

INSTITUTE OF CRIMINOLOGY AT THE FACULTY OF LAW IN LJUBLJANA

GENDER EQUALITY ACTION PLAN

(1.1.2022 – 31.12.2025)

The Institute of Criminology at the Faculty of Law in Ljubljana (the Institute) strives for a gender-balanced structure of its management, researchers and other employees. Therefore the Director of the Institute (hereinafter: the Director) is hereby adopting the Gender Equality Action Plan (hereinafter: GAP IK) for the 4-year period from 1 January 2022 to 31 December 2025.

In 2020, the Institute employed 13 men and 14 women, and in 2021, 14 men and 16 women. The Institute's management is composed of representatives of both genders (as of 2021): the Director (male researcher), the Head of the Programme Group (female researcher), and the Scientific Council Chairperson (female researcher).

Gender aspects have been the subject of much of the Institute's research in the past (female offenders, domestic violence, sexual crimes, etc.) and remain an important research topic for the future.

The Institute intends to maintain and strengthen the practice of gender mainstreaming. This document outlines a strategy for creating and maintaining equal opportunities for women and men, and for counteracting systemic and unconscious practices that may hinder women's career advancement. The Institute supports diversity and differences beyond gender diversity. The GAP IK focuses only on the gender dimension, but this in no way diminishes the Institute's commitment to equal opportunities for all employees and participants, regardless of their potentially different personal circumstances.

Researchers and all other employees must respect the GAP IK.

Annual funding of at least two minimum salaries in the Republic of Slovenia is foreseen to be set aside to implement the GAP IK. Funding will be offered to female researchers to finance education programs of their choice abroad (in addition to other funding opportunities already available to all employees). The funding is also intended to cover at least two books on gender equality, commissioned each year by the Institute's library at the employees' suggestion.

1. Gender balance in the Institute's management or decision-making positions

The Institute shall strive for an appropriate gender balance for management and decision-making positions, such as the Director, the Research Programme Leader and the Scientific Council Chairperson.

2. Equal opportunities for women and men in employment, promotion and other career prospects, and in reconciling professional and private life

The Institute of Criminology ensures that women and men have equal opportunities to succeed in employment, acquiring promotions and other career opportunities.

Job descriptions in the Institute's job advertisements are sometimes written in the feminine and at other times in the masculine grammatical gender. The Institute accepts applications without discrimination based on the candidate's gender.

The Institute takes care of the equal gender distribution of the students with whom it cooperates during their graduate and master's studies. Mentors provide equal opportunities for all students in gaining experience and knowledge in research.

The Institute strives to recruit the most qualified candidates as researchers and provide them with equal career development and advancement opportunities. It aims to provide researchers with employment contracts that allow them safe family planning: indefinite and fixed-term contracts of at least one year. Fixed-term contracts of up to one year make it difficult to combine motherhood and a career, and that is why the Institute aims to recruit full-time employees for periods longer than one year.

3. Reconciling work and private life within the organisational structure

The Institute of Criminology creates and maintains working conditions that allow achieving work-life balance.

The Institute's Legal and Human Resources Department provides information and, if requested, consultation to the employees and other participants on ways of combining parenthood, studies and career.

Following Article 50 of the applicable Parental Protection and Family Benefits Act, the Institute provides part-time work for parents with younger children or children with special needs. In addition, the Institute allows them to work from home more extensively.

The Institute's working hours are flexible. Researchers may schedule their eight-hour working day between 7 a.m. and 8 p.m. and may adapt it to their families' varied and changing needs.

4. Gender dimensions in research and teaching

The Institute integrates gender dimensions into the research of the programme group, i.e., part of the stable funding, and into individual research projects, paying particular attention to the hitherto overlooked issues of gender and discrimination in criminology and crime policy. Research findings are made publicly available. Researchers involved in teaching work integrate gender dimensions into their teaching as they see fit.

The Institute collaborates with visiting researchers who integrate gender perspectives into their research. The Institute seeks to collaborate with other research institutions and NGOs to apply and disseminate research in this field.

5. Measures to prevent gender-based violence, including sexual harassment

The Institute raises awareness among its employees of hidden gender biases and systemic inequalities through internal and external training. During the lifetime of the GAP IK, training on discrimination or gender equality aspects shall be provided at least once to all employees by an external provider (external training). Each time a new employee is recruited, they shall receive external training. Researchers whose research addresses gender perspectives shall present their research findings to the rest of the Institute's employees once a year (in-house training).

Communication between Institute employees is respectful and does not create or reinforce gender stereotypes or prejudices.

Complaints of gender-based violence, including sexual harassment, shall be dealt with by the Ombudsperson for the dignity of employees (the Dignity Ombudsperson), appointed by the Director for four years. The office of the Dignity Ombudsperson is incompatible with the office of the Director.

Monitoring the implementation of the GAP IK

The Gender Equality Coordinator (the GAP Coordinator) and the Gender Equality Commission (the GAP Commission) are responsible for monitoring the implementation of the GAP IK.

The GAP Coordinator, appointed by the Director, monitors the implementation of the GAP IK and convenes the meetings of the GAP Commission.

The GAP Commission shall be composed of the Director, the Scientific Council Chairperson, the Dignity Ombudsperson, and the GAP Coordinator. The GAP Commission shall monitor the implementation of the GAP IK and propose improvements to the Director.

Within one year from the date of adoption of the GAP IK and annually thereafter, the GAP Commission shall assess whether the objectives set out in the GAP IK are being achieved. For this purpose, the Institute's Legal and Human Resources Department shall provide them with statistics on the gender composition of the employees and promotions for their review. If the GAP Commission considers that the objectives set out in the GAP IK are not being met, it shall take additional measures to promote gender equality.

Aggregated data by gender and title of employees are published in the Annual report on the work of the Institute of Criminology at the Faculty of Law of the University of Ljubljana.

Number: 023/2021-PŠ

Date: 9.12.2021



prof. dr. Aleš Završnik,
the Director of the Institute of
Criminology at the Faculty of Law
in Ljubljana

A handwritten signature in blue ink, appearing to read "Aleš Završnik".