

## Promoting Gender Equality at the University of Primorska

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*Abstract.* Gender equality represents one of the fundamental values of modern society and a key criterion for progress in all areas of life, including the academic world. We analyze the gender equality at the University of Primorska (UP), where a strong commitment to gender equality is reflected. This is evident from the structured efforts to ensure a balanced gender representation at all levels of academic, managerial and administrative activity. Nevertheless, the analysis of the data points to existing gender differences that are still present in the academic environment. These differences are reflected in the ratio of employees by gender, distribution by academic titles, management of research projects and involvement in international mobility.

When researching the human resource management structure and project management at UP, it can be noticed significant steps towards gender balance, but areas where improvements are still possible are also highlighted. For example, the data show a balanced gender representation among employees, but differences appear in the distribution of academic and leading managerial positions. Women make up a significant proportion of teaching and research staff, but their representation is declining in senior academic positions and in university leadership roles.

The analysis of project management in UP shows that women are the leaders of many successful research projects, which emphasizes their key role in academic research. However, there is inequality in the allocation of resources and opportunities to lead larger, internationally funded competitive projects, where men often assume dominant roles.

In addition, mobility data reveal that female students and employees participate in international exchange programs equally or even to a greater extent than their male counterparts, indicating a positive trend of inclusion and taking advantage of opportunities for professional and personal development outside their home institution.

By focusing on gender equality at UP, it is necessary to emphasize that, despite the progress achieved, there are areas where further efforts are needed to ensure full gender equality. This includes improving the representation of women in the highest academic and management positions and ensuring equal opportunities in the allocation of funds and management of larger projects. UP is on its way to promoting gender equality, but it requires the continuous effort of all members of the academic community to fully realize this goal.

*Keywords:* gender equality, educational institutions, managerial staff, middle management, academic staff, international mobility

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