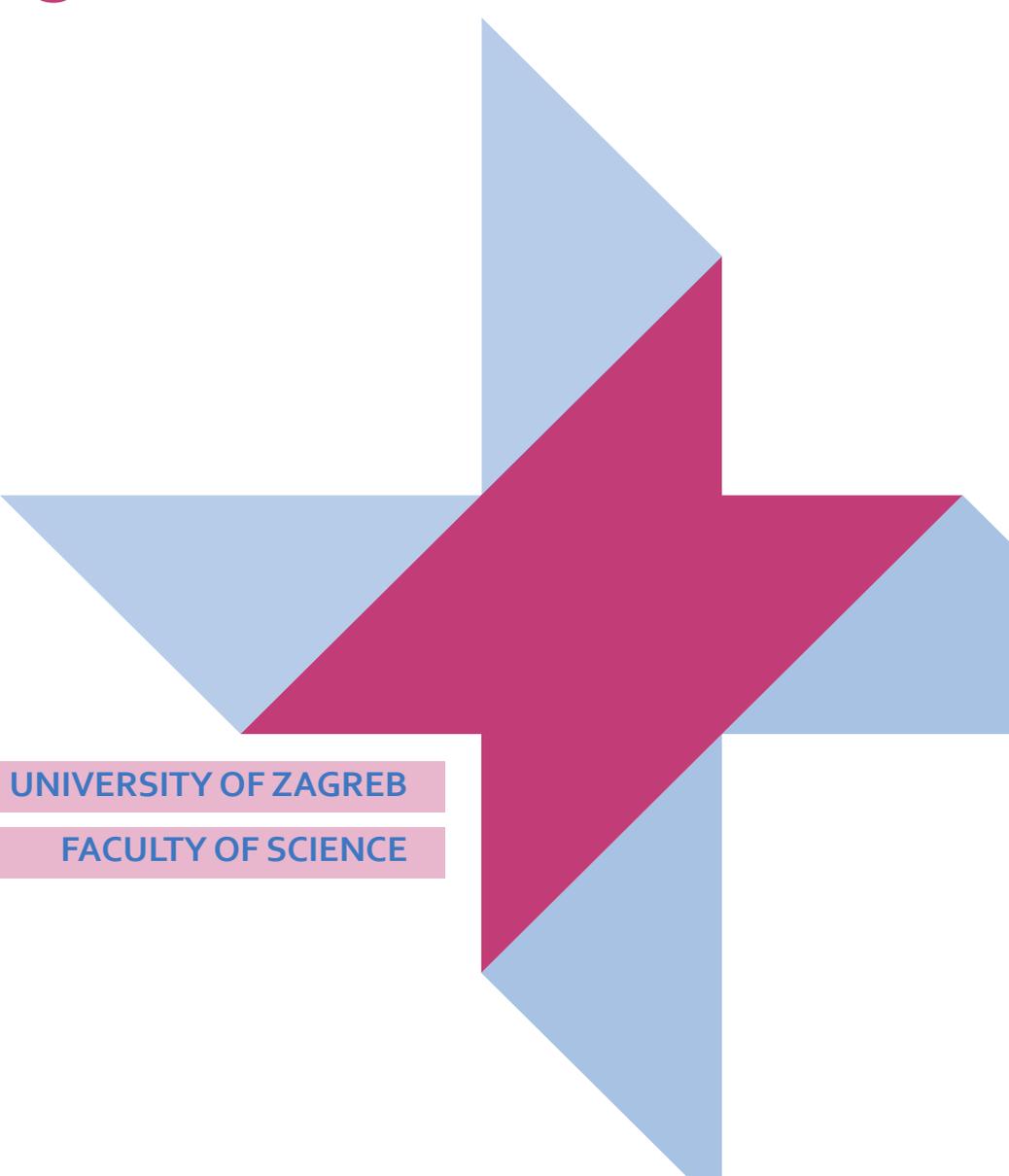


**GENDER EQUALITY**

**PLAN**

**2021 - 2025**



**UNIVERSITY OF ZAGREB**

**FACULTY OF SCIENCE**

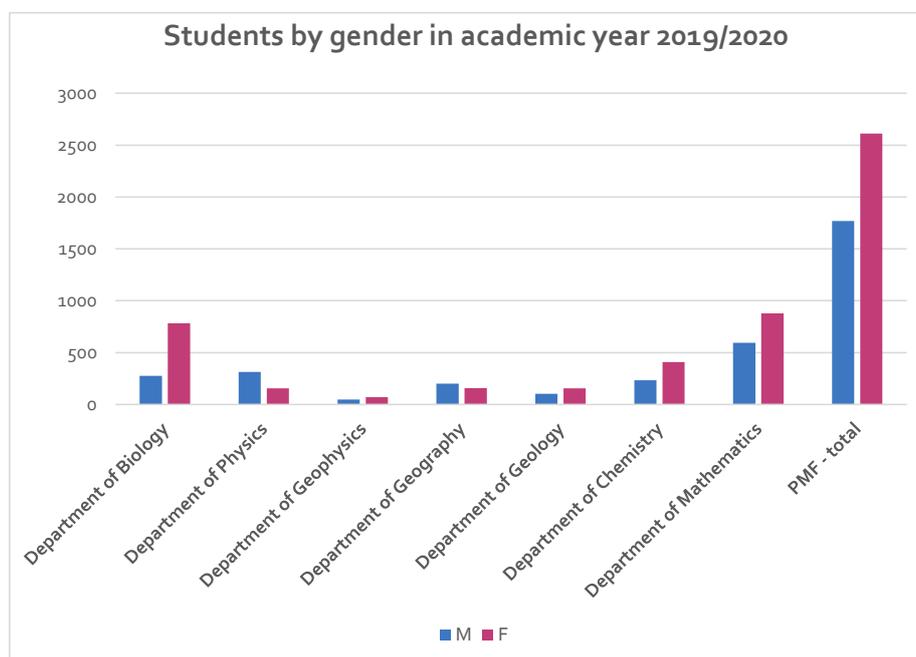
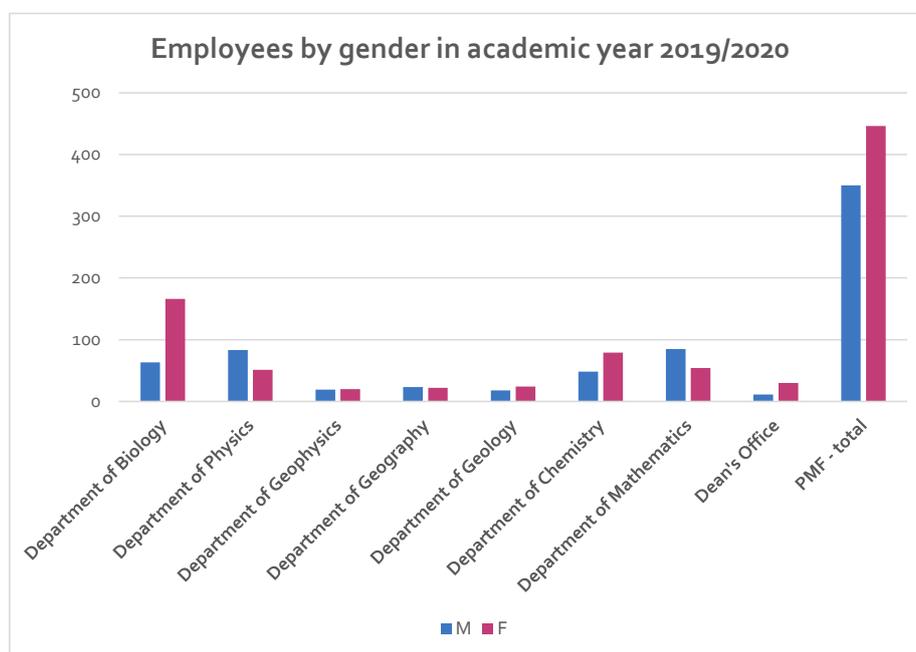
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# I. INTRODUCTION

UNIVERSITY OF ZAGREB, FACULTY OF SCIENCE (hereinafter: the PMF) has adopted its 2021-2025 Gender Equality Plan with the aim and for the purpose of promoting the continued commitment to the equality of members of both genders, whether they are employed by the PMF or attending any of the PMF study programmes at any level, and of contributing to a higher awareness of the importance of encouraging women to pursue STEM education by breaking down gender stereotypes about STEM as an environment exclusively or predominantly intended for men.

