



GENDER EQUALITY PLAN OF UNIVERSITY NORTH

GENDER EQUALITY PLAN (GEP)

In Koprivnica, July 2022

Introduction

The EU is a global leader in gender equality, and gender equality and women's empowerment are among the main objectives of the EU's external action.

In order to realize one of the fundamental rights and tasks of the EU - gender equality, the European Commission adopted the document Equality Union: **Strategy for Gender Equality 2020-2025**, which aims to establish a gender-equal Europe.

Strategy for gender equality 2020-2025. specific policy goals and key measures for the period 2020-2025 are determined. which strives to achieve a gender-equal Europe, in which gender-based violence, gender discrimination and structural inequality between women and men belong to the past.

The key effort of the Strategy is aimed at achieving concrete progress in gender equality in Europe in the period from 2020 to 2025. and the creation of a Europe in which: *"... **women and men, girls and boys, in all their diversity, equal - they can freely walk the path they have chosen and realize their full potential, have equal opportunities for success and can participate equally in our European society and guide him.**"*¹

On the basis of the Strategy, University North adopts its Gender Equality Plan 2022-2025 (hereinafter: Plan) in order to harmonize the institutional framework with the guidelines of a gender-equal Europe, taking into account the existing structure of University North and existing legal acts, especially in the sphere of employment.

The plan includes measures and activities that will contribute, as far as possible, to the fulfillment of the objectives of the Gender Equality Strategy 2020-2025 of the European Commission. In a broader sense, the goal of the Plan is to fight against any discrimination among employees, external collaborators and students of University North, regardless of their gender, race, ethnicity, national origin, language, religion, beliefs, functional abilities, sexual orientation, gender identity and age. The plan simultaneously has the role of implementing and monitoring the implementation of the planned measures, including raising the level of awareness of employees, associates, students and management about gender equality, avoiding stereotypes and zero tolerance towards any type of discrimination.

The plan also foresees the periodic collection of data and their annual publication. The plan is intended as a "living" document that is open to all stakeholders of the active, teaching and scientific processes carried out by University North and is subject to changes in measures and activities in accordance with new knowledge in the subject domain.

¹ European Commission: Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Equality Union: Strategy for Gender Equality 2020-2025; Brussels, 5/3/2020. COM (2020) 152 final

Union of equality

Gender equality is one of the fundamental principles of the acquis of the European Union (hereinafter: EU), and at the same time one of the most prominent values of the constitutional order of the Republic of Croatia (hereinafter: Republic of Croatia).

The goal of gender equality is aimed at achieving the equal presence of women and men in all areas of public and private life, equal status, equal opportunities to exercise all rights, especially equal availability of work and equal pay for work of equal value.

European and national legislation guarantees the principle of equality and the prohibition of discrimination based on gender.

The European Union is a global leader in gender equality² and has systematically been intensively promoting gender equality and gender equality for several decades.

Gender equality is one of the fundamental principles of the EU acquis, and ensuring equal opportunities and combating gender discrimination is a general goal and an integral part of all its programs and policies.

One of the most significant EU documents that promotes equality and equality in general, including gender equality, is the Charter of Fundamental Rights of the European Union published in the Official Journal of the EU on June 7, 2016.

The Charter prohibits any discrimination based on sex, race, color, ethnic or social origin, genetic characteristics, language, religion or belief, political or any other opinion, belonging to a national minority, property, birth, disability, age or sexual orientation, citizenship and determines that the equality of women and men must be ensured in all areas, including employment, work and salary, while the principle of equality does not prevent the retention or adoption of measures that foresee special benefits in favor of the underrepresented sex.

In the spirit of additional strengthening of gender equality in the EU as one of the fundamental principles on which EU policy rests, the Strategy for Gender Equality was recently adopted, which establishes policy goals and key measures for the period 2020-2025. year, and is aimed at establishing a gender-equal Europe without gender-based violence, gender discrimination and structural inequality between women and men.

Within the framework of the EU, a whole series of directives aimed at the implementation of equality in all areas, including in the field of gender equality, have been adopted, such as:

- Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment according to men and women in the field of employment and labor relations;
- Directive 2004/113/EC on the implementation of the principle of equal treatment between men and women in access and supply of marketable goods and services;

² European Commission: Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Equality Union: Strategy for Gender Equality 2020-2025; Brussels, 5/3/2020. COM (2020) 152 final

- Directive 96/34/EC on the framework agreement regarding parental leave;
- Directive 92/85/EEC on the introduction of measures to encourage the improvement of safety and health at the workplace of pregnant workers and workers who have recently given birth or who are breastfeeding;
- Directive 86/613/EEC on the application of the principle of equality in treatment between men and women involved in work, including agriculture, based on self-employed status and on the protection of self-employed women during pregnancy and maternity leave;
- Directive 79/7/EEC on the progressive implementation of the principle of equality in treatment between men and women in the field of social security;
- Directive 2000/43/EC on the implementation of the principle of equal treatment between persons regardless of their racial or ethnic origin;
- Directive 2000/78/EC on the general framework for equal treatment in employment relations and the profession;

Croatian legal framework of gender equality

Until the adoption of the Law on Gender Equality in 2003, gender equality was regulated by the Constitution of the Republic of Croatia and international treaties that formed part of the internal legal order of the Republic of Croatia.

Today, in the Republic of Croatia, there is a large number of legal sources that guarantee and ensure gender equality and prohibit discrimination on the basis mentioned, among which the most significant stand out:

Law on Gender Equality (*Official Gazette No. 82/2008, 125/2011, 20/2012, 138/2012, 69/2017*) for the first time in the Croatian legislation, a detailed legal regulation of gender equality and equality is defined and the method of protection against discrimination based on gender is defined and regulated. and creating equal opportunities for women and men. It guarantees the equal presence of women and men in all areas of public and private life, that they have equal status, equal opportunities to exercise all rights, as well as equal benefit from the achieved results. Any direct or indirect discrimination on the basis of gender, on the basis of marital and family status, less favorable treatment of women on the basis of pregnancy and maternity is considered discrimination. Discrimination based on sexual orientation is prohibited.

