusive environment. Our goal is to build an environment where all individuals, both employees and students, feel safe, respected and included.

To promote good practice, the University has a range of measures in place to address discrimination, harassment and victimisation, whether on the grounds of gender or other personal circumstances. Particular attention is paid to promoting equal opportunities for all, regardless of gender, and fostering an inclusive culture. In addition, we ensure access to data and information related to gender equality and comply with all legal obligations under the applicable law.

Language tuition is organised for staff and students. Foreign-speaking male and female colleagues and students can attend tuition to learn Slovenian better; this also applies to the Slovenian-speaking colleagues and students who want to learn a foreign language. The first foreign language (lectorate) tuition within an academic year is free of charge for staff and students.

We provide support to new staff and students in finding accommodation, arranging health insurance and finding a personal doctor to help them integrate into the university environment.

## **2 Gender equality report for year 2024**

This report focuses on a review of the actions taken in 2024 to further strengthen our efforts to ensure equal opportunities.

## **2.1 Activities of the equal opportunities committee and equal opportunities coordinator**

The equal opportunities committee (hereinafter referred to as "the Committee"), whose members are prof. dr. Andreja Gomboc, prof. dr. Peter Purg, prof. dr. Katja Mihurko Poniž, assistant prof. dr. Blaž Belec, and the equal opportunities coordinator, Mrs Tina Šček Krušec (hereinafter referred to as "the Coordinator"), met twice in 2024, on 12 March 2024 and 7 May 2024. At the first meeting, the members discussed issues related to the activities in the preparation of a gender equality plan, new confidential persons, gender-sensitive use of language, digital accessibility of websites and mobile applications, which should be accessible to all users, in particular those with different forms of disabilities, and the possibility of providing training for staff and confidential persons. The second session discussed in more detail the issues related to the gender equality plan.

The following events on gender equality were attended by individual members of the Committee and the Coordinator:

- 15 February 2024, Technopark Celje, participation of prof. dr. Andrea Gomboc in a roundtable discussion on gender equality in STEAM - from study, research to employment;
- 27 March 2024, EU House, prof. dr. Andrea Gomboc sitting on the panel "Equal opportunities in science: integrating and evaluating gender perspectives in research";
- 5 April 2024, Mrs. Tina Šček Krušec participated in the consultation session "Challenges and perspectives for the implementation of gender equality plans" organised by the Committee for equal opportunities in science of the Ministry of Higher Education, Science and Innovation;
- 24 April 2024, Mrs. Tina Šček Krušec attended the lecture given by Assistant prof. dr. Boris Kern, Gender inclusive use of language, held within the framework of the Humanities Seminar II academic subject;
- 3 October 2024, Jožef Stefan Institute, participation of prof. dr. Andrea Gomboc, Mrs. Tina Šček Krušec and Assistant prof. dr. Blaž Belc in the Athena project event "Gender equality in science: breakthroughs and the way forward";
- 1 October 2024, participation of the equal opportunities coordinator in the orientation day for first year students.

Other activities of the Committee members or the gender equality coordinator:

- 19 February 2024, prof. dr. Andreja Gomboc wrote an article *The stars shine for women too* for the ONA VE association;
- 7 March 2024, prof. dr. Andreja Gomboc gave the honorary speech at the 18th Loreal prize for women in science;
- 8 March 2024, prof. dr. Andreja Gomboc took part in a conversation on equality in professions for the PopTv website;
- 9 March 2024, prof. dr. Andreja Gomboc took part in a talk "Successful women to young girls" for PopTv.

## **2.2 Developing codes of conduct related to the issue of equal opportunities**

With the aim of ensuring equal opportunities, the University also adopted some amendments to the existing rules and some new rules in 2024.

In March 2024, amendments to the Rules on the content and form of diplomas were adopted, which, among other things, allow for the issue of a new diploma due to a change in the gender of a male or female student, on the basis of the adopted amendments.

Also in March 2024, new Rules concerning students with disabilities were adopted. These rules regulate the procedure for obtaining the status of a student with disabilities, the conditions for obtaining the status of a student with disabilities, and the adjustment of study obligations for students with disabilities in all study programmes within the University.

In March 2024, amendments and additions to the Rules on students with special status were also adopted. The adopted amendments brought the existing rules into line with Article 69a of the Higher Education Act (Official Journal of the Republic of Slovenia, No. 32/12 - official consolidated text, 40/12 - ZUJF, 57/12 - ZPCP-2D, 109/12, 85/14, 75/16, 61/17 - ZUPŠ, 65/17, 175/20 - ZIUOPDVE, 57/21 – decision US, 54/22 – ZUPŠ-1, 100/22 – ZSZUN and 102/23), according to which special status may also be granted to students who are categorised athletes and coaches, students who are renowned artists and cultural figures, other students who participate in (regional) international competitions, as well as to students who are parents until the start of their children's compulsory education.

The new Rules for working at home were adopted in July 2024. The purpose of these rules is to make it easier for the University employees to balance work and private life by working from home.

The adoption of all these rules has been communicated to all staff and students by e-mail; the rules are publicly available on the University's website and intranet.

As part of the University's measures to prevent sexual and other harassment and ill-treatment, two new confidential persons have been appointed. Due to the temporary absence of one of the confidential persons, Rok Govednik was appointed as a new confidential person on 15 March 2024.