According to the academic year 2019/2020 data, the gender ratio of PMF employees and students was as follows:



## II. ENSURING GENDER EQUALITY

### 1. Human resources

In human resources, gender equality at the PMF is guaranteed by enforcement of the relevant provisions of the Labour Law, the Act on Scientific Activity and Higher Education, the Act on Salaries in Public Services, the Gender Equality Act, the Anti-Discrimination Act, the relevant collective agreements, the University of Zagreb and the PMF bye-laws adopted pursuant to and in keeping with the aforementioned primary legislation.

The PMF is a public institution, whose employment policy is underpinned by a public recruitment procedure based on objective recruitment criteria developed for individual positions, which ensures an equal access to employment at the PMF by men and women in a clear and transparent manner, as explicitly stated in every public recruitment procedure.

Regulations provide for equal pay for all persons performing the work of equal complexity.

In terms of the staff grade progression procedures, as set out in relevant regulations, they are based on the public recruitment process and the objective criteria stipulated for the teaching, and research and professional activities at the PMF, thus ensuring equal career progression opportunities for members of both genders.

The PMF enrolment procedures are also implemented through a public application system, using objective criteria. Based on the historical statistical data, female students have outnumbered male students at the PMF. At departmental level, there are study programmes that have traditionally been attended by higher numbers of male or female students. Promoting efforts to close the enrolment gender gap, with an emphasis on encouraging female students to pursue study programmes that have traditionally enrolled fewer women, would contribute to a more balanced gender representation in the future STEM workforce and employment. This, in turn, would help break the gender stereotype of certain professions being intrinsic to members of one gender only.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To maintain the commitment to objective and transparent recruitment and career progression for men and women;	Consistent application of the relevant regulations and collective agreements in recruitment and career progression;	Statistics: <ul style="list-style-type: none"> <li>• Objections/ complaints against public recruitment procedures;</li> <li>• Dignity at work procedures;</li> <li>• Procedures before the Ethics Committee;</li> </ul>	<ul style="list-style-type: none"> <li>• expert commissions;</li> <li>• department councils and collegium;</li> <li>• Faculty Council and Faculty Collegium;</li> <li>• HR Service;</li> <li>• Dean;</li> <li>• Dignity at Work Commission;</li> <li>• Ethics Committee.</li> </ul>
Employee Reward System;	Adoption of bye-law governing employee reward system;  Provision of an enabling framework for participation of both genders in competitive projects;	Employees rewards given based on objective criteria;	<ul style="list-style-type: none"> <li>• department collegiums;</li> <li>• heads of departments;</li> <li>• Faculty Collegium;</li> <li>• Dean.</li> </ul>
To encourage enrolment of the underrepresented gender into study programmes historically dominated by the other gender;	Promotion of a more balanced gender enrolment into the PMF study programmes;  Cooperation with high schools;	Enrolment statistics by gender;  Signed cooperation agreements;	• Vice-dean for the relevant area.

## 2. Institutional governance

The statutory bodies of the PMF are the Dean of the Faculty, the Faculty College and the Faculty Council, while the statutory bodies of the PMF departments – organisational units include heads of departments, department colleges (in broader format) and department councils.

The composition of the collegiate bodies is laid down in the PMF Statute, and the criteria are objective in nature (appointment into relevant research and teaching grades, performance of certain functions etc.).

Collegiate bodies elect individual bodies (Dean, heads) and the nomination system provides for an equal access to the election procedure for members of both genders.

