Gender Equality

In accordance with the EU Strategy on Gender Equality 2020-2025 (Action Plan for Gender Equality III) the company Celica d.o.o. is preparing a document entitled Gender Equality Plan (GEP), which is also a prerequisite for obtaining research funding from the European Union's research and innovation programs (2021-2027). The purpose of the GEP document is the improvement of a gender equality policy, as the company success depends also on the extent to which we are able to involve all our employees and to include new researchers into our team. In doing so, we follow guidelines that do not allow for a stereotypical notion of different abilities according to gender or other personal circumstances (ethnicity, age, disabilities, sexual orientation, etc.).

In February 2022, Celica d.o.o. appointed the responsible person for the coordination of GEP.

In implementing gender mainstreaming, we follow the guidelines and regulations of the European Commission, the European Institute for Gender Equality and the documents and strategies of the Republic of Slovenia, which are available at the following links:

- The European Charter for Researchers The Code of Conduct for the Recruitment of Researchers (https://euraxess.ec.europa.eu/sites/default/files/am509774cee_en_e4.pdf)
- European Institute for Gender Equality (https://eige.europa.eu/)
- Protection against Discrimination Act (Official Gazette of the Republic of Slovenia, No. 33/16 and 21/18 – ZNOrg; http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO7273))
- Equal Opportunities for Women and Men Act (Official Gazette of the Republic of Slovenia, No. 59/02, 61/07 – ZUNEO-A, 33/16 – ZVarD and 59/19; http://pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3418)
- Resolution on the National Programme for Equal Opportunities for Women and Men 2015-2020 (Official Gazette of the Republic of Slovenia, No 84/15; http://www.pisrs.si/Pis.web/pregledPredpisa?id=RESO108)
- Resolution on the National Research and Development Programme 2011-2020 (Official Gazette of the Republic of Slovenia, No 43/11; http://pisrs.si/Pis.web/pregledPredpisa?id=RESO68)

GEP takes into account the principles of gender equality in the gender mainstreaming in the work environment, in careers in the field of science, and balanced gender representation within decision-making processes and bodies.