

Gender Equality Action Plan 2023-2025

MARIBOR, OCTOBER 2023

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Introduction

Goal 5: Achieve gender equality and empower all women and girls

The Sustainable Development Goals are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. The **17 Goals to transform the world** were adopted by all UN Member States in 2015.

Goal 5 is to achieve gender equality. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. There has been progress over the last decades, but the world is not on track to achieve gender equality by 2030. Therefore, many institutions, countries, unions, ect. recommend to organizations to prepare Gender Equality Action Plan

One of the key goals of the commitment to prepare an action plan on gender equality is to strengthen and promote it across the European Union.

The Factumevent's Gender Equality Action Plan is a strategic document. It is a set of commitments focused on promoting gender equality at the company. In line with the guidance of the Horizon Europe framework programme, the plan will be confirmed by the Director and published on companies's webpage. Employees and close outside coworkers will be informed about it through internal communication channels.

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The action plan demonstrates company's clear commitment to gender equality, and sets the key objectives as well as the specific measures by means of which these objectives are to be realised. To realise the plan, the company will provide the necessary financial means and human resources, which will support the transition.

The company will raise awareness about the necessity of gender equality through courses and other activities designed for this purpose. The expert will be available as well, when needed. The specific activities intended for employees, outside coworkers and the management, are listed below.

- Work-life balance and organisational culture,
- Gender balance in leadership and decision-making,
- Gender equality in recruitment and career progression.

Specific activities toward realising GEAP:

Goal 1: Employees and outside coworkers work-life balance and organisational culture established

Measure		Person Responsible	Timeframe	Financial framework	Indicator
1.1	Enabling working from home	CEO	2023 →	/	Number and % of hours of work done at home, by gender. Annualy. Number and % of employee working form home, by gender. Annualy.
1.2.	Implementation of an advisory-audit procedure pertaining to employees' work-life balance, by an external provider	CEO	2023 →	200 €	Horus Award obtained – Slovenian award for Social reponsibility and Sustainable development

Goal 2: Gender balance in leadership and decision-making

Measure		Person Responsible	Timeframe	Financial framework	Indicator
2.1	Encouraging gender balance in the position of Project Manager	CEO	2024 →	/	Number and % of employees occupying the position of Project Manager, by gender, on the first day of the year.
2.2.	Encouraging gender balance on lists of candidates for the representative in different Boards or Associations	CEO	2024 →	/	Number and % of employees on lists of candidates for the employee representative in different Boards and Associations, by gender.

Goal 3: Gender equality in recruitment and career progression

Measure		Person Responsible	Timeframe	Financial framework	Indicator
3.1	Encouraging gender balance in recruitment and outsourcing	CEO	2023 →	/	Structure of employees and outside coworkers, by gender, on the first day of the year
3.2.	Courses that enable balanced gender participation	CEO	2024 →	500 € / course	% of employees and coworkers included in courses, by gender, annually

Conclusion

The company Factumevent strives towards achieving setted goals on Gender Equality. The CEO takes the responsibility to fullfill the goals, along with it's gender balanced team of coworkers.

Mitja Špes, CEO
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