

GENDER EQUALITY PLAN

2022–2025

1. INTRODUCTION

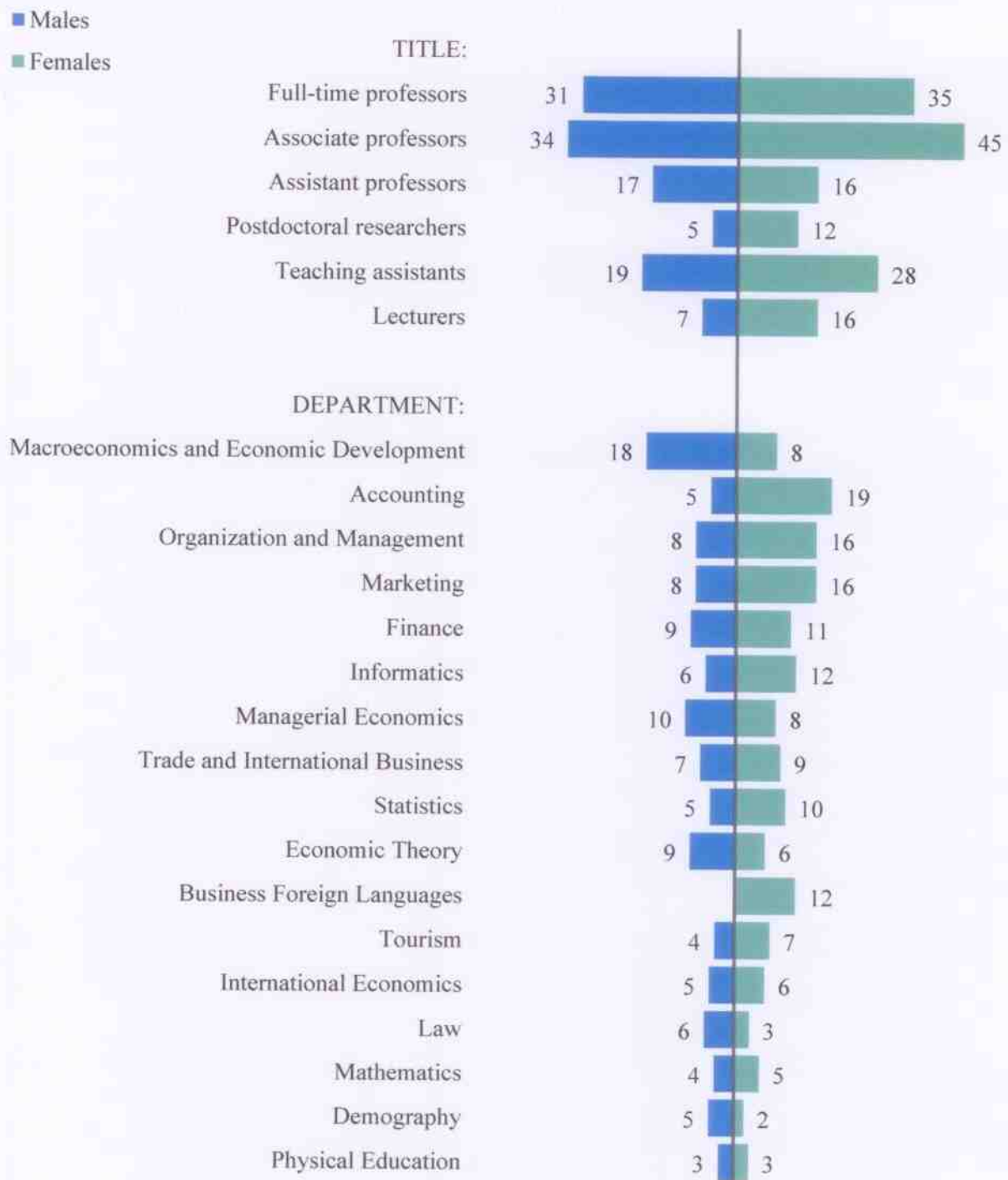
The Faculty of Economics & Business of the University of Zagreb (hereinafter: FEB) adopts the Gender Equality Plan (hereinafter: the Plan) for the period 2022–2025, with the purpose of continuously promoting gender equality among all employees and students.

