



Regionálne poradenské a informačné centrum Rožňava



RPIC RV

Regionálne poradenské a informačné centrum Rožňava

Gender equality plan

Plan for the gender equal and moral path for RPIC-RV

Introduction

RPIC- Rožňava is keen to uphold women's rights and gender equality. In our agency 50% of employees are women and 50 % are men. Our company is planning to keep on the path to gender equality. The RPIC-Rožňava is constantly in process of looking for the possible structures and practices that produce inequality in our agency and eliminating them.



PREVENTION OF DISCRIMINATION

TO PREVENT GENDER DISCRIMINATION, OUR AGENCY HAS PUT IN PLACE THE “BOARD FOR PREVENTION OF DISCRIMINATION” AT THE WORKPLACE. OUR STAFF CAN FILE RELEVANT COMPLAINTS AGAINST MISTREATMENT BY THEIR COLLEAGUES AND THE WHOLE MATTER WOULD BE INVESTIGATED AND RESOLVED. THE BOARD FOR PREVENTION OF DISCRIMINATION IS COMPETENT IN ADVISING THE DIRECTOR OF THE AGENCY CONCERNING EQUAL OPPORTUNITIES OF PROMOTION OR TASKS FOR THE STAFF.

POSITIVELY IMPACTING WORK CULTURE

EVERY NEWCOMER TO THE AGENCY HAS TO ATTEND THE TRAINING CONCERNING GENDER EQUALITY AND GENDER BIASES IN ORDER TO ENHANCE EQUALITY CULTURE IN OUR AGENCY.

CONCRETE MEASURES AND KEY FACTORS

- **Promoting career development of both female and male employees/researchers to prevent the waste of talents.**
- **Peer support and cooperation between female and male colleagues.**
- **Gender equality in recruitment and career progression.**
- **Focus on a healthy working environment.**

1. Promoting career development of both female and male employees/researchers to prevent the waste of talents - Our staff is constantly attending the courses for enhancement of their professional skills, including communication, career development, IT skills, project management, etc...
2. Peer support and cooperation between female and male colleagues - Every employee has full support in asking for help if needed and if possible the tasks are designed to be cooperative in their nature.
3. Gender equality in recruitment and career progression - In recruitment processes invitations to job interviews should always be gender-balanced and the recruiter should always try to get a gender balance in their project teams. In general, applications are very welcome from all genders, cultural backgrounds, and physical limitations.
4. Focus on a healthy working environment - Creating training and workshops to boost the sense of community, shared vision, and positive outlook within a setting. Improving social cohesiveness, morale, engagement, and teamwork. The offices are decorated according to the current trends in order to make the working staff feel the positive and motivating energy while working in the offices.