

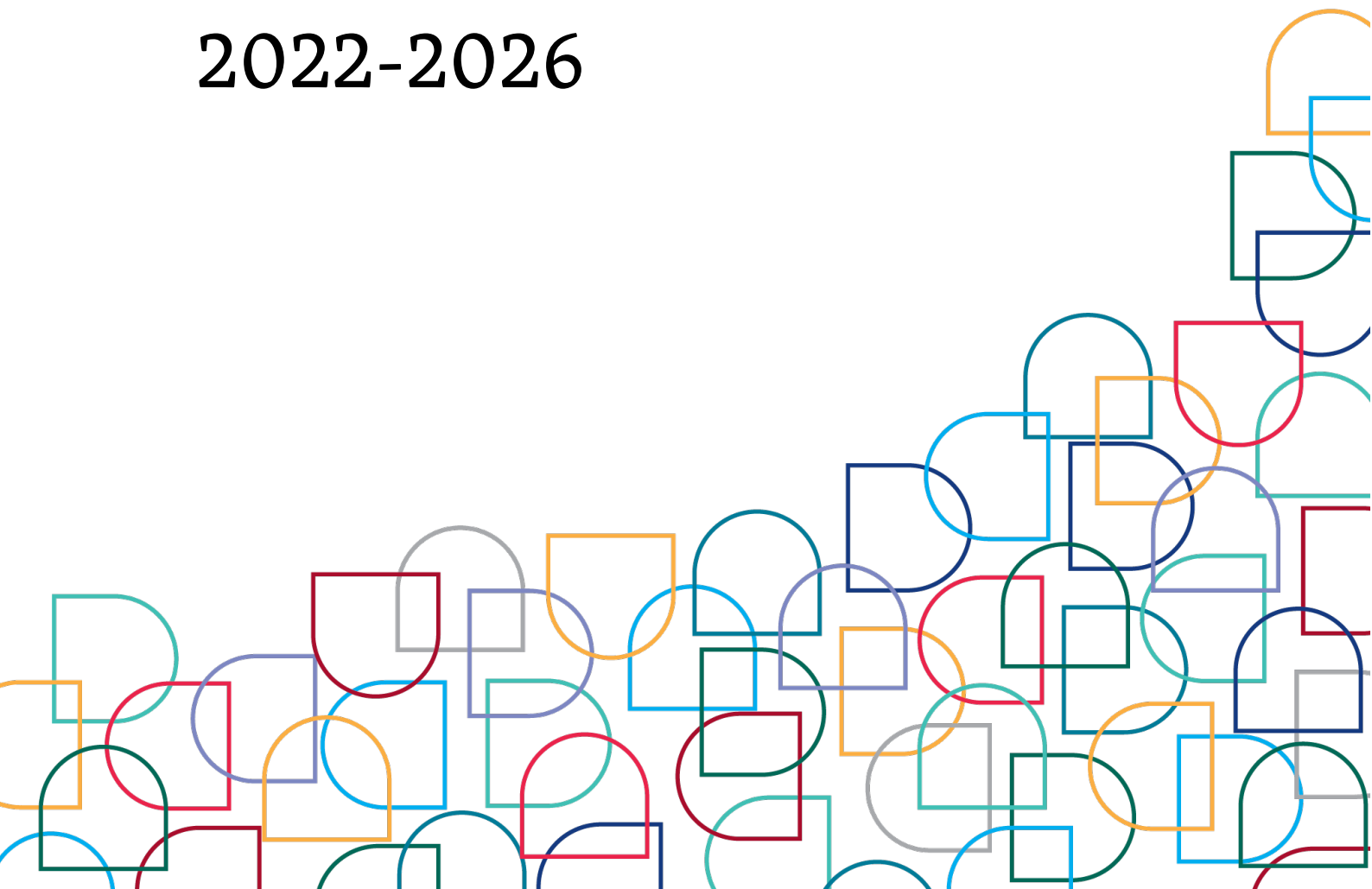
SVEUČILIŠTE U DUBROVNIKU
UNIVERSITY OF DUBROVNIK

University of Dubrovnik

Gender Equality Plan

(UNIDU – GEP)

2022-2026



As part of the European Commission's plans (EC) to actively promote gender equality (Gender Equality Strategy 2020-2025; Gender Equality in the European Research Area), each university must have a gender equality plan in place from 2022 to be eligible for Horizon Europe funding. This Gender Equality Plan (GEP) provides an overview of the state of affairs at the University of Dubrovnik (UNIDU) and describes the initiatives to promote gender equality as part of our overall ambition to be a fair and equal university for all.