For many years, FEB has been supporting and implementing gender equality policies in all segments of its activity. FEB incorporates the principles of gender equality in its acts and reinforces them in practice. The aim of this Plan is to adopt measures that will contribute to the maintenance and further improvement of such doing. The measures and activities from within the Plan follow, to the highest extent possible, the European Union's Strategy for Gender Equality 2020-2025. The Plan moreover aims to regulate and monitor its implementation, which includes gender awareness raising among FEB's personnel, students and management, the main objective of which is to increase knowledge, understanding and sensitivity about gender (in)equality and stereotyping, and to encourage zero-tolerance to any form of discrimination. FEB intends to appoint a gender-equality officer by the end of the current year. Among other things, the officer will monitor the situation as it develops, and gather relevant gender-specific data to support the implementation of this Plan.

2. HUMAN RESOURCES

Women currently comprise 62% of FEB's employees, and female students make up 62% of the student body at all levels of study. On 1 March 2022, FEB had 384 employees, thereof 147 men and 237 women. There are 265 faculty members: 113 men and 152 women. The size of non-faculty staff is 119: 34 men and 85 women. The following figure presents the gender distribution of FEB's faculty members by academic title and department.

Figure 1: Gender distribution of FEB's academic staff by academic title and department



More than 12,000 students currently attend FEB. There are 9715 students attending undergraduate or graduate studies at FEB, thereof 3598 male and 6117 female. Among 2420 postgraduate students at FEB, there are 1033 males and 1386 females.

3. INSTITUTIONAL MANAGEMENT

Institutional management is based on FEB's legal acts. It enables equal participation for both genders in FEB's statutory bodies and committees. For the first time in FEB's history, a female Dean was elected. She will take office on 1 October 2022. Among four current Vice Deans, there is an equal number of men and women. FEB's main governing body is the Faculty Council; it includes 74 members, thereof 46 male and 28 female. There exist 17 academic departments at FEB, run by department heads, 12 men and 5 women. Currently, two men and eight women run non-academic organizational units at FEB. Boards and committees advise the Dean and the Faculty Council in the decision-making process. The gender distribution of board and committee members is approximately equal. The practice of gender equality within FEB's governing bodies will continue in the future.

4. RECRUITMENT AND CAREER ADVANCEMENT

Career advancement and professional development are enabled to all FEB staff, regardless of gender. The hiring process at FEB is based on applicable legal acts (the Act on Scientific Activity and Higher Education) and established procedures with no direct or indirect gender discrimination in the selection of job candidates. There exist no exclusively male nor exclusively female jobs at FEB. Advancement criteria are transparent and equal for all employees, regardless of age or gender. The Labour Act and the Collective Agreement for Public Servants and Employees determine FEB's wage policy. Accordingly, salaries do not depend on gender, but on working-position coefficients defined by the Government Decree on Job Titles and Complexity Coefficients in the Civil Service. One of fundamental principles of the Collective Agreement for Science and Higher Education is "equal pay for equal work or work of equal value". FEB will continue to follow this practice. Recruitment and career advancement will continue to occur without any form of gender discrimination.

5. GENDER DISCRIMINATION

In broad terms, the Plan aims to reduce and prevent any form of discrimination at FEB – not only discrimination in relation to gender. FEB has established a system to protect its employees and students from any form of harassment. FEB's Rules of conduct and Code of ethics describe

the procedure for filing a workplace harassment claim. FEB has appointed an official to receive complaints of discrimination.

Within the next two years, in a combined effort with student associations at FEB, the Dean and the Faculty Council will adopt internal procedures aimed at better protecting the students from sexual harassment and gender discrimination.

