



GENDER EQUALITY PLAN
Institute of Mathematics, Physics and Mechanics
2026–2030

April, 2026

GENDER EQUALITY PLAN

The Institute of Mathematics, Physics and Mechanics (hereinafter: IMFM) strives to ensure equal opportunities and equal treatment for all employees regardless of gender. The Director of IMFM has adopted a new Gender Equality Plan at IMFM for the five-year period 2026–2030.

In the Republic of Slovenia, gender equality is guaranteed by Article 14 of the Constitution of the Republic of Slovenia (Official Gazette of the RS, No. 33/91 and subsequent amendments), the Equal Opportunities for Women and Men Act (Official Gazette of the RS, No. 69/02 and subsequent amendments), and the Protection Against Discrimination Act (Official Gazette of the RS, No. 93/07 and subsequent amendments).

At the level of the European Union, gender equality is primarily ensured by the following directives:

- Directive 79/7/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security;
- Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding;
- Directive 97/81/EC concerning the Framework Agreement on part-time work;
- Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin;
- Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation;
- Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services;
- Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation;
- Directive 2010/18/EU implementing the revised Framework Agreement on parental leave and repealing Directive 96/34/EC;
- Directive 2010/41/EU on the application of the principle of equal treatment between men and women engaged in self-employed activities and repealing Council Directive 86/613/EEC.

Equality between women and men is a fundamental value of the European Union. Therefore, within the European Union's framework programme for research and innovation (active between 2021 and 2027), the European Commission requires that all public institutions as well as higher education and research organisations applying for Horizon Europe calls have a prepared and adopted Gender Equality Plan. At the same time, the preparation of such a plan is recommended for all

other organisations. One of the key objectives of this requirement is to strengthen and promote gender equality throughout the European Union.

The Decision on the transformation of the public institution Institute of Mathematics, Physics and Mechanics into a public research institute (Official Gazette of the RS, No. 67/22 and subsequent amendments) includes the consideration of gender equality and prescribes the adoption and implementation of a programme of measures to ensure equal opportunities for women and men. It stipulates that the founder appoints two members to the Management Board, the governing body of the Institute of Mathematics, Physics and Mechanics, in such a way as to ensure a balanced gender representation. In accordance with the decision, the composition of the Scientific Council must also ensure balanced gender representation among its members.

The management of IMFM adopts the Gender Equality Plan as a strategic document and as a set of commitments aimed at promoting gender equality at IMFM.

All employees have been informed of the Gender Equality Plan, which is also publicly available on the Institute's website (<http://www.imfm.si/predstavitev-instituta/informacije-javnega-znacaja>).

The Gender Equality Plan demonstrates a clear commitment to gender equality, sets key objectives, and defines concrete measures for achieving them. To this end, IMFM provides the necessary financial resources and human capacities to support the process of change. The main thematic areas are:

1. Equal opportunities for women and men in recruitment and career advancement,
2. Balanced gender representation in leadership and decision-making positions,
3. Work-life balance within the organisational culture,
4. Integration of the gender dimension in the content of documents,
5. Prevention of gender-based violence, including sexual harassment.

Based on the previous Gender Equality Plan, IMFM has begun to use gender-inclusive language more consistently, to monitor and promote the integration of the gender dimension in research work, and to raise awareness among employees about the importance of gender equality. Through awareness-raising, efforts have also been made to ensure a safe and inclusive working environment.

A Gender Equality Coordinator has been appointed, whom employees may contact regarding any proposals related to the Gender Equality Plan.

Gender-inclusive language is consistently used in all internal legal acts (rules, instructions, guidelines, etc.).

The Rules on the Prohibition of Sexual and Other Harassment or Workplace Bullying have been adopted, and formal and informal reporting channels for violations have been established.

The Rules on Remote Work have also been adopted, enabling better work-life balance for employees.

In 2025, IMFM conducted an employee survey, which showed general satisfaction with working conditions; no comments or complaints regarding gender-based discrimination were reported.