Gender Equality at the University of Dubrovnik

The University of Dubrovnik is committed to promoting equality, diversity and inclusion (EDI) for staff, students, and the community by creating a supportive and affirmative environment for all. Ingraining EDI considerations in our strategy through its overarching goals will result in learning and teaching, employment, research and engagement reflecting and meeting the needs of our diverse community.

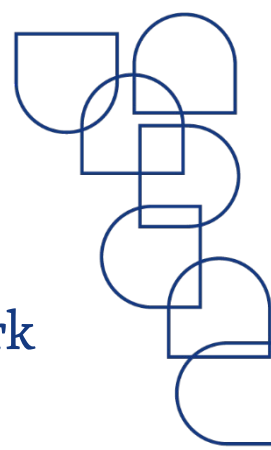
As a Croatian public institution, UNIDU is obliged to comply with existing equality legislation as well as other initiatives of the Croatian government to promote equality. UNIDU is committed to promoting equality, diversity and inclusion in accordance with the National Gender Equality Policy 2019-2022.

This duty requires UNIDU to:

1. eliminate unlawful discrimination, victimisation, harassment and other conduct prohibited by the policy on the basis of a protected characteristic;
2. promote equality of opportunity and good relations between people who have a protected characteristic and those who do not.

The protected characteristics are:

- age
- pregnancy and maternity
- sexual orientation
- race
- disability
- gender reassignment
- marriage and civil partnership
- religion and belief
- sex



Legislative, strategic, and institutional framework for the adoption of the Gender Equality Plan

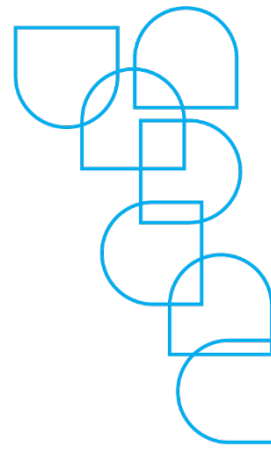
The Gender Equality Plan was developed in line with institutional, national and European strategies, as well as strategies and criteria for monitoring the action against all forms of discrimination:

- EU-CONEXUS Research and Innovation Gender Equality Plan
- EU Gender Equality Strategy 2020-2025
- Directive 2006/54 EC of the European Parliament and the Council of Europe on gender equality in the labour market
- Directive (EU) 2019/1158 of the European Parliament and the Council of Europe on work-life balance for parents and carers
- Council of Europe Gender Equality Strategy 2018-2023
- Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)
- Universal Declaration of Human Rights
- The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979
- Recommendations of the Committee on the Elimination of Discrimination against Women for Croatia, 2015 (CEDAW/C/HRV/CO/4-5)
- European Charter for Researchers and Code of Conduct for the Recruitment of Researchers 5
- Human Resources Strategy for Researchers (HRS4R)
- Horizon Europe (2021-2027)
- The Constitution of the Republic of Croatia (OG 56/90, 135/07, 08/98, 113/00, 124/00, 28/01, 41/01, 55/01, 76/10, 85/10, 05714) - Chapter III. Art. 14.
- Anti-Discrimination Act (OG 85/05, 112/12)
- Gender Equality Act (OG 82/08, 69/17)
- Strategic Plan of the Ministry of Science and Education for the period 2020-2022
- National Plan for Combating Discrimination 2017-2022
- National Development Strategy of the Republic of Croatia until 2030 Labour law
- Statute of the University of Dubrovnik

- Strategy of the University of Dubrovnik 2020. – 2025.
- Strategic program of scientific research at the University of Dubrovnik 2020-2024
- Labour Act of the University of Dubrovnik
- Code of Ethics of the University of Dubrovnik
- Quality Policy of the University of Dubrovnik
- Human Resources Strategy for Researchers at the University of Dubrovnik 2019-2022.

UNIDU uses employment protocols that avoid preference in hiring. The adopted institutional procedures and activities are based on the Labour law, the Act on Scientific Activity and Higher Education, the Act on Salaries in the Public Service, the Collective Agreement for Science and Higher Education and the general laws of the University - the Statute of the University of Dubrovnik, the Rules of Procedure of the University of Dubrovnik and the Code of Ethics of the University of Dubrovnik. According to these legal acts, direct or indirect discrimination in the field of work and working conditions is not welcomed, including selection criteria and conditions of employment and promotion. Gender equality is also assured in all areas of activity of UNIDU.

