Gender Equality Plan (GEP)

In accordance with the EU Strategy on Gender Equality 2020-2025 (Action Plan for Gender Equality III) the company Celica Biomedical has prepared 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 Biomedical appointed the responsible person for the coordination of GEP. In May 2022 GEP was prepared.

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.

Ljubljana, 30. 06. 2022

D. Sc. Robert Zorec, Director, Celica Biomedical

Assessment of the gender equality situation at Celica Biomedical

At Celica Biomedical, the principle of equal integration of both genders into the working process and job positions is well understood and we are aware that equal integration of both genders leads to faster and better development of our company. Nevertheless, we strive to maintain high prospects in the field of gender equality and prevention of any discrimination as we commit to do so with this Action Plan.

To this end, we revised the data on current staff and job positions to detect possible anomalies in the field of gender equality. If the outcome of this analysis would reveal high imbalances in gender equality situation at Celica Biomedical, actions should be taken to resolve any discrimination.

Gender equality statistics in Celica Biomedical

Prior to the preparation of the Gender Equality Action Plan we have analysed the current status of the gender balance by individual job positions, as well as academic titles at Celica Biomedical in years 2015-2022. The data show that the gender equality is balanced to the highest possible degree. The aim of these data is to present the current status at Celica Biomedical and not for the purpose of changing the gender composition among employees and students. The aim of this report is also the detection of possible gender imbalances which may have to be addressed in the coming years.

Job positions

Table 1: Gender representation in management positions (General Manager, TechnicalManager) by years

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	2	2	2	2	2	2	2	2
F	0	0	0	0	0	0	0	0
% F	0	0	0	0	0	0	0	0

Table 2: Gender representation of the heads of departments by years

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	1	1	1	1	1	1	1	2
Ž	3	3	3	3	3	3	3	2
% Ž	75	75	75	75	75	75	75	50

Table 3: Gender representation of full professors by years

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	3	3	3	3	3	3	3	3
F	0	0	0	0	0	0	0	0

% F	0	0	0	0	0	0	0	0

Table 4: Gender representation of associate professors by years

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	0	0	0	0	0	1	1	1
F	0	1	1	1	2	2	2	2
% F	0	100	100	100	100	66.66667	66.66667	66.66667

Table 5: Gender representation of senior research associates by years

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	1	1	1	1	1	1	1	1
F	0	0	0	0	0	0	1	1
% F	0	0	0	0	0	0	50	50

Table 6: Gender representation of assistant professors by years

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	1	1	1	1	1	1	0	0
F	1	1	1	1	0	0	0	0
% F	0	50	50	50	0	0	0	0

Table 7: Gender representation of research associates by years

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	0	0	0	0	0	1	1	1
F	2	2	2	1	1	1	0	0
% F	0	100	100	100	100	50	0	0

Table 6: Gender representation of research assistants by years

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	1	1	1	1	2	2	2	2
F	3	3	3	1	1	1	2	1
% F	75	75	75	50	33.33333	33.33333	50	33.33333

Table 9: Gender representation of specialist advisors

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	0	0	0	0	0	0	0	0
F	2	2	2	2	2	2	2	2
% F	0	100	100	100	100	100	100	100

Table 10: Gender representation of technical associates

Year	2015	2016	2017	2018	2019	2020	2021	2022
M	1	1	2	2	2	2	2	2
F	0	0	0	0	0	0	0	0
% F	0	0	0	0	0	0	0	0

The analysis shows that in terms of gender equality and in terms of protection from any discrimination at Celica Biomedical the employment policy is in agreement with the national and EU legislation. Both genders are equally entitled to promotions once the criteria for habilitation are fulfilled at the University or Celica Biomedical, therefore in this matter we do not detect any irregularities.

Conclusion on gender equality at Celica Biomedical

At Celica Biomedical high standards are maintained in ensuring gender equality and prevention of any discrimination. Human rights and integrity are respected. Regardless of our different personalities, we all work and must continue to work in a way that maintains a high reputation of the organization, the good of society, and a pleasant working environment.

Appendix: GENDER EQUALITY ACTION PLAN

OBJECTIVE	MESAURE	INDICATOR	INDICATOR BASELINE VALUE	INDICATOR TARGET VALUE	DEADLINE	RESPONSIBLE FOR IMPLEMENTATION
Objective 1: Education and awareness-raising on the importance of gender equality for the proper functioning of the company	Raising awareness of the employees about importance of gender participation	Encouraging participation in meetings with emphasis on politics gender equality	Employees are informed of the guidelines and regulations governing the policy gender equality in the workplace	Interviews with employees are carried out periodically	Periodically every 3 years	Management, person responsible for the preparation of the GEP
Objective 2: Improved gender balance in decision-making positions of the company (eg	Celica Statute amendment are required - to write down the principle of prohibiting discrimination and the principle of	Active participation in meetings with emphasis on politics gender equality	Employees are informed of the guidelines and regulations governing the policy gender equality in	Meetings with employees are carried out periodically	Permanent activity	Management, person responsible for the preparation of the GEP

department heads)	balanced representation of genders according to Article 14 Equal Opportunities Act women and men		the workplace			
Objective 3: Gender equality in recruitment	Every three years, the report on the implementation of the Gender Equality Action Plan of Celica company must provide a presentation of gender representation by categories as defined in this Action Plan. The action plan of the company reacts to possibly disturbed balances	An integrated system for Action Plan monitoring is set up	The Gender Equality Action Plan is prepared	The Gender Equality Action Plan is monitored periodically. The implementation of the Gender Equality Action Plan is reported to the management	Periodically every 3 years	Management, person responsible for the preparation of the GEP
Objective 4: Eliminating all forms of discrimination based on gender, sexual orientation, sexual violence and harassment	Gender equality plan needs to be published at Celica Biomedical webpage	Updated web page with included tab on gender equality issue.	Gender Equality Action Plan is published on the organization's website	Gender Equality Action Plan is periodically monitored. Implementation of Gender Equality Action Plan is reported to the management every 3 years	Periodically every 3 years	Management, person responsible for the preparation of the GEP

	Availability of management to report potential sexual harassment in the workplace	Interviews with persons involved, identification of issues and implementation of measures	Employees are informed about the guidelines and regulations governing the policy gender equality in the workplace	Interviews with employees are carried out periodically	Permanent activity	Management, person responsible for the preparation of the GEP
Objective 5: Equal opportunities for career advancement and reconciliation of work and private life	Management periodically conducts interviews in the form of focus group meetings, and makes suggestions on how and how obstacles could be removed	Performing periodic interviews with focus groups	Periodic interviews with focus groups are carried out	Periodic interviews with focus groups are carried out	Permanent activity	Management