

GENDER EQUALITY PLAN

International Institute for the Implementation of Sustainable
Development (**MIITR**)





Mednarodni inštitut za implementacijo trajnostnega razvoja, Maribor
Trg Borisa Kidriča 5, 2000 Maribor

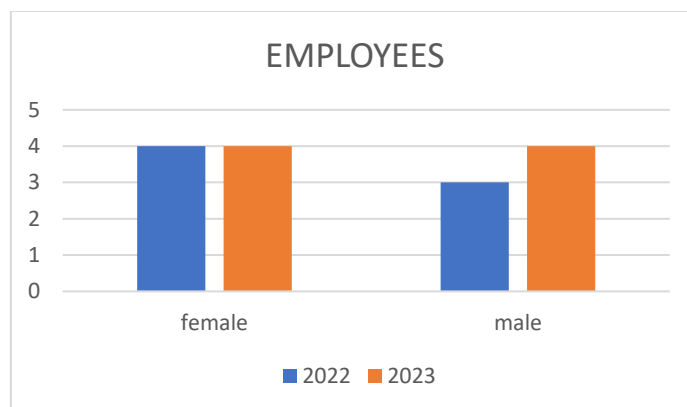
We believe that understanding the different needs and capacities of women and men is critical to an effective working environment. The main purpose of this plan is to further promote equal gender opportunities and representation in all areas of the NGO's operations.

Slovenia is familiar with good practices in the field of equal opportunities for women and men. Childcare and appropriate maternity leave are also regulated, which is the basis for balancing private and professional life.

More and more women are deciding on higher education, which is also an important factor in equality because now they are qualified for work where higher education is required.

Gender Equality in Employment and career advancement opportunities

Our workforce is already represented proportionally by women and men, because we are a smaller collective, this is not difficult to sustain. From experience, we can confirm that equal distribution of jobs between genders is well-functioning as different views of men and women come together and solutions are found faster and of better quality. So, we maintain the gender ratio by employees, for a few years now with minor deviations.

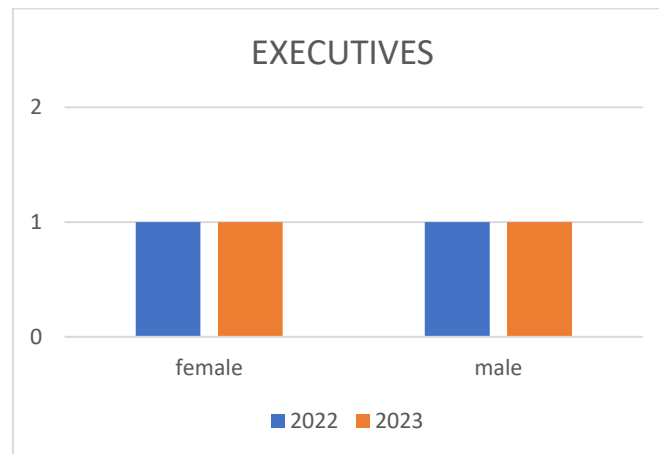




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Gender-balanced representation in managerial and decision-making positions

Our NGO has 2 executive positions, director and president of the NGO council, and they are from the beginning divided between male and female. They are responsible for finding new reliable partners, finding new suitable projects, regulating of financial matters, and a lot more. Here is also noticeable how indispensable is to have a woman and a man's gaze and approach. They upgrade and assign each other.



Harmonizing private and professional life within the organizational culture

Harmonizing private and professional life can be a real challenge for all employees. All employees may face a variety of challenges in reconciling private and professional life, but especially hard is for mothers with small children (care for children, prolonged illnesses,). To help our employees we have flexible hours and occasional remote work to accommodate employees work-life balance needs, regardless of gender.



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Goals for the future

We want to create a working environment with equal opportunities for women and men, and where all types of direct or indirect discrimination on grounds of race, gender, religion, opinion, or any other personal or social conditions or circumstances are rejected. We will continue to maintain gender harmony through employment. Through organized activities, we will connect with colleagues, thus reducing the possibility of any kind of harassment in the workplace.