The strategic objectives defined in the previous Gender Equality Plan at IMFM have largely been achieved. With the new Gender Equality Plan, IMFM maintains the thematic areas and orientations from the previous period.

The Gender Equality Plan for the period 2026–2030 represents a proportionate, systematic framework aligned with the requirements of the Horizon Europe programme and the Scientific Research and Innovation Activity Act for the implementation of gender equality at IMFM.

IMFM will promote awareness of the importance of gender equality through training and other awareness-raising activities. Specific activities intended for all employees, including management, are presented in the continuation of the Action Plan.

Objective 1: Work-life balance of employees

Objectives	Measures	Indicators
To facilitate a better work-life balance – to ensure equal conditions for both genders for development and advancement in professional and private life.	<ul style="list-style-type: none">• Flexible working hours (flexible arrival and departure times, part-time work);• Possibility to work from home;• Use of sick leave to care for family members;• Use of parental, maternity, and paternity leave.	<ul style="list-style-type: none">• Share of employees using flexible working time arrangements;• Share of days worked from home.

Objective 2: Balanced gender representation in leadership and decision-making positions and in rewarding scientific excellence

Objectives	Measures	Indicators
To ensure balanced gender representation in leadership positions (Director, Head of Programme Group, Chair of the Scientific Council).	<ul style="list-style-type: none">• Monitoring statistics on gender representation among employees.	<ul style="list-style-type: none">• Gender ratio in management and governance structures.

Objective 3: Equal opportunities in recruitment and career advancement

Objectives	Measures	Indicators
To ensure equal opportunities in recruitment and career advancement.	<ul style="list-style-type: none">• Monitoring statistics on gender representation among newly recruited staff;• IMFM strives to conclude employment relationships that enable researchers to safely plan a family – permanent employment contracts;• Monitoring career paths of researchers by gender.	<ul style="list-style-type: none">• Preparation of statistics on newly recruited staff, types of employment, and career advancement.

Objective 4: Gender dimension in research content and documents

Objectives	Measures	Indicators
Gender-inclusive use of language in IMFM acts and regulations – gender-inclusive language in research, promotional materials, and official documents of IMFM.	<ul style="list-style-type: none">• Gradual revision of existing acts and regulations;• Workshops for employees on the gender dimension in research content and documents.	<ul style="list-style-type: none">• Number and share of acts and regulations adapted to the gender dimension;• Use of gender-inclusive language in official documents.

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

Objectives	Measures	Indicators
Raising awareness among employees about gender-based violence, other forms of violence, and non-violent communication in the workplace; review and updating of internal acts related to gender-based and other workplace violence.	<ul style="list-style-type: none">Measures adopted at IMFM against sexual and other harassment and workplace bullying or harassment related to work;Respectful communication among employees that does not create or reinforce gender stereotypes or prejudice.	<ul style="list-style-type: none">Statistics on identified violations, number of internal communications on gender-based violence, other forms of violence, and non-violent communication in the workplace.

At IMFM, the management will regularly monitor the implementation of the objectives set out in the Gender Equality Plan and will update and amend the Plan as needed, in accordance with the needs and the actual situation at IMFM. If the management assesses that the objectives defined in the Gender Equality Plan have not been achieved, it will adopt additional measures to promote gender equality. Employees at IMFM will be regularly informed about activities in the field of gender equality via email, training sessions, and events delivered by external experts in the field of gender equality.

In accordance with Article 75 of the Scientific Research and Innovation Activity Act (Official Gazette of the RS, No. 186/2021 and subsequent amendments) and Article 4 of the Decision on the transformation of the public institution Institute of Mathematics, Physics and Mechanics into a public research institute (Official Gazette of the RS, No. 67/22 and subsequent amendments), IMFM will report on the implementation of measures to ensure equal opportunities for women and men within its regular annual reports.

Ljubljana, April 15, 2026

Director
Prof. Dr. Peter Šemrl