6. WORK-LIFE BALANCE

Workplace gender equality is one form of equality of opportunity in the workplace, which implies that individuals are provided equal opportunities for work, advancement and self-development, regardless of their ethnicity, religion, sexual orientation etc., including gender. As emphasized previously, FEB's internal acts ensure gender equality at FEB, so this Plan and the measures proposed herein aim to maintain gender equality in all areas of FEB's activities, including scientific work, institutional governance and teaching.

Research and teaching in academia follow a non-standard work schedule, and FEB has implemented the Decision on working time schedule to adjust working hours to the needs of research and teaching processes. Legislation prescribes flexible advancement criteria during maternity and parental leave. Maternity and parental leave benefits can be claimed by both men and women. Given the upcoming state-wide regulation of paternity leave, FEB will enable all employees who become fathers to exercise without hindrance their legal rights. FEB's acts define procedures to enable teaching and further work processes to run undisturbedly during maternity, parental, or other types of leave, hence, there are no restrictions with regard to the length of use of one's legal rights.

7. CONCLUSION

FEB has a long tradition of promoting gender equality in all areas of its activities and aims at continuous improvement of such a practice.

Within the last few years, decisions of appointment to a post and other documents regulating the rights and obligations of FEB's employees include descriptions of one's position and qualifications with appropriate indications of gender.

FEB will continue to work on preventing gender discrimination, to provide equal opportunities for both men and women, and to raise awareness about the importance of gender equality.

FEB's gender equality goals emphasize gender awareness raising to improve the current state of affairs, to promote gender equality at all levels, to use gender-sensitive language in all documents, and to support the use of paternity leave among male employees.

To this end, FEB will undertake the following: collect and provide up-to-date information on employee rights, ensure equal employment opportunities, support employees in achieving a work-life balance, provide access to workshops and seminars on gender equality in science and teaching.

In cooperation with FEB's management, the newly appointed gender-equality officer will develop a detailed strategy of implementing the gender equality policy. The strategy will be made publically available via FEB's website. FEB will concurrently organize a workshop for its employees to raise awareness of gender equality issues in the area of science and higher education.

APPENDIX: Objectives, activities, indicators and implementation of the Gender Equality Plan at FEB

OBJECTIVE	ACTIVITY	INDICATOR	IMPLEMENTATION (person/body in charge and the timeframe)
To continuously promote equality of employees and students of both genders	Appointment of a gender-equality officer	Decision of appointment of a gender-equality officer	FEB's management (2022)
To regulate and monitor the implementation of the Plan	Collection and processing of annual statistics for purposes of gender equality analyses at FEB	Definitions of indicators to monitor the implementation of the Plan	FEB's gender-equality officer FEB's management Human resources Student office Post-graduate student office (once a year)

To raise awareness about gender equality and gender-related challenges	Organization of workshops on gender equality	Presentation of the Gender Equality Plan	FEB's gender-equality officer (2022)
To encourage gender equality in FEB's governing and advisory bodies	Development of a procedure for equality in representation by gender in FEB's governing bodies, councils and committees	A report on the gender composition of FEB's governing and advisory bodies	Dean FEB's management Faculty Council Department heads (continuously)
To ensure objective and transparent recruitment and career advancement, regardless of gender	Transparent use of applicable regulations in recruitment and career advancement	Number of decisions and appointments to job positions, with appropriate indications of one's gender	Dean FEB's management Faculty council FEB's secretariat Human resources (continuously)
To prevent any form of discrimination among FEB's employees and students	Implementation of internal procedures on anti-discrimination and protection of employees' and students' dignity	Adoption of new internal acts and improvements of existing internal acts on preventing discrimination	Dean FEB's management Faculty Council Department heads FEB's secretariat (2023)
To support employees in achieving a work-life balance	Dissemination of information to employees about their rights to maternity, paternity, parental and other types of leaves	Collection and provision of information and statistics on use of leave benefits by gender	FEB's secretariat Human resources FEB's gender-equality officer (continuously)

Dean's signature: Prof. dr. sc. Jasna Pavonić




FEB's Faculty Council adopted the Gender Equality Plan 2022–2025 on 29 March 2022 at its regular session.