

GENDER EQUALITY PLAN OF COMPETENCE CENTER FOR ADVANCED CONTROL TECHNOLOGIES (KCSTV)

September 2022



OMOGOČAMO DELOVANJE SISTEMOV, PROCESOV IN IZDELKOV

About KCSTV

The KC STV Institute was founded in 2016 by the consortium of member companies of the Technology Network for Process Control Technology (TM TVP), which as a virtual organization since 2002 has been connecting public research institutions and companies in the transfer of knowledge and technologies to industrial practice and in the development of products and services for sale on the market. The activity of the network is carried out in consortium research and development projects of research institutions, companies of contractors and companies of users. Its strategic focus is on network methods of knowledge transfer in the innovation system.

The consortium, first named as KC STV, was formed on the basis of the Ministry of Education and Culture's call for competence centers in 2010 (KCSTV 2010-2013). After the completion of the project, the activities moved again to the framework of the Technology Network.

The members of TM TVP concluded that in the changed conditions the consortium form of the network as an organization is no longer sufficient for the implementation of the common mission and goals and decided to establish a legal entity - the Institute, named Competence Center for Advanced Control Technologies (KC STV) for the needs of the preparation and implementation of the network's consortium projects, which assumes the role of the leading member of the consortium in these projects.

The Institute, founded 1st of March in 2016 is based on the content and organizational experience of the Competence Center for Advanced Control Technologies which operated in the form of a consortium in 2010-2014.

In 2017, the Institute was actively involved in the preparation of action plans of Strategic Development and Innovation Partnerships (SRIP) in the field of SRIP Factory of the Future (SRIP ToP), where in cooperation with the Jožef Stefan Institute (as the applicant), Slovenian Chamber of commerce and TECOS, it signed an agreement on the establishment SRIP ToP and prepared the program and financial plan for the 2nd and 3rd phase of SRIP ToP operation. SRIP ToP is a system of 4 clusters, with the KC STV Institute being the holder of the STV cluster - Control systems and technologies., mainly constituted of members of Technological Network.

KCSTV primarily focuses on the area of control technologies in:

- modern factories,
- smart, clean and efficient energy and a cleaner environment,
- intelligent objects (neighbourhoods and cities),
- built-in guidance systems,
- demanding scientific/experimental projects.

KCSTV is an active member of different EU partnerships – EFFRA, A.SPIRE, CLEAN HYDROGEN PARTNERSHIP, S# and Vanguard Initiative. KCSTV and its members are active in EU-funded projects, international research, development and innovation projects, as well as in commercial projects. KCSTV employs a group of researchers forming nationally registered research group for Advanced Control technologies. According to its Statute, KCSTV may employ researchers and other subject-matter experts, in line with and for the duration of the work requirements. The creation of project teams and the regulation of contractual relations between members and the institution is defined in the KCSTV Statute. Currently, KCSTV has 1 research group and 4 employees.

KCSTV Gender Equality Plan background

This first version of the KCSTV Gender equality plan (GEP) was created in 2021 by a dedicated gender- and employment status-diverse task force team, involving:

- part time researcher dr Miroslav Jovan (m),
- COO Rudi Panjtar (m), and
- the KCSTV Director, Dr Zoran Marinšek (m).

The document is based on the preliminary analysis of gender-disaggregated data on KCSTV personnel, a review of relevant national regulations, and a baseline review of existing practices. The draft GEP was likewise circulated among all KCSTV employees for feedback and endorsement. The draft GEP was subsequently updated in September 2022 to reflect the developments in the Institute.

KCSTV recognizes and adheres to the key national legal acts that define and regulate the principles of equality in the areas of gender, nationality, religion, disability, age or any other personal circumstance. This includes:

- The Constitution of the Republic of Slovenia,
- The Protection Against Discrimination Act, and
- The Equal Opportunities for Women and Men Act.

Likewise, KCSTV adheres to other specific laws, which also include and define the principles of equal opportunities, such as

- The Employment Relationships Act and
- The Scientific Research and Innovation Activities Act.

As Associate Member of the University of Ljubljana, KCSTV also closely monitors the guidelines, activities, and strategic orientations of the University of Ljubljana, with a view of alignment where applicable and opportunities for joint engagement in planned actions (e.g., training, awareness-raising etc.).

KCSTV GEP principles

KCSTV GEP is an official document, signed by the KCSTV Director. Revised versions of the document will be submitted to and addressed at the regular annual meetings of the institute's Council and published on KCSTV website.

KCSTV GEP is designed as a living document, which will be updated on an annual basis in congruence with the annual analysis of gender-disaggregated data on personnel, the outcomes and findings of its implementation, or any newly identified opportunities for improvement of gender and other aspects of equality within the organization.

The KCSTV GEP is customized to the KCSTV activities, dynamics of work and employment. It foresees ongoing monitoring of data, action plan revisions, gender equality awareness-raising and training, and considers resources for its implementation.

KCSTV GEP strategic objectives and key pillars

The key strategic objectives of KCSTV's GEP are:

- to provide a supportive and safe work environment for all KCSTV employees;
- to raise awareness on the importance of gender equality;
- to provide equal employment and career progression opportunities regardless of gender or other personal circumstances;
- to establish a system of monitoring of the equality aspects and indicators;
- to support employees' work-life balance by enhancing the relevant organisational mechanisms;
- to promote excellence in science by systematically integrating gender dimensions into KCSTV's research and development activities.

