



# GEARING ROLES

**Gender Equality Actions in Research  
Institutions to transform Gender Roles**

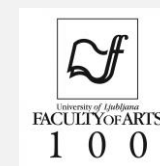
**Presentation Title: UL FF GEP  
IMPLEMENTATION**

**Presentation Date: 30.03.2022**

**Presentation Location: ONLINE**

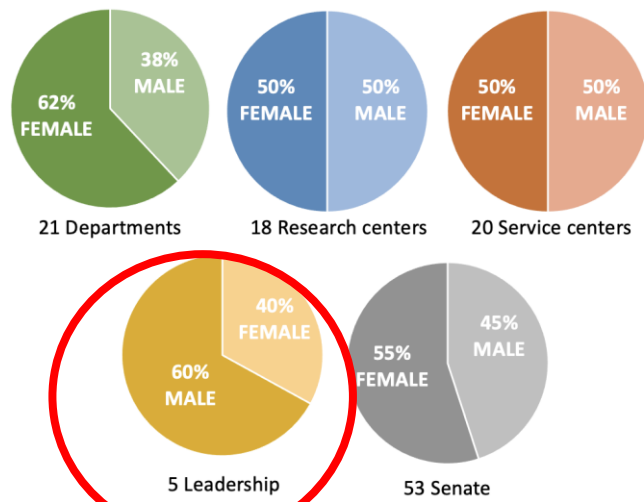


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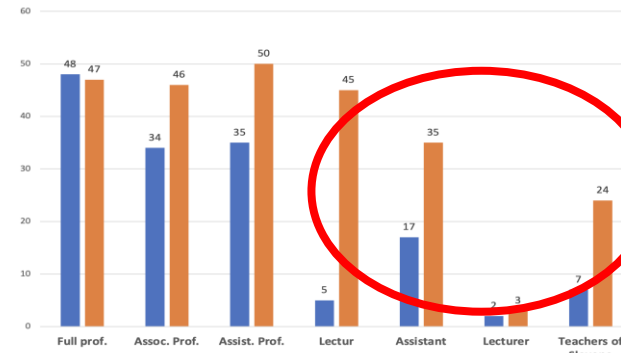




## Leadership structure



## Academic titles



6 % of female deans in 102 years of the Faculty of Arts

Women equally represented or in majority in all faculty's bodies except from top leadership

Positions with lower academic titles filled with more women.





## Knowledge

- Gender studies
- No gender equality policies in key documents (Vision of UL, Working plan ...)

## Gearing Roles

- Key factor for preparation of GEP

## "Luck"

- Language dilemma (April 2019)
- Me, too movement among students (sexual harassment)

#NISISAMA

Jezik in družbena neenakost

Metka je študentka in to bi rad postal tudi Janez

**»prevrat«**  
Bizarnost leta je brez konkurence (no, lahko bi omenili Štajersko vardo, a je lahko bi omenili Andrej Šiško priprti) odloči-  
len vojvoda Andrej Šiško fakultete Univerze  
filozofske fakultete v ženski slovnični obliki  
... da se v pravnih  
... kot nev-

## Stabej

vistiko na Filozofski fakulteti o tem, zakaj  
filozofske fakultete v ženski slovnični obliki

isa @SabrinaStrnisa · 28 May 2018

DamirCmrcce

naslednjih treh letih bo, iz davkoplačevalskega denarja fin  
uljeta, vpisovala samo študentke ter zaposlovala le profe  
oces bo potekal pod mentorstvom dekanje Roman Kuhar  
slivk od skupno 5647 upravičenk



Roman Kuhar  
dekanja Filozofske fakultete  
v Ljubljani

Gesta, ki je razburila  
in še razburja

Aplavzi so namenjeni  
n jezikovnega ukrepa senata FF

ilin Golob: »Gre za simbolno gesto, očitno zelo  
no in nujno, ker je povzročila toliko odzivov.«  
očnik: »Moje nelagodje je, da se omejuje na  
o raven in ne zadeva materialnih strukturnih

NUSTA, DVE ZA BOLJŠI JEZIK

je res krivična naša materinščina,  
ko gre za ženski spol?