The Dean of the PMF is assisted in his work by vice-deans, and the heads of the PMF departments are assisted in their work by assistant heads, nominated by the Dean or by the heads, respectively, and confirmed by the collegiate bodies.

Smaller organisational units (divisions, chairs etc.) are managed by heads.

In accordance with the regulations, the PMF has several active permanent committees (the Ethics Committee, the Disciplinary Committee (deciding on disciplinary procedures against students), the Dignity at Work Commission, the Quality Commission), while ad-hoc commissions are established when necessary, with mandates to carry out specific work in accordance with the regulations and internal bye-laws.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To maintain balanced gender representation in statutory governance bodies;	Inclusion of balanced gender representation among the selection criteria for appointment of individual and collegiate bodies;	Academic year reports demonstrating composition of the bodies;	<ul style="list-style-type: none"> <li>• Dean of the Faculty;</li> <li>• Faculty Collegium;</li> <li>• Faculty Council;</li> <li>• heads of department;</li> <li>• department collegiums;</li> <li>• department councils.</li> </ul>
To maintain balanced gender representation in permanent and ad-hoc committees;	Inclusion of balanced gender representation among the selection criteria for appointment of permanent and ad-hoc committees;	Reports on the work of individual committees demonstrating their composition;	<ul style="list-style-type: none"> <li>• Dean of the Faculty;</li> <li>• Faculty Collegium;</li> <li>• Faculty Council;</li> <li>• heads of department;</li> <li>• department collegiums;</li> <li>• department councils.</li> </ul>

### 3. Teaching and research

The PMF offers study programmes in the areas of natural science and mathematics. In view of the content of these areas, gender mainstreaming in the curriculum is ensured by promoting participation in courses and additional activities by members of both genders.

STEM topics are inherently and decidedly gender-neutral in both the teaching and the research context. However, their public perception, and even their perception in the teaching materials used in school, is often, sometimes inadvertently, influenced by gender stereotypes (women holding test tubes, men debating formulas in front of a chalkboard). Integration of the gender dimension into certain study courses provided to future teachers helps overcome such stereotypes.

At the PMF, research is carried out according to the highest ethical principles that include proportional gender representation and application of the highest scientific standards. The PMF does not influence either the choice of the scientific research topics or the content of the research; it supports all high-quality basic and applied research, in accordance with the societal needs and international research considerations. Female researchers are encouraged to notify highly competitive projects.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To help break gender stereotypes;	Providing teachers who deliver teacher education studies with training on how to integrate the gender dimension into study courses where possible;	Gender-sensitive teaching material;	<ul style="list-style-type: none"> <li>• representatives of the methodology commission;</li> <li>• department councils.</li> </ul>
To encourage female researchers to notify competitive projects;	Providing institutional support for notification of projects;  Allocating rewards;	Number of notified projects;  Allocated rewards;	<ul style="list-style-type: none"> <li>• International Cooperation and Projects Office;</li> <li>• department collegiums;</li> <li>• heads of departments;</li> <li>• Faculty Collegium;</li> <li>• Dean of the Faculty.</li> </ul>

## 4. Work-life balance

The employee rights, as well as the employer obligations, in situations conditioned by personal employee circumstances, are set out in detail in the Labour Act, the Maternity and Parental Benefits Act, and the collective agreements and internal bye-laws adopted by the PMF.

A consistent application and enforcement of those provisions ensures that employees of both genders can exercise their rights without a negative impact on their employment status and their career progression opportunities.

As regards the access to maternity and paternal benefits, it has been observed that for those benefits that can be accessed by either parent the uptake is still higher among mothers i.e. women. Therefore, the action is needed to help facilitate the return of female employees to work after they had exercised those rights, and ensure better awareness among employees of the eligibility of both parents for certain benefits.

An environment where an employee is regarded holistically as a person, and not only as someone doing the job, contributes to higher employee work satisfaction and thus to higher employee enthusiasm, resulting in higher employer quality.