The criteria for promotion in science and teaching are translucent, established by law and statute, and the same for all public universities in the Republic of Croatia. UNIDU website provides open access to all accordant information, including working procedures and forms, which can be read and used by all staff and the public. The law prescribes flexible criteria for promotion in case of maternity leave. Regarding work-life balance, all measures are listed in the Labour Act of the University of Dubrovnik. All prescribed measures are available to employees. Information on employee rights and services can be found on UNIDU website and can be requested from the administrative services. Finally, equal pay in public institutions is sacred in law. Wage does not depend on gender, i.e. equal pay for equal work, regardless of who does the work.



Basic elements of the Gender Equality Plan

The Gender Equality Plan should:

- be a publicly available official document, adopted by the institution's governance structure and disseminated within the institution itself
- have secure means for the preparation, implementation and monitoring of the plan
- include means of data collection and monitoring to shape the objectives and indicators of the plan and thus allow for continuous assessment of progress
- be supported by training and capacity building activities



Public announcement

GEP is an official document published on the UNIDU's website, where the objectives and results of the GEP's implementation can be advocated. GEP shows the intention of the UNIDU to pursue a policy of gender equality and respect for diversity among staff in all activities of the institution. GEP sets long-term goals for harmonisation of institutional activities with policy guidelines on gender equality in Europe and proposes main objectives, tasks and activities.



Dedicated resources and competencies for implementation

The administration of the UNIDU is committed to establishing a permanent administrative mechanism to address the issue of gender equality at the UNIDU by appointing members to the Commission for Gender Equality (hereinafter - the Commission). Members of the Commission will be elected from employees in scientific, associate, professional and administrative positions, as well as acting managers at UNIDU. The Commission must include an employee of UNIDU who is a legal expert. The Commission's term of office is four years. The Commission is responsible for proposing, monitoring and supervising the implementation of the GEP's activities, promoting the results of the activities carried out, highlighting examples of good practise in the field of gender equality, aligning the priorities of GEP with the applicable national, European and international regulations and guidelines, cooperating with appropriate external experts for the training of the staff and management segment of the UNIDU, monitoring the situation and tasks fulfilment, updating important data and reporting to the management of UNIDU on the results of the GEP's implementation. The Commission will regularly cooperate with the heads of departments, coordinators and other administrators of organisational forms of work, as well as with the management of UNIDU. The Commission will meet at least twice a year.



Data collection and analysis

The Commission initiates to continuously monitor the state of human resources at UNIDU. The Commission monitors manner in which staff are recruited and the criteria for recruitment and promotion, and the implementation of gender equality policies and practises. It is also required to collect and record data on staff by gender, analyse the indicators for the fulfilment of the objectives of the plan and report to the management of the UNIDU at least once a year. Furthermore, the Commission follows gender related data on students as well as integration of gender related topics in the study programs, courses and lifelong learning. The UNIDU management uses the Commission's reports to assess progress in implementing GEP, identify new or remaining challenges and opportunities, and take appropriate action to address them in the coming year.



Education and promotional campaigns

UNIDU's long term goals include developing a culture of gender equality in a long-term process of introducing new practises while seeking to eliminate the unconscious resistance of individuals in the community. The Commission is committed to taking action to develop and maintain gender balance at the UNIDU, to eliminate bias among staff and decision-makers, to establish expert working groups on relevant issues as needed, and to raise awareness through workshops and other educational activities. Promotion of gender equality practise is also done through organised public events (round tables, workshops, professional meetings and other professional and popularisation activities).



Situation before the adoption of GEP

Career promotion, the use of maternity leaves and salary policies at UNIDU are carried out transparently and in accordance with the protocols set out in the institutional regulations and the rules of procedure that accompany the national regulations in force:

- Labour Law
- Law on Scientific Activity and Higher Education
- Law on Salaries in the Public Service
- Law on Public Institutions
- Collective Agreement for Science and Higher Education
- Basic Collective Agreement for Civil Servants and Employees

In accordance with legal provisions, employment, rights and duties of employees, working conditions and workload, training and career promotion, as well as remuneration for work in public scientific research institutions in the Republic of Croatia are not influenced by age, gender, race, ethnicity, religion, political beliefs, gender identity and other biological and social characteristics and differences. UNIDU has started to develop GEP in order to further develop a culture of gender equality in all activities. UNIDU has already included the dimension of gender equality in all its actions to date and is striving to further strengthen it through the adoption of appropriate legal acts valid at national and international level.