# Gender Equality Plan – outlook



Data,  
indicators and  
tools for  
analyzing  
gender  
(in)equality

Gender in  
research and  
curricula

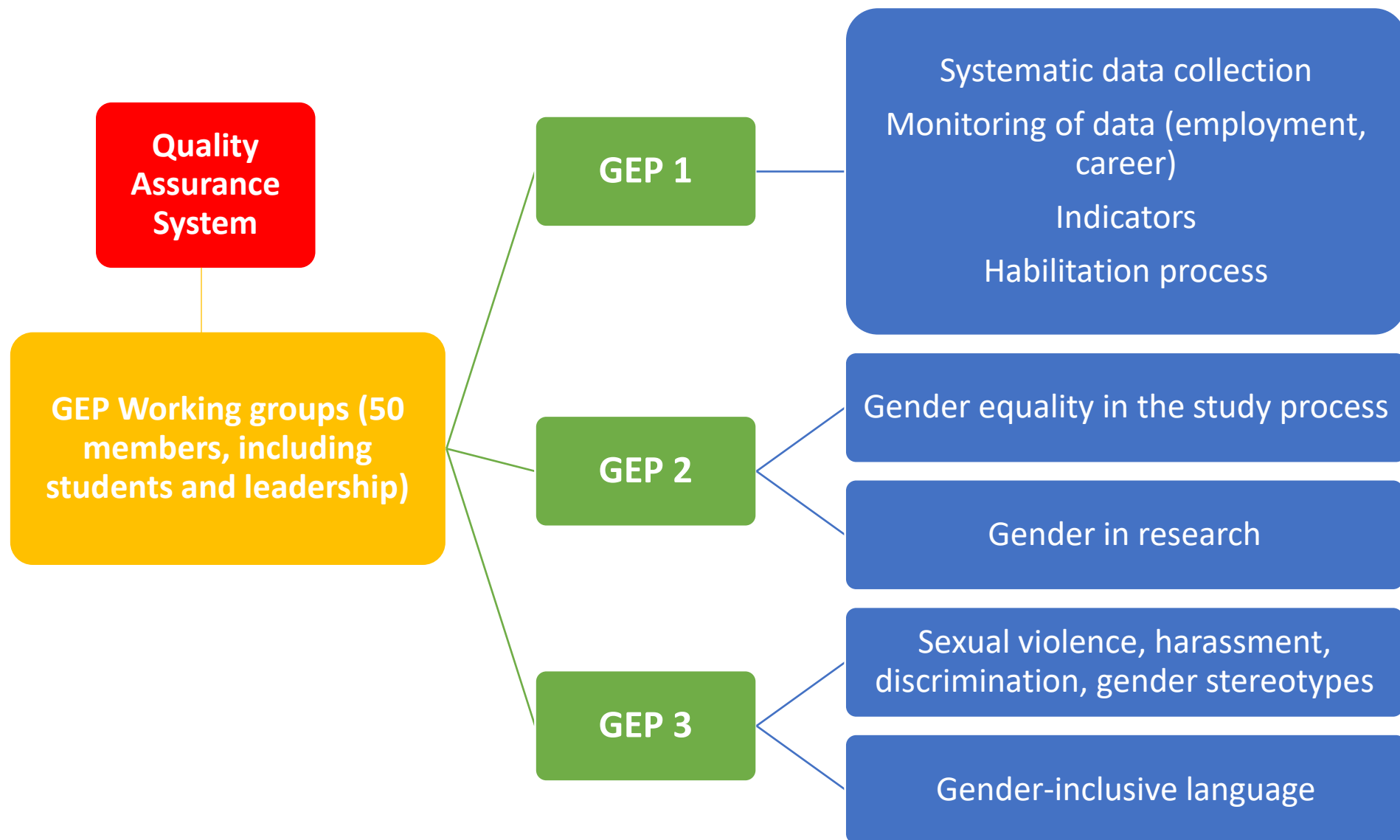
Gender  
sensitive  
language

Gender  
stereotypes,  
sexual  
harassment,  
violence and  