The strategic objectives of GEP are addressed in the four key pillars (i.e., goals) of the implementation plan, which identifies the foreseen actions, key indicators, resources dedicated or required, responsible individuals, and indicates the activity start and end dates:

- PILLAR 1: Gender equality in recruitment, career progression, and decision-making
- PILLAR 2: Raising awareness of gender equality and preventing gender-based discrimination and violence
- PILLAR 3: Work-life balance with consideration of personal circumstances, incl. gender
- PILLAR 4: Integration of the gender dimension, neutrality and sensitivity into official documents, publications, and research activities

Ljubljana, 30. 09. 2022

Dr. Zoran Marinšek, Director, KCSTV



KCSTV GENDER EQUALITY PLAN

Pillar	Measure (activity)	Indicator(s)	Indicator baseline value	Indicator target value	Resources	Responsible person(s)	Start and end date
1) Enhancing gender equality in recruitment and career progression, management and decision-making	Yearly gender disaggregated analysis of personnel, considering inter alia employment status, work position, and salary, to inform decision-making and adjustment of other measures.	Ongoing data analysis and monitoring, included in annual reports	Baseline analysis completed	Analysis, including disaggregated gender data on specified items, included in annual reports	/	KCSTV Director, Dr.Zoran Marinšek Rudi Panjtar, COO	Ongoing on yearly basis (2021-)
	Promoting recruitment of under-represented gender in individual work positions, including management	Job postings include a statement on the importance of and dedication to equal and balanced gender representation	Job postings did not previously include such a statement	All job postings include such a statement	/	KCSTV Director, Dr.Zoran Marinšek Rudi Panjtar, COO	Ongoing action, whenever there are recruitment opportunities available
	Creation of individual career plans and yearly revision to support gender equality and to identify any gender-based barriers	Individual career plans	0	Career plans created for all employees	/	KCSTV Director, Dr ZoranMarinšek KCSTV employees	2022
	Enhancement of gender balance in KCSTV governing bodies (Council, Assembly), e.g., through specific provision in calls for meetings	Number of men and women in governing bodies' meetings	Unknown/ fluctuating	Gender balanced attendance of governing bodies' meetings	/	KCSTV Director, Dr ZoranMarinšek	2022-

Pillar	Measure (activity)	Indicator(s)	Indicator baseline value	Indicator target value	Resources	Responsible person(s)	Start and end date
2) Raising awareness of gender equality and preventing gender-based discrimination and violence	Alignment of gender equality and gender-based discrimination preventive measures and activities with KCSTV members	Agreement on co-operation between member and KCSTV on gender equality-related activities	0	1	KCSTV members resources (experts)	KCSTV Director, Dr Zoran Marinšek	2022
	Analysis of existing support structures, and available trainings, dedicated to gender equality awareness raising, preventing gender-based discrimination and violence	Information gathered in brief report (information sheet)	Baseline review conducted	Detailed report, information disseminated to all employees	/	Rudi Panjtar, COO	2022
	Incentivizing employees to attend dedicated training programs on gender equality in research and science, offered by relevant organizations (e.g., Research Centre of the Slovenian Academy of Sciences and Arts)	Number of employees attending training Number of trainings attended	0 0	4 1	Own institutional resources, if required; KCSTV members resources (expertise, according to agreement)	KCSTV gender equality task force members	2022 - 2023
3) Promoting work-life balance with consideration of personal circumstances, incl. gender	Adjustments and flexibility of work organization, work time and space	Provisions of work flexibility based on personal circumstances, i.e., gender, family status, health etc.	Internal agreement on work from home, flexible work hours	Formal agreement on work organization, time and space	/	KCSTV Director, Dr Zoran Marinšek KCSTV employees	2022-2023

Pillar	Measure (activity)	Indicator(s)	Indicator baseline value	Indicator target value	Resources	Responsible person(s)	Start and end date
	Limiting work-related communication (e-mail, phone) to work days and working hours	Activities related to enhancing the respect for timing of work-related communication	0	1	/	All KCSTV employees	2022, ongoing
4) Integration of the gender dimension, neutrality and sensitivity into official documents, publications, and research activities	Revision of KCSTV Statute, integration of gender equality clause	Gender equality clause included in the official document	0	Official document revised and approved by the governing bodies	/	KCSTV Director Dr Zoran Marinšek	2022-2023
	Revision of KCSTV website to include gender neutrality and gender-sensitive language	KCSTV website revised with consideration of gender equality, sensitivity, neutrality	0	1	/	KCSTV gender equality task force, Dr Vladimir Jovan researcher	2022, ongoing task
	Analysis of and guidelines on gender equality in research on key KCSTV topics (advanced control technologies, energy control systems, sustainability, qualitative research)	Baseline document on gender equality in advanced control technologies, energy control systems, sustainability research to serve as a guideline for planning and undertaking research in international research and innovation projects	Partial analysis and guidelines prepared for individual ongoing projects	Baseline guidelines and content integrated in a document, disseminated among KCSTV employees	Own resources, project work	KCSTV employees (own research field and expertise)	2022-2024