The aforementioned law stipulates that all public bodies are obliged, in all stages of planning, adoption and implementation of legal acts, decisions or actions, to assess and evaluate the effects of these actions on the position of women and men, in order to achieve real equality between women and men, and to implement training programs on equality gender for its workers. The obligation to use gender-sensitive language implies gender-sensitive job titles and diplomas, as well as the removal of sexism from the language. Terms used in Croatian regulations that have a gender meaning are used neutrally and refer equally to men and women.

Constitution (*Official Gazette No. 56/90, 135/97, 08/98, 113/00, 124/00, 28/01, 41/01, 55/01, 76/10, 85/10, 05/14*), already in the Basic Principles itself, it states the guarantee and assurance of equality as one of the highest constitutional values. Furthermore, the Constitution in Art. 3. stipulates: Freedom, equality, national equality and gender equality, peacemaking, social justice, respect for human rights, inviolability of property, preservation of nature and the human environment, the rule of law and the democratic multiparty system are the highest values of the constitutional order of the Republic of Croatia and the basis for interpreting the Constitution.

National policy for gender equality, which represents the basic strategic document of the Republic of Croatia, which was adopted with the aim of creating conditions for a more equal society through the establishment of equal opportunities for all citizens. The preparation of the National Plan for Gender Equality for the period from 2021 to 2027 and the corresponding Action Plan for the implementation of the National Plan for the period from 2021 to 2024 is currently underway.

Law on Suppression of Discrimination (*Official Gazette No. 85/08, 112/12*) , which prohibits discrimination in all areas of social life, especially in the regulatory areas of work and employment, education, science and sports, social security, health care, justice and administration, housing, public information and media, access to goods and services and their provision, membership and activity in trade unions, political parties and participation in cultural and artistic creativity.

Labor Law (Official Gazette No. 93/14, 127/17 and 98/19) , which prescribes the employer's obligation to pay equal wages to workers for equal work and work of equal value (a key and strategic issue for achieving equality between women and men in general, the principle of equal pay it has been included in the founding treaties of the EU since 1957), devotes its entire head to the protection of pregnant women, parents, adoptive parents and the incapacity for work, as well as to the protection of the dignity of workers from discrimination and harassment.

In all public tenders for the establishment of an employment relationship, there is a mandatory indication: *Persons of both sexes can apply for the tender.*

Act on maternity and parental benefits, (Official Gazette No. 85/08, 110/08, 34/11, 54/13, 152/14, 59/17, 37/20);

Family law (Official Gazette No. 103/15, 98/19);

Law on Scientific Activity and Higher Education, (Official Gazette No. 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), which states among the fundamental principles the respect and affirmation of human rights;

In addition to the above, there is a whole series of other regulations that remove obstacles in the practical implementation of the norms. Namely, in order to achieve real gender equality, it is necessary to enact appropriate legal norms and ensure their effective implementation in practice.

Gender equality in the Republic of Croatia

Based on the data of the State Statistical Office published in the publication "Women and Men in Croatia 2020", updated statistical data and indicators of the position of women and men in our society can be monitored.

The aforementioned publication elaborated the data by age and gender based on estimates from 2018. According to the data of the mentioned publication, it is concluded that in 2018, the Republic of Croatia had 4,087,843 inhabitants, of which 2,112,791 were women and 1,975,052 were men, which in percentage terms is 51.7% women and 48.3% men.

In relation to the educational structure, data from 2011 in relation to the population aged 15 and over show the following³:

- 30.8% of the total population has completed primary school education or less, and within the above data, 37.2% are women and 23.8% are men.
- 52.6% of the total population has completed high school education, and within the above data, 45.9% are women and 60.0% are men.
- Only 16.4% of the total population has completed higher education, of which 16.7% are women and 16.0% are men.

According to data from the Croatian Employment Service from 2019, the total recorded number of unemployed persons was 128,650, of which 55.6% were women and 44.4% were men.

Given that University North is part of the higher education system, further analysis of gender representation is followed primarily within the framework of the higher education system.

For example, in the academic year 2019/2020. out of a total of 421 leaders in public higher education institutions, 167 were women and 254 were men, that is, expressed in percentages, 39.7% were women and 60.3% were men.

Out of the total number of 421 leaders, 8 people held the position of rector, of which 2 were women and 6 were men, the number of vice-rectors totaled 36, of which 13 were women and 23 were men. The total number of deans was 88, of which 28 were women and 60 were men. The total number of vice deans was 289, of which 124 were women and 165 were men⁴.

Data on gender equality within the EU from the aspects of work, money, education, time, power and health are evaluated every year by EIGE, with the aim of determining progress in achieving gender equality.

If we monitor gender equality in the Republic of Croatia based on the index of the European Institute for Gender Equality (EIGE), in 2021, the Republic of Croatia achieved an index of 59.2 points out of a possible 100, placing it 19th in the EU on the Gender Equality Index. The result of the Republic of Croatia is 8.8 points below the European Union score of 68 points. Since 2010, Croatia has grown by 6.9 points, and its ranking has improved by five places. Since 2018, it has increased by 1.3 points, but has kept the same rank.

³State Statistical Office of the Republic of Croatia; Women and men in Croatia in 2020; Zagreb 2020.

⁴State Statistical Office of the Republic of Croatia; Women and men in Croatia in 2020; Zagreb 2020.

Data on gender representation at University North