discrimination

Mission  
statement



# Gender Equality Plan – Working groups



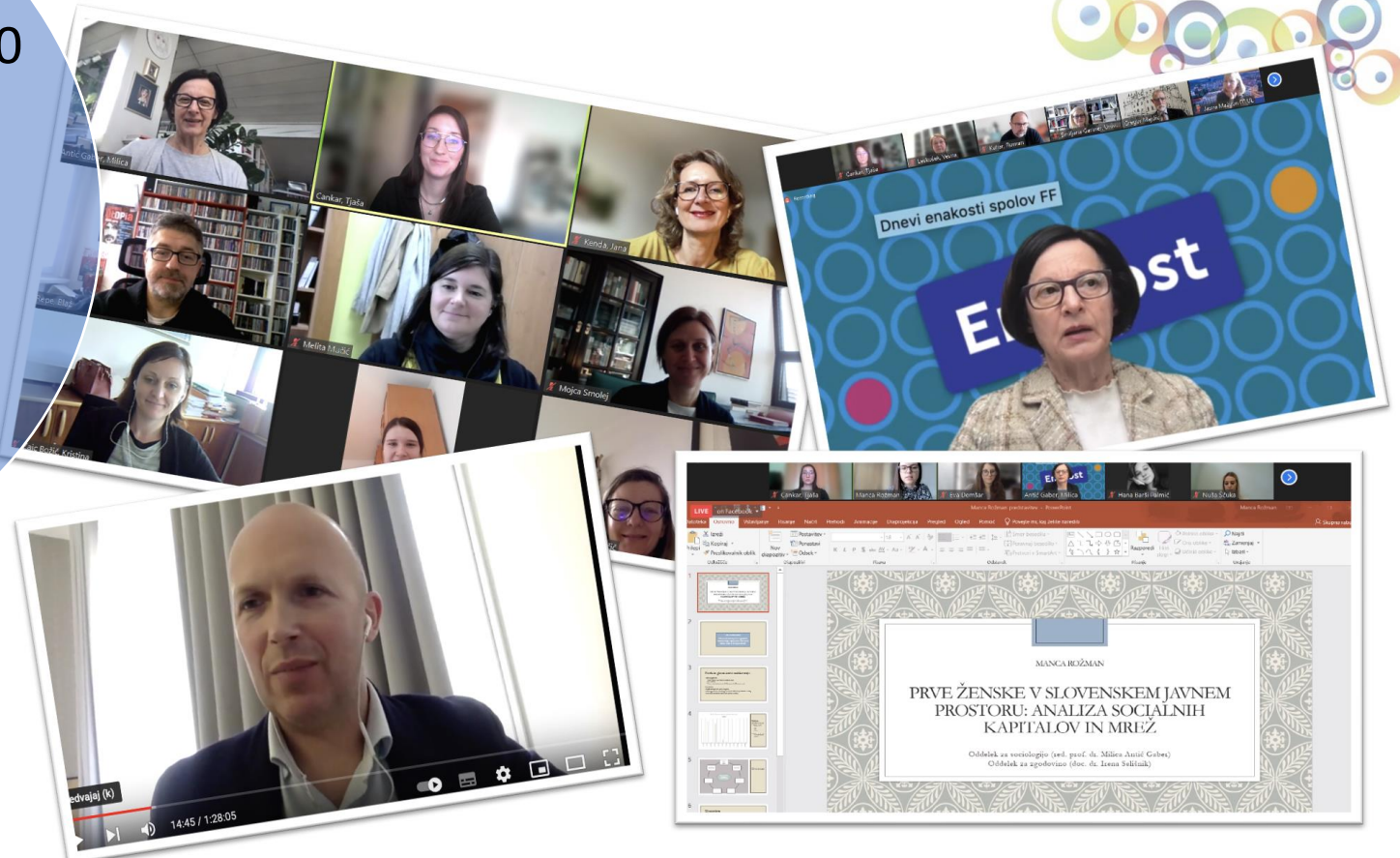
# Selected activities and outcomes

## Days of Gender equality

2021: 15 events, over 50 speakers

○ 2022: 11 events

○ Organizing committee (annual event)