Gender related data about staff and students was collected (Figures 1, 2, 3, 4) as a start point for the Commission to continue gathering data in order to improve gender equality at UNIDU and propose new measures if needed.

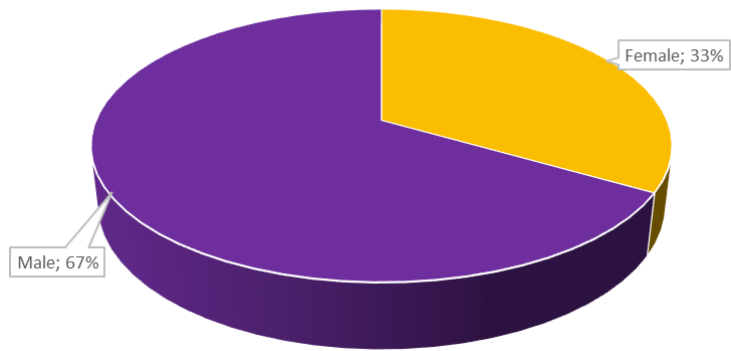


Figure 1. Gender composition of scientists in STEM area at the University of Dubrovnik

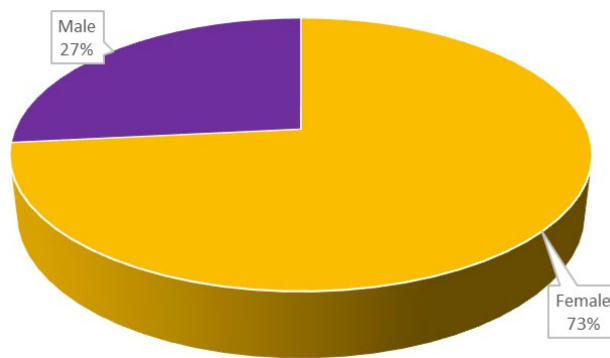


Figure 2. Gender composition of scientists in social sciences and humanities field at the University of Dubrovnik

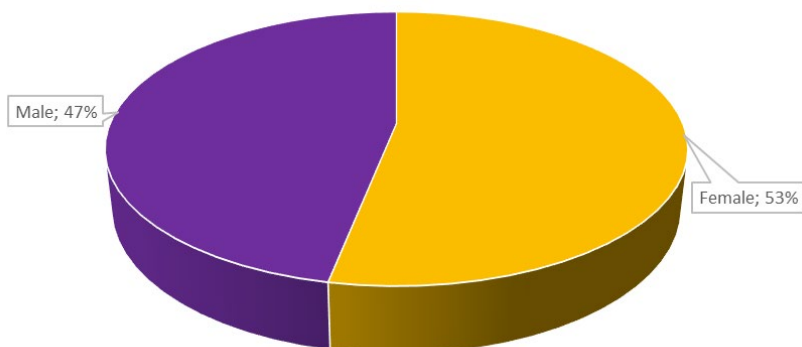


Figure 3. Gender composition of administrative staff at the University of Dubrovnik

