

GENDER EQUALITY PLAN

**Ljudska univerza Ormož
2026-2028**

Ormož, August 2026

1. Introduction

This Gender Equality Plan sets out the commitment of Ljudska univerza Ormož to promote gender equality, equal opportunities and an inclusive working and learning environment.

2. Current Situation Analysis

Ljudska univerza Ormož is a public adult education institution providing lifelong learning opportunities, educational programmes and community-based initiatives for adults in the local and regional environment. The institution currently employs **10 staff members, all of whom are women**, reflecting the traditionally female-dominated structure of the adult education sector in Slovenia.

No formal Gender Equality Plan has previously been adopted. However, the institution operates in accordance with Slovenian labour legislation, anti-discrimination principles and equal opportunity standards. Recruitment, employment conditions, access to training and career development opportunities are based on professional competencies, qualifications and organisational needs.

As an adult education institution, Ljudska univerza Ormož is committed to ensuring equal access to learning opportunities for all learners regardless of gender. Participation in educational programmes is open to women and men alike, and the institution actively promotes inclusion, accessibility and equal opportunities through its educational activities and projects.

Strengths

- A supportive, collaborative and inclusive working environment.
- Equal access to professional development, training and international mobility opportunities.
- Flexible working arrangements where operationally feasible, supporting work-life balance.
- Strong organisational commitment to social inclusion, equal opportunities and lifelong learning.
- High level of female participation in decision-making and leadership roles within the institution.

Challenges

- The institution currently lacks a formal Gender Equality Plan and a structured monitoring system for gender equality indicators.
- Limited collection and analysis of gender-disaggregated data due to the small size of the organisation.
- The exclusively female staff structure makes it difficult to assess gender balance in recruitment and career progression.
- Need for continued awareness-raising and integration of gender equality considerations into institutional policies, projects and educational activities.

Current Assessment

Although no significant gender-related inequalities have been identified within the organisation, Ljudska univerza Ormož recognises the importance of establishing a formal framework for monitoring, promoting and safeguarding gender equality. Through this Gender Equality Plan, the institution aims to strengthen its existing good practices, improve data collection and ensure that gender equality

principles are systematically considered in management, employment, project implementation and educational activities.

Gender Balance in Decision-Making

Action	Responsible	Timeline	Indicator
Ensure transparent and fair procedures for assigning leadership and project coordination roles	Director	2026-2028	Annual review of leadership and coordination appointments
Review gender equality considerations during annual management meetings	Director	Annually	Gender equality included as a standing agenda item

Equal Opportunities in Recruitment and Career Development

Action	Responsible	Timeline	Indicator
Ensure non-discriminatory recruitment procedures and equal access to employment opportunities for all applicants, regardless of gender	Director	2026-2028	Recruitment procedures reviewed and documented annually
Ensure equal access to professional development and training opportunities for all employees	Director	Annually	Staff participation in training activities monitored

Work-Life Balance

Action	Responsible	Timeline	Indicator
Promote flexible working arrangements where operationally feasible	Director	Ongoing	Annual staff feedback
Support employees in balancing professional and family responsibilities	Director	Ongoing	Employee satisfaction and use of available measures

Prevention of Discrimination and Harassment

Action	Responsible	Timeline	Indicator
Communicate a zero-tolerance policy towards discrimination and harassment	Director	Annually	Policy communicated to all staff
Establish a confidential procedure for reporting concerns or incidents	Director	2026	Procedure adopted and communicated

Gender Dimension in Educational Activities

Action	Responsible	Timeline	Indicator
Promote equal participation of women and men in educational programmes and project activities	Educational staff	Ongoing	Participation statistics reviewed annually
Integrate equality, inclusion and diversity topics into	Educational staff	2026-2028	Number of activities addressing equality themes

educational events and projects where relevant			
Promote equal access to educational programmes and lifelong learning opportunities for women and men	Educational staff	Ongoing	Participation monitored annually
Encourage participation of underrepresented groups in education and training activities	Educational staff	Ongoing	Participation statistics and outreach activities reviewed annually

Monitoring and Evaluation

The implementation of this Gender Equality Plan will be monitored annually by the Director of Ljudska univerza Ormož.

The monitoring process will include a review of:

- staff composition by gender;
- participation in professional development and training activities;
- representation in management, coordination and project-related roles;
- measures supporting work-life balance;
- any reported cases of discrimination, harassment or unequal treatment.

Findings will be discussed during the annual management review. Where necessary, additional measures or adjustments to existing actions will be introduced to ensure continuous improvement in the promotion of gender equality and equal opportunities within the institution.

A brief internal progress report will be prepared annually and used as a basis for updating the Gender Equality Plan and planning future activities.

Resources

The implementation of this Gender Equality Plan will be integrated into the regular activities and management processes of Ljudska univerza Ormož.

No dedicated budget is currently foreseen for the implementation of the Plan. The required resources will primarily consist of staff time allocated to management, monitoring, reporting, participation in training activities and awareness-raising initiatives.

The Director will be responsible for overseeing the implementation of the Plan, while all employees will contribute to the promotion of gender equality, equal opportunities and an inclusive working environment through their daily work and participation in institutional activities.

Where appropriate, activities related to gender equality may also be supported through national and European projects, professional development programmes and cooperation with external stakeholders.

Commitment Statement

Ljudska univerza Ormož is committed to providing a working and learning environment based on equality, respect, inclusion and non-discrimination.

The institution will promote equal opportunities for all employees, learners and stakeholders regardless of gender, age, ethnic origin, religion, disability, sexual orientation or any other personal characteristic protected by law.

The institution is committed to providing equal access to educational opportunities for all learners and promoting an inclusive learning environment that respects diversity and equal participation.

Through this Gender Equality Plan, Ljudska univerza Ormož reaffirms its commitment to fostering a fair and inclusive organisational culture and to continuously improving its practices in line with national legislation and European values.