

**GENDER AND EQUALITY PLAN AT THE
MUNICIPAL ADMINISTRATION OF
MUNICIPALITY OF JESENICE**

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1. INTRODUCTION

With the new framework program Horizon Europe, the European Commission is introducing a new rule that stipulates all public institutions of member states and associated members, higher education institutions and research organizations (including private ones) that wish to apply for Horizon Europe tenders have to have action plan for gender equality.

The plan for gender equality must contain measures grouped into building blocks, which will address following topics:

- equal opportunities for genders in employment and career advancement
- balanced gender representation in leadership and decision – making positions
- coordinating professional and private life withn the organizational culture
- measures to prevent gender – based violence, including harassment

All the building blocks listed above can also be included within other, such as, strategies, development plan and others. The inclusion of Gender and equality plan can be than considered as fulfilling the condition.

In Slovenia, equal opportunities for both genders, women and men, are regulated by the Act on Equal Opportunities for Women and Men.

Equal opportunities for women and men are crucial for a just and balanced society, so we also welcome this important value of society at the Municipal Administration of Municipality of Jesenice.

However, even though as a society we are making progress in enforcing gender equality but there are still social inequalities, which are manifested in areas such as employment, education, health care, politics and finally, media. That is why it is even more important that as a society we are aware of the impoortance of equal oppotunities for women and men and take measures to eliminate gender inequality.

2. ANALYSIS OF THE CURRENT SITUATION

Proportion of employed persons by gender:

- 44 women, which represents 72%
- 17 men, which represents 28%

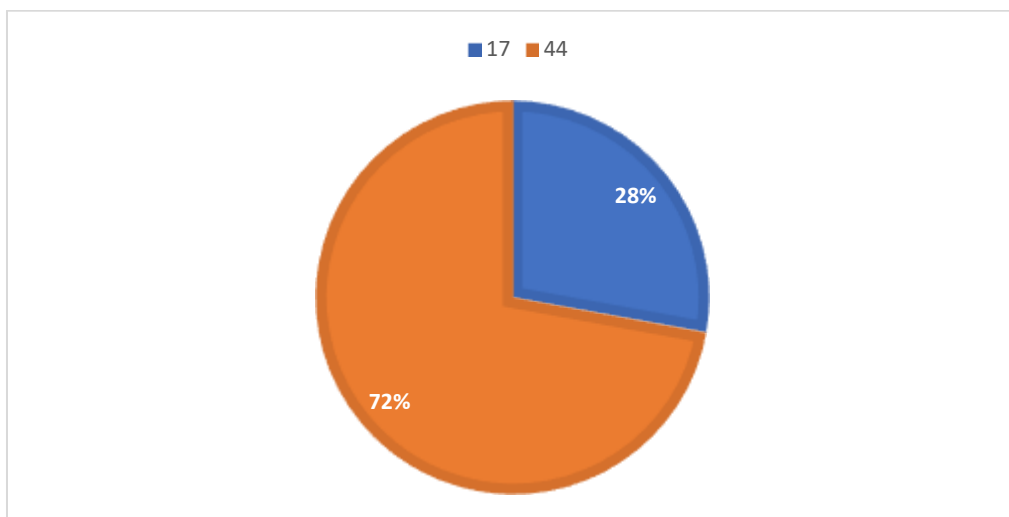


Chart 1 (Proportion of employees by gender)

At the Municipal Administration of Municipality of Jesenice are 50 employees. The Municipal Administration is headed by a woman director. Data analysis shows that percentage of women employed in the Municipal Administration is higher than men's. Proportion of women and men differs in larger percentage.

3. PLAN

3.1. Private and professional life balance within the organizational culture

- Flexible work arrangement
- remote work from home, if possible

Area	Category	Action	Pointer
Gender	Employees	Allowing flexible work arrangement	Statistics on the adjustment of working hours
Gender	Employees	Enabling remote work from home	Statistics on working remotely from home

Table 1

3.2. Gender balanced leadership in decision – making positions

- Rejuvenation of staff in leading positions emphasized by gender balance.

Area	Category	Action	Pointer
Age, gender	Employees	Rejuvenation of staff in leadership positions emphasized by gender balance	Gender and age composition of employees

Table 2

3.3. Equal gender opportunities in recruitment and career advancement

- Act on Equal Opportunities for Women and Men (ZEMŽM) defines the criterion for when an imbalance between the gender occurs, namely if representation of one gender in an individual field is lower than 40%.

Area	Category	Action	Pointer
Gender	Employees	Promoting balanced employment of both genders	Number of employees by gender

Table 3

3.4. Coordinating professional, academic and private life within the organizational culture

- Working conditions adapted to the needs of the individual, which enables coordination between professional, academic and private life.

Area	Category	Action	Pointer
Gender	Employees	Working conditions adapted to the individual needs	Statistics on adaption of working conditions

Table 4

3.5. Measures to prevent gender – based violence, including sexual and gender-based harassment

- Safe working environment for both genders
- Application of the rules based on Act on prevention, elimination and management of violence and abuse in Municipal Administration of Municipality of Jesenice
- Zero tolerance for gender – based violence and sexual harassment

Area	Category	Action	Pointer
Gender, Gender identity	Employees	Safe work environment for both genders	
Gender, Gender identity	Employees	Application of the rules based on Act on prevention, elimination and management of violence and abuse in Municipal Administration of Municipality of Jesenice	Monitoring of policy changes
Gender, Gender identity	Employees	Zero tolerance for gender – based violence and sexual harassment	Appointment of the Gender Equality Officer
Gender, Gender identity	Employees	Informing employees about their rights in relation to reporting any kind of violence	Notification in the form of a letter

Table 5

4. GOALS

The strategic objectives of the gender equality implementation at the Municipal Administration of Municipality of Jesenice are:

- it is necessary to improve the awareness of the importance of gender equality among employees
- to create a gender balance of employees in the organization
- rejuvenation of staff in leading positions with emphasis on gender equality
- adaption of working conditions that enable successful coordination of professional and private life
- to create a safe working environment for both genders

Mayor of Municipality of Jesenice
Mr. Peter Bohinec