On 22 October 2024, on the basis of a letter of resignation from one of the confidential persons, Laura Šušteršič Zorn was appointed as a new confidential person.

Up-to-date information and contact details of the confidential persons are published on <https://ung.si/sl/o-univerzi/enake-moznosti/> and <https://ung.si/en/university/equality/>, respectively.

A confidential person has also been appointed in the context of the SMASH (Machine Learning for Sciences and Humanities) project, which aims to bring new, especially younger, staff into the academic community. This confidential person is available to all postdoctoral fellows and associates working on the project, both at the University and in other organisations participating in the project.

### **2.3 Events aimed at raising awareness of the phenomenon of sexual and other harassment and ill-treatment, the importance of equality issues and fostering positive attitudes towards diversity**

In 2024, the University held several events to raise awareness of sexual and other forms of harassment and bullying, as well as events highlighting the importance of equality and promoting positive attitudes towards diversity.

On 5 January 2024, dr. Mija Marija Klemenčič Rozman conducted a confidential persons training with a lecture on "Supportive responses and sources of support in the face of (un)disclosed forms of sexual violence in higher education and research organisations" in English.

A recording of this lecture and a recording of the lecture in Slovenian, which had been given in December 2023, was published on the University's intranet in early February so that it could be available for viewing at any time.

At the beginning of 2024 (January) and at the start of the academic year 2024/2025 (November and December), the confidential persons introduced themselves at the University's breakfasts with students.

On the World Autism Awareness Day, 2 April 2024, the University, in collaboration with the local community, marked the event by illuminating the Lanthieri mansion in blue.

On 4 April 2024, professor Lev Kreft gave a lecture on "The path and steps of feminism in the visual arts", as part of the Master's programme seminar in humanities at the University's School of Humanities. The lecture was also open to all University's colleagues interested in the theme.

In April 2024, the University advertised a vacancy for an assistant position in gender studies to conduct research on women's authorship.

At the end of April 2024, a contract was signed with the company „7 over 9“, with the aim to adapt the University's website so as to make it more user-friendly for all users, especially those with different forms of disabilities.

As part of the activities to improve support and assistance in cases of mental distress, the National Institute of Public Health (NIJZ), Ljubljana, held a workshop/training on psychological first aid on 10 May 2024, focusing on the issues of recognising and providing assistance in cases of depression and suicidal behaviour. The workshop was aimed at all staff and students, especially confidential persons, who play a key role in identifying distress and providing appropriate support. Following the workshop, in May 2024, the University's website was updated with a Mental Health section, <https://ung.si/sl/o-univerzi/dusevno-zdravje/> or <https://ung.si/en/university/mental-health/>, where contacts are published for employees in the event of mental distress. The page is also linked to the student information page, <https://ung.si/sl/studij/studentski-vodnik/dusevo-zdravje-studentov/> and <https://ung.si/en/education/student-guide/mental-health-of-students/>, and the equal opportunities page containing the information about the confidential persons.

On 15 October 2024, Assistant professor dr. Robert Devetak, associate and lecturer at the Faculty of Humanities of the University of Ljubljana, participated in the panel *Session on historical narratives in creating and perpetuating conflict, or fostering dialogue and peacebuilding*, where he presented a paper entitled *Perception of Alexandrians in Slovenian newspapers before the First World War*.

In 2024, the University signed a partnership agreement for the implementation of the "Tactile Gallery" project. The project aims to create accessible cultural content for blind and partially sighted people within the European Capital of Culture 2025. The main objective of the project is to provide a tactile experience of works of art and to promote the inclusion and equal participation of blind and partially sighted people in cultural life.

## **2.4 LGBT friendly certificate**

Two years after applying for the LGBT friendly certificate, an LGBT friendly certificate training was held on 5 February 2024. The training was carried out by the Legebitra Information Centre Association.

At the end of May 2024, the University received information that the two needed criteria for the LGBT friendly certificate had been met. At a ceremony held on 28 November 2024 at the Ljubljana City Museum, the LGBT certificate was received on behalf of the University by prof. Tina Smrekar, MA.

More information about the LGBT friendly certificate is available at <https://ung.si/sl/o-univerzi/enake-moznosti/certifikat-lgbt-prijazno/>.

## **2.5 Dealing with situations of harassment, ill-treatment or sexual and other harassment**

In 2024, we did not receive any formal reports of sexual harassment, other harassment or ill-treatment at the University.

However, we recorded two informal reports of harassment. Both cases were dealt with individually, informally, through discussions, and were successfully resolved.

## **2.6 Making available and publishing key information, data and documents in the field of gender equality**

Members of the academic community are informed about the key information at the <https://ung.si/sl/o-univerzi/enake-moznosti/> and <https://ung.si/en/university/equality/> websites, and by way of e-mail notifications.

## **3 Conclusion**

In 2025, the University will continue to focus on policies and practices that promote an inclusive approach to equality. It will continue to take active steps to promote positive practices.

In 2025, we also aim to continue to implement measures to prevent sexual and other harassment and ill-treatment, educate confidential persons, organise events to raise awareness of equality issues, foster positive attitudes towards diversity and prevent harassment of any kind. Changes to the University's website are also planned to ensure compliance with the Accessibility of Websites and Mobile Apps Act.

It is foreseen that the gender equality plan for the next period will have been prepared and adopted by the end of 2025.

Prof. dr. Boštjan Golob