# Confidential persons

## Website with information

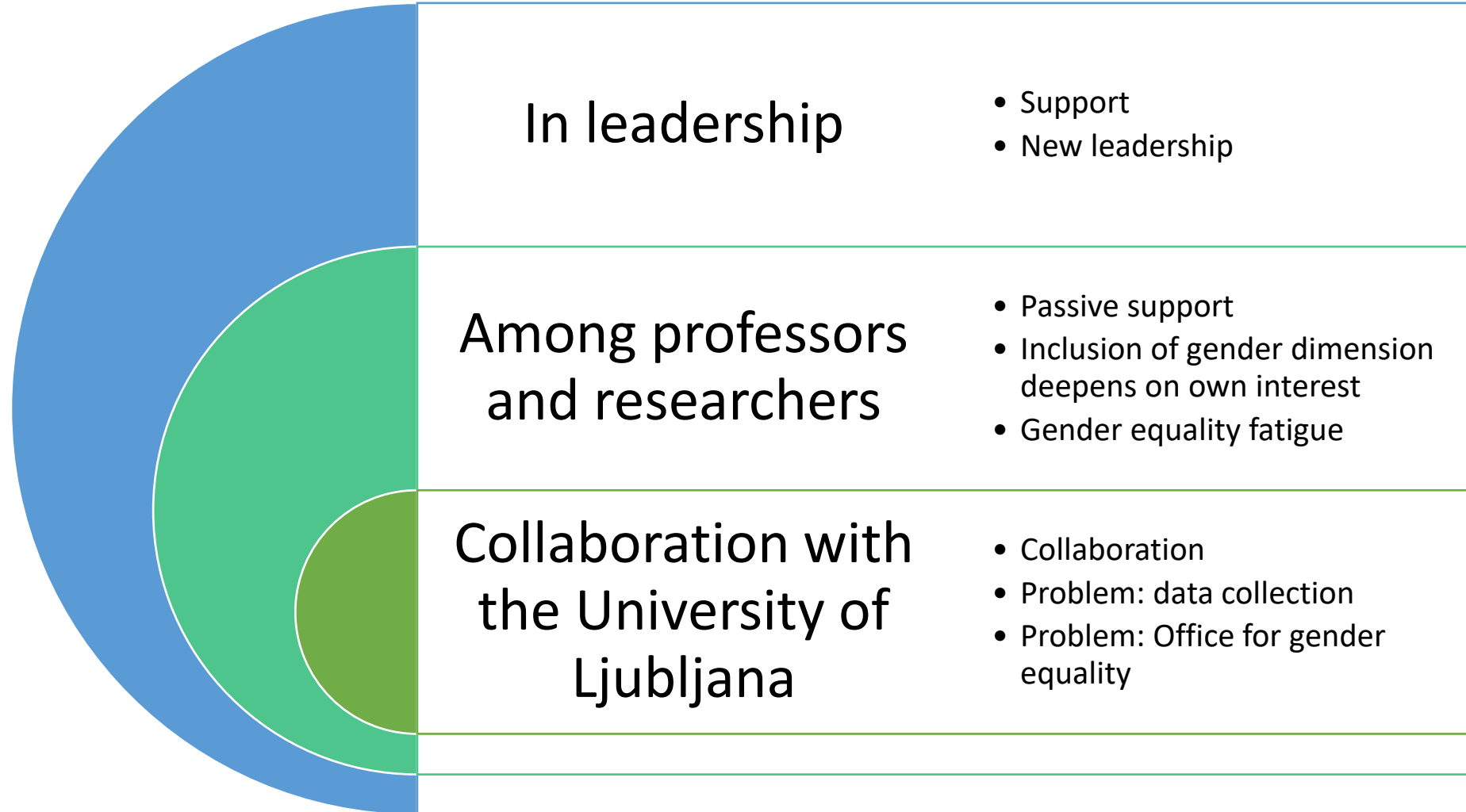
# Educational workshop

# Guidelines for the Prevention of Sexual and Other Harassment, Violence and Mobbing

# Rules on the Protection of the Dignity of Employees at



# Resistances





# Where we started ... and where we are now