Additionally, students who become or are pregnant during studies have to be informed in good time of their right to have their student obligations suspended for the duration of their pregnancy and encouraged to continue their studies after the end of such suspension.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To facilitate employee access to information regarding their rights in situations conditioned by personal circumstances;	Consistent provision of information to employees on their rights with respect to annual leave, paid leave, maternity and parental benefits etc.;	Information published through the programme system;  Statistics concerning employee uptake of maternity and parental benefits by gender;	<ul style="list-style-type: none"> <li>• HR Service.</li> </ul>
To encourage students who have suspended their student obligations because of pregnancy to return and complete their studies;	Informing students of their right to put on hold their student obligations during pregnancy; Facilitating the continuation of studies for students after the end of their pregnancy-related leave/suspended obligations status to the extent possible within the regulatory framework and internal bye-laws.	Statistics concerning the suspended student obligations status and the continuation of studies;	<ul style="list-style-type: none"> <li>• department-level student administration offices;</li> <li>• Faculty Council.</li> </ul>

## 5. Actions promoting gender equality and countering gender-based harassment and discrimination

A consistent application and enforcement of the provisions of the Labour Act, the Gender Equality Act, the Anti-Discrimination Act, and in the most severe cases, of the Criminal Code, and other relevant regulations and the University and Faculty bye-laws, ensure an adequate level of protection in case of suspected sexual harassment or sexual discrimination, or other severe forms of such behaviour that constitute a criminal offence.

The PMF has an established system of protection of employees and students. The Ethics Committee, the Dignity at Work Committee, the Student Disciplinary Commission, the Career Centre, and other PMF services, as well as the management, all within their area of competence, receive reports of such suspicions and take statutory actions and measures to eliminate such behaviour, sanction the persons identified as responsible for such behaviour and provide protection to the affected persons.

It is necessary to raise the awareness on the need to report behaviour that constitutes sexual harassment or discrimination and put in place additional mechanisms for the purpose.

OBJECTIVE	ACTION	INDICATOR	IMPLEMENTATION
To raise the awareness on the need to report suspected sexual harassment or discrimination;	<p>Publication of additional information as to what constitutes sexual harassment and discrimination and on mechanisms for protection therefrom;</p> <p>Publication of invitations to attend training and workshops provided by competent bodies (gender equality ombudsperson office etc.);</p>	<p>Information on relevant bodies, their competences and contacts, posted on the website;</p> <p>Work statistics of relevant bodies;</p>	<ul style="list-style-type: none"> <li>• HR Service;</li> <li>• general secretary;</li> <li>• Career Centre;</li> <li>• Ethics Committee;</li> <li>• Disciplinary Commission;</li> <li>• Dignity at Work Commission.</li> </ul>
To adopt an internal bye-law concerning protection of student dignity;	Internal bye-law concerning protection of student dignity;	Internal bye-law adopted;	<ul style="list-style-type: none"> <li>• Internal bye-law drafting commission;</li> <li>• Faculty Collegium;</li> <li>• Faculty Council;</li> <li>• Dean of the Faculty.</li> </ul>

### III. CONCLUSION

The PMF consistently implements the regulations and internal bye-laws governing gender equality issues in different spheres of the PMF activity. This is evidenced by the data concerning the lists of the most highly cited scientists published in October 2021, featuring a total of 6 PMF researchers, out of which 3 are female and 3 are male.

With the aim of monitoring the implementation of this Plan, during the current academic year, the representatives of the PMF services and statutory bodies tasked with the implementation of the relevant parts of this Plan shall meet annually in order to monitor the implementation and the progress made towards the objectives in the previous academic year.

This Plan aims to ensure the continued and consistent action in the field of gender equality and additional progress towards gender equality objectives in those areas where such progress is necessary and feasible.

DEAN

Professor Mirko Planinić, PhD

The 2021-2025 Gender Equality Plan of the Faculty of Science, University of Zagreb, developed at the proposal of the PMF Faculty Collegium of 23 November 2021, as adopted by the PMF Faculty Council at its session of 25 November 2021.