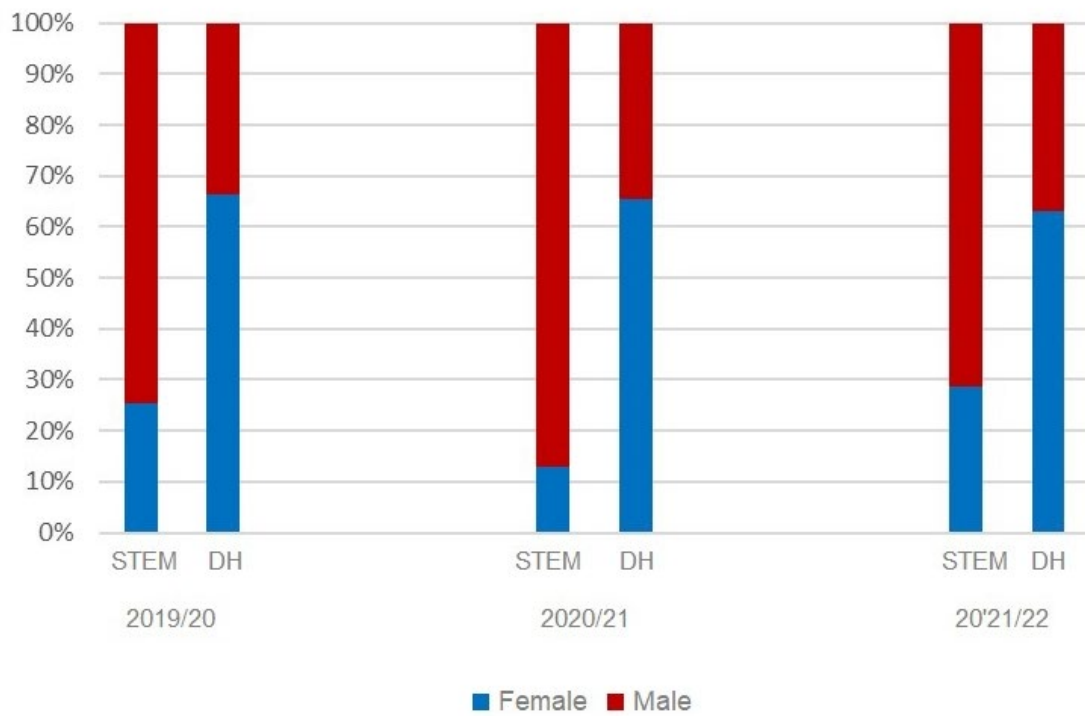


Figure 4. Gender composition of students enrolled at University of Dubrovnik in period 2019 to 2021



Purpose and goals of GEP

The Horizon Europe programme introduces a new condition for applicants when applying for projects. All legal entities that are public bodies, research organisations or higher education institutions must have adopted a gender equality plan when signing the grant agreement. The aim of the plan is to ensure gender equality in the division of labour and the implementation of all activities at the UNIDU in order to gather a diversity of perspectives, talents and skills necessary for effective and innovative solutions to work tasks. Fulfilment of the plan means reducing the impact of gender bias in the selection and evaluation of employees and collaborators in the research process, introducing expert advice on strategic decisions in the field of gender equality, and strengthening the support system to prevent all forms of discrimination and abuse. The implementation of the plan includes five priority objectives:

1. Promotion of gender equality at UNIDU
2. Gender equality in scientific research and artistic work
3. Gender equality in teaching activities and among students
4. Harmonization of private and professional obligations
5. Prevention of discrimination and violence



Development of a system of gender equality among employees and students of the University of Dubrovnik

Objective 1. Promotion of gender equality at UNIDU

Tasks:

- 1.1. Development of gender equality policy at UNIDU
- 1.2. Employment and career promotion sensitive to gender equality
- 1.3. Improvement of gender equality at UNIDU managerial structures

Activities:

- 1.1.1. Establishing of the UNIDU Commission for Gender Equality
- 1.1.2. Developing annual action plans and programs for raising awareness on gender diversity and inclusivity
- 1.1.3. Establishing of a support system for the implementation of gender equality policies
- 1.2.1. Collection of data and analyses of recruitment and promotion processes in relation to gender balance
- 1.2.2. Considering gender diversity in the appointment of members of election commissions
- 1.2.3. Developing the measures for gender balanced representation in recruitment and promotion processes at UNIDU
- 1.3.1. Collecting of gender-related quantitative and qualitative data of UNIDU bodies, committees and leading positions
- 1.3.2. Developing measures and activities for the gender balance in the governing structures and bodies at UNIDU
- 1.3.3. Organising educational programmes to develop negotiation and management skills for improving gender equality

Indicators:

- Developed gender equality policy at UNIDU
- Improved employment and promotion process at UNIDU
- Improved gender equality at UNIDU managerial structures

Objective 2. Gender equality in scientific research and artistic work

Tasks:

- 2.1. Improvement of gender equality in scientific and artistic work and production
- 2.2. Increase the proportion of women in the STEM area and men in social sciences and humanities field
- 2.3. Strengthen research on gender-related topics

Activities:

- 2.1.1. Monitoring gender-disaggregated data on research, scientific and artistic activities at UNIDU
- 2.1.2. Including maternity leave, parental leave and motherhood in research evaluation processes
- 2.1.3. Organising campaigns for gender diversity in research teams
- 2.2.1. Recognising reasons for the underrepresentation of men and woman in different scientific fields
- 2.2.2. Removing obstacles to increase participation of female and male researchers in areas where they are underrepresented
- 2.2.3. Developing strategic plans for the career development and implementing motivational activities for underrepresented groups
- 2.3.1. Identifying the state of research on gender related topics
- 2.3.2. Encouraging scientific and artistic projects and production on gender-related issues

2.3.3. Organising workshops that emphasise gender perspectives in research to increase recognition of their value for economic and social development and innovation

Indicators:

- Improved of gender equality in scientific and artistic work and production
- Equal gender representation in all scientific fields
- Increased number of gender-related projects and publications

Objective 3. Gender equality in teaching activities and among students

Tasks

- 3.1. Integration of gender equality issues in teaching
- 3.2. Larger number of courses and educational programs with gender equality topics
- 3.3. Transfer of knowledge about gender equality to the community

Activities

- 3.1.1. Developing educational materials that can be included in courses of all degree programs
- 3.1.2. Establishing UNIDU network for sharing experiences and examples of good practice in the field of gender equality
- 3.1.3. Organising workshops for systematic training of teaching staff on gender equality topics
- 3.2.1. Producing guidelines for integrating gender equality into courses and educational programs at UNIDU
- 3.2.2. Introducing specific courses, educational programs and lifelong learning programs for students on gender equality issues
- 3.2.3. Recognizing and acknowledging completed trainings on gender issues for staff, teachers and managers

3.3.1. Designing and implementing educational programs on gender equality for public and private companies

3.3.2. Promoting the introduction of sex education into formal education at lower levels (primary and secondary school)

3.3.3. Improving public communication and organising promotional activities and campaigns inside and outside the institution to mark anniversaries and promote gender equality and diversity

Indicators

- Introduced gender perspective in study programs
- Increased number of gender related courses and educational programs
- Organised gender equality related events for general public

Objective 4. Harmonization of private and professional obligations

Tasks

4.1. Work environment that enables employees to balance their personal and professional obligations

4.2. Development of service and support systems that ensure equal career opportunities

4.3. Support for student career advancement

Activities

4.1.1. Evaluating existing and proposing additional measures to improve the work environment for employees

4.1.2. Developing guidelines for the support of employees with preschool children, the seriously ill, the elderly and family members with special needs

4.1.3. Organising workshops and activities for stress management

4.2.1. Establishing empowerment and support systems for employees and students regardless of their gender orientation or identification

4.2.2. Ensuring childcare for employees and students with preschool children

4.2.3. Generating guidelines for support of parents with preschool children and seriously ill, elderly and family members with special needs.

4.3.1. Organising career counselling for student

4.3.2. Developing policies to achieve equality for students with children

4.3.3. Monitoring of entrepreneurial intentions of students and assisting them with support in their entrepreneurial ventures

Indicators:

- Developed support gender equality related guidelines and workshops
- Implemented protocols and counselling about gender equality for employees
- Developed policies for student career advancement regardless of a gender

Objective 5. Prevention of discrimination and violence

Tasks

5.1. Positioning UNIDU as a place free of discrimination and violence

5.2. Development of policies to prevent and sanction gender-based discrimination and violence

5.3. Promotion of diversity and inclusiveness regardless of sexual orientation and identification

Activities

5.1.1. Improving existing and introducing new measures at UNIDU related to the prevention and sanctioning of gender-based discrimination and violence

5.1.2. Organisation of educational activities to raise awareness of the importance of preventing and sanctioning discrimination and violence

5.1.3. Production, publication, and dissemination of materials on the prevention of violence, prejudice and hate speech for employees, students and the general public

5.2.1. Developing protocols for reporting and sanctioning various forms of discrimination and violence

5.2.2. Ensuring psychological support for victims of sexual harassment

5.2.3. Creating annual action plans and programmes to raise awareness of gender-based violence

5.3.1. Raising awareness of a culture of prevention and sanction of discrimination and violence

5.3.2. Generating press releases on the importance of developing a culture of gender equality and inclusion

5.3.3. Promoting equality, diversity and inclusion for staff, students, and community

Indicators

- Promoted and disseminated good practices and examples regarding gender equality
- Developed UNIDU policies to prevent and sanction gender-based discrimination and violence
- Improved general perception of the importance of equality, diversity and inclusion