

GENDER EQUALITY PLAN
*OF THE INSTITUTE FOR SOCIAL
RESEARCH IN ZAGREB*

For the period

2022-2027

CONTENTS

INTRODUCTION.....	3
LEGAL AND STRATEGIC FRAMEWORK OF THE GENDER EQUALITY PLAN	4
CURRENT SITUATION AT THE INSTITUTE FOR SOCIAL RESEARCH IN ZAGREB.....	5
OBJECTIVES AND EXPECTED RESULTS OF THE PLAN.....	9

The nouns listed in the Plan in the female gender are used neutrally and refer equally to the female and male gender.

INTRODUCTION

Gender equality is one of the key principles of the European Union, and it is stated in the basic provisions of the Constitution as one of the highest values of the constitutional order of the Republic of Croatia. Normatively, the term is further elaborated by the Gender Equality Act, which also prohibits any discrimination based on sex, sexual orientation, marital and family life, in its direct and indirect form.

The Institute for Social Research in Zagreb (hereinafter referred to as ISRZ) is the oldest public scientific institute in the field of social sciences in which the policy of gender equality in all spheres of activity has been respected and practiced since its inception. Throughout time, ISRZ is continuously built as a place of zero tolerance towards any form of discrimination, including sexual harassment and exploitation. The Centre for Youth and Gender Studies – CYGS, research centre operating within ISRZ, conducts scientific research in the field of gender equality, makes recommendations and carries out evaluations of the work of various state bodies and civil society organizations in charge of the implementation of national gender equality policies.

In accordance with the constitutional and legal values of the Republic of Croatia and the declared goals of the European Union on the elimination of gender and sex inequalities, with the purpose of ensuring equal opportunities for all employees in all areas of work of ISRZ, while promoting a culture of gender equality among workers, ISRZ adopts this Gender Equality Plan for the period from 2022 to 2027 (hereinafter referred to as the Plan). The plan is adopted after analyzing the legal and strategic framework and analyzing the existing situation in the ISRZ with the aim of detecting deficiencies and their elimination.

The purpose of the Plan in the five-year period is to strengthen the existing focus on the full implementation of gender equality, maintain a culture among workers on the importance of equal participation of women and men in all spheres of work, and especially in leading positions, ensure a work-life balance for workers and a zero rate of gender-based violence.

The realization of this purpose is in accordance with the principles of scientific activity that ISRZ promotes and applies on its scientific and research path, in particular the freedom and autonomy of creativity, ethics of scientists, transparency of work, connection with the education system, international quality criteria, encouragement and appreciation of the specificities of the socio-cultural national context, and the protection of intellectual property. The culture of gender equality is applicable and desirable in addition to all the stated values of scientific activity, and ISRZ will insist on its implementation in all its activities.

The Plan shall provide the measures and activities, responsible authorities and persons responsible for their implementation, and deadlines.

LEGAL AND STRATEGIC FRAMEWORK OF THE GENDER EQUALITY PLAN

The Gender Equality Plan of ISRZ was adopted in accordance with:

- The Universal Declaration of Human Rights (1948)
- UN 2030 Global Sustainable Development Goals (Goal 5: Gender equality; Goal 8: Decent work and economic growth; Goal 10: Reduced inequality, Goal 16: Peace, justice and strong institutions)
- European Institute for Gender Equality – EIGE (GEAR Tool)
- Program Horizon Europe (2021-2027)
- Gender Equality Strategy 2020-2025 of the European Commission
- Gender Equality Strategy 2018-2023 of the Council of Europe
- Convention on preventing and combating violence against women and domestic violence, i.e. Istanbul Convention (2011)
- Convention on the Elimination of All Forms of Discrimination against Women – CEDAW (1979) and Recommendations of the Committee on the Elimination of Discrimination against Women for Croatia - CEDAW/C/HRV/CO/4-5 (2015)
- Constitution of the Republic of Croatia (Art. 3, Art. 14)
- The Strategy of Science, Education and Technology of the Republic of Croatia and the National Plan for Combating Discrimination for the period from 2017 to 2022
- Labour Act (OG 93/14, 127/17, 98/19)
- Gender Equality Act (OG 82/08, 69/17)
- Scientific Activity and Higher Education Act (OG 123/03, 198/03, 105/04, 174/04, 02/07, 46/07, 45/09, 63/11, 94/13, 139/13, 101/14, 60/15, 131/17)
- Collective Agreement for Science and Higher Education (OG 9/2019, 204)
- Basic Collective Agreement for Civil Servants and Employees in Public Services (OG 56/2022, 800)
- Statute of ISRZ
- Development Strategy of the Institute for the period from 2019 to 2028
- Rulebook on the internal organization of the Institute
- Rulebook on the internal organization of jobs and positions
- Rules of Procedure of the Institute
- Code of Ethics of ISRZ
- Strategy of Development of Human Resources based on the application of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers
- European Charter for Researchers
- Code of Conduct on the Recruitment of Researchers
- Human Resources Strategy for Researchers.

CURRENT SITUATION AT THE INSTITUTE FOR SOCIAL RESEARCH IN ZAGREB

ISRZ is a public scientific institute where women scientists from the fields of social sciences and humanities work in the fields of sociology, psychology, educational sciences, philosophy, political science and anthropology. ISRZ fosters monodisciplinary and multidisciplinary approaches to researching complex social and personal phenomena. ISRZ researchers are active at the national and European level and more than 25 projects are currently being implemented in ISRZ. The work of ISRZ is organized within four centres, one of which is dedicated to gender research:

- CIDNO - Centre for Research in Social Inequalities and Sustainability (CRiSIS)
- CIRO – Centre for Educational Research and Development (CERD)
- CIZIP - Urban/Rural and Science Research Centre (URSRC)
- CORI - Centre for Youth and Gender Studies (CYGS)

As of 1 September 2022, a total of 41 workers were employed at the Institute, of whom 27 are women and 14 are men (Figure 1).

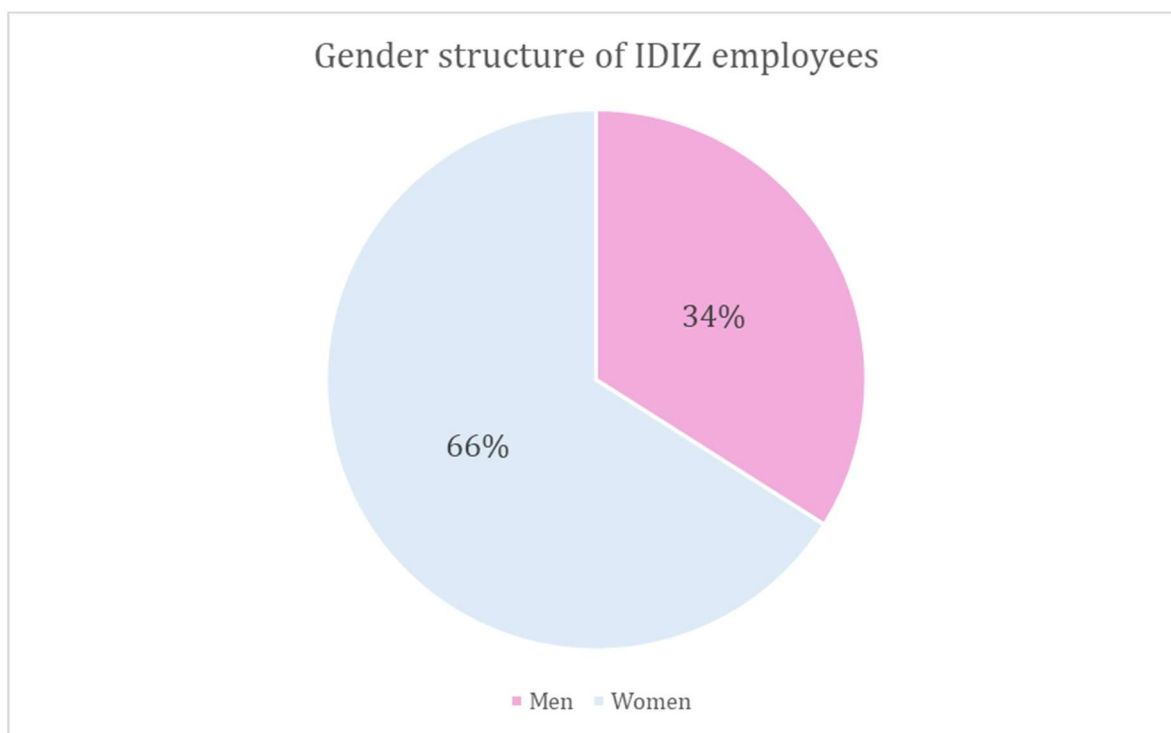


Figure 1. Gender structure of ISRZ employees

Among the employees, 8 are part of the professional services, of which 6 are women. The gender structure of employees in professional services is shown in Figure 2.

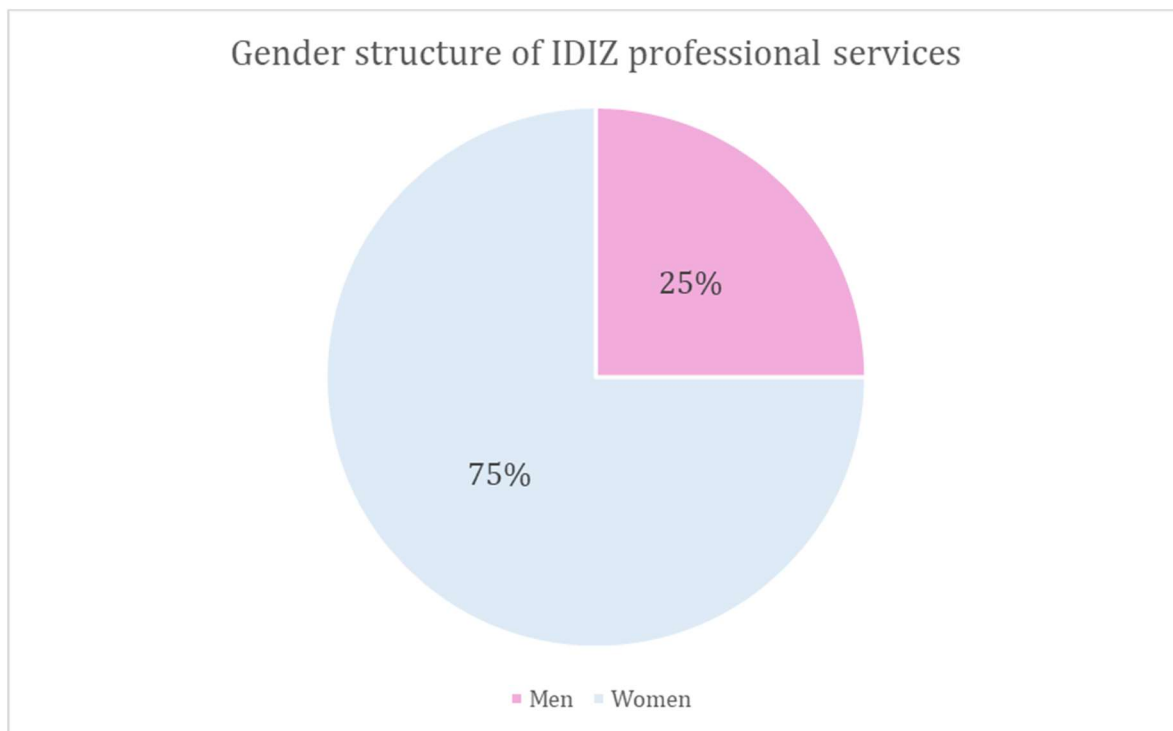


Figure 2. Gender structure of employees in ISRZ professional services

33 researchers perform scientific research, of whom one is a scientific advisor (1 woman), 15 are senior research associates (11 women), 6 research associates (2 women) and 11 assistants (7 women). The gender structure of workers performing scientific research is shown in Figure 3.

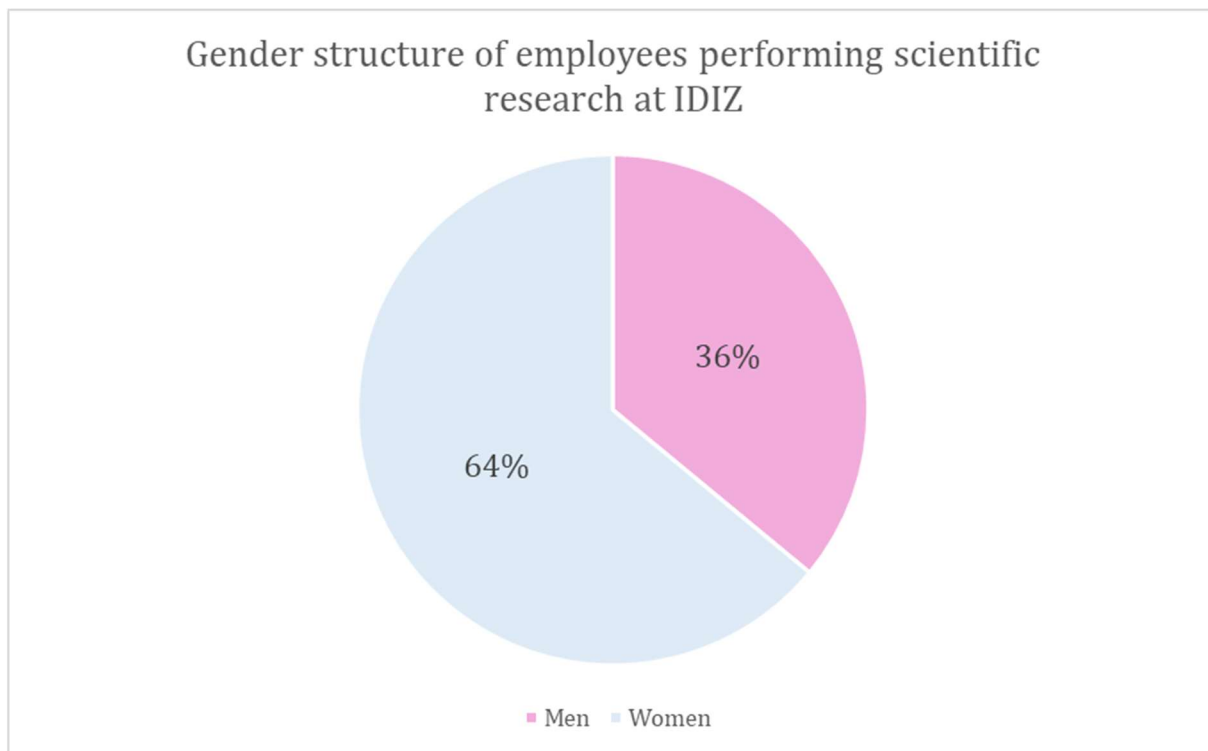


Figure 3. Gender structure of employees performing scientific research at ISRZ

The analytical representation of gender structure according to particular scientific position is shown in Figure 4.

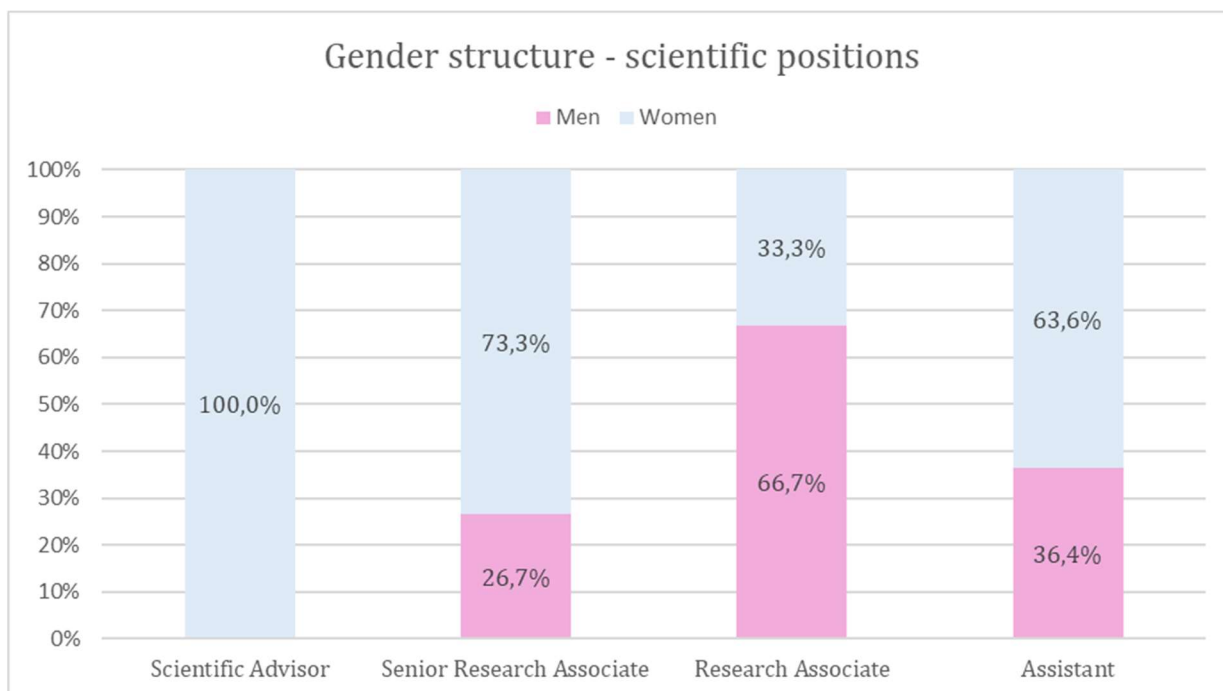


Figure 4. Gender structure according to particular scientific positions in ISRZ

Currently, the director of ISRZ is a man, and in the previous three terms the Institute was headed by women.

The president and deputy president of the ISRZ Scientific Council are women.

The Managing Board of ISRZ consists of 4 women and one man.

The analysis shows that within ISRZ there is an equal representation of men and women, and there is no discrimination in employment procedures or selections to all types of positions. The long-term objectives of the Plan aim to maintain this situation over a five-year period and to make numerous improvements.

OBJECTIVES AND EXPECTED RESULTS OF THE PLAN

The expected result of this Plan is the implementation of gender equality in the incentive and affirmative working environment of the Institute through the achievement of the following objectives:

- Building on the institutional framework to promote and ensure gender equality
- Promoting a culture of gender equality among ISRZ workers and raising workers' awareness by regular education on gender topics such as gender bias and social constructions of gender roles and stereotypes
- Ensuring access to relevant information
- Empowering and supporting women scientists in their participation in management and leadership positions
- Active management of working time in order to harmonize personal, family and working life for all workers
- Clear and unambiguous condemnation of sexism and sexual harassment in the workplace, accompanied by raising awareness of the inadmissibility of such behavior, and setting up mechanisms to protect victims of sexual harassment when and if it occurs

The way to achieve the objectives set out in the Plan itself is through the implementation of the measures and activities brought therein as well. ISRZ adopts and implements the measures and activities in accordance with its capabilities, with the aim to achieve the maximum result in reaching the objectives of the Plan.

Measure	Building on the institutional framework to promote and ensure gender equality
Activities	<ul style="list-style-type: none"> • Adoption of the Gender Equality Plan and its publication on the website • Appointment of a gender equality officer
Responsibility	Director
Deadline	September 2022

Measure	Ensuring access to relevant information
Activities	<p>Ensured easy access to essential information on the Institute's intranet, especially those on:</p> <ul style="list-style-type: none"> • reporting any form of harassment at work or work-related activities and the rights of victims of harassment, • available access to data on the Institute's gender equality officer and easy communication with him/her, • maternity and parental benefits, and maternity, parental and paternity leave, according to the existing legislative framework, • opportunities for funding research and development at work.
Responsibility	Professional Services; IT Specialist; Director; Gender Equality Officer
Deadline	Continuously

Measure	Promoting a culture of gender equality among ISRZ workers and raising workers' awareness by regular education on gender topics such as gender bias and social constructions of gender roles and stereotypes
Activities	Seminars and workshops with all ISRZ employees - scientists and researchers, professional staff and management once a year, especially on: <ul style="list-style-type: none"> • raising awareness of gender equality, • sexual and other forms of harassment and the rights and opportunities of victims of harassment, • results of scientific research on gender equality, gender-based violence and other related topics addressed by scientists of the Institute
Responsibility	Gender Equality Officer and Director. Professional support of the Centre for Youth and Gender Studies
Deadline	From 2022 to 2027 workshop once a year.
Measure	Empowering and supporting women scientists in their participation in management and leadership positions
Activities	Annual workshop on equality in career progress and visibility of women scientists in management and management positions
Responsibility	Gender Equality Officer and Director. Professional support of the Centre for Youth and Gender Studies
Deadline	From 2022 to 2027 workshop once a year.
Measure	Active management of working time in order to harmonize personal, family and working life for all workers
Activities	Workshop on effective working time management in order to harmonize personal, family and working life for all workers.
Responsibility	Gender Equality Officer and Director. Professional support of the Centre for Youth and Gender Studies
Deadline	From 2022 to 2027 workshop once a year.
Measure	Monitoring, analysis and reporting on the state of gender equality
Activities	Regular monitoring, analysis and interpretation of the internal state of the Institute related to the implementation of the Gender Equality Plan
Responsibility	The expert team consisting of one representative of professional services, one representative of scientists and the director of the Institute, with the aim of making proposals and decisions with the aim to improve the implementation of the Plan. The annual report on the implementation of the Gender Equality Plan will be prepared by the Institute's Gender Equality Officer.
Deadline	Continuously - annually

The Plan was published on the official website of ISRZ in Croatian and English. The Croatian version of the Plan prevails and is considered an original.

Number: 563-01-172/22

Boris Jokić

In Zagreb, 6 September 2022

Director of the Institute for Social Research in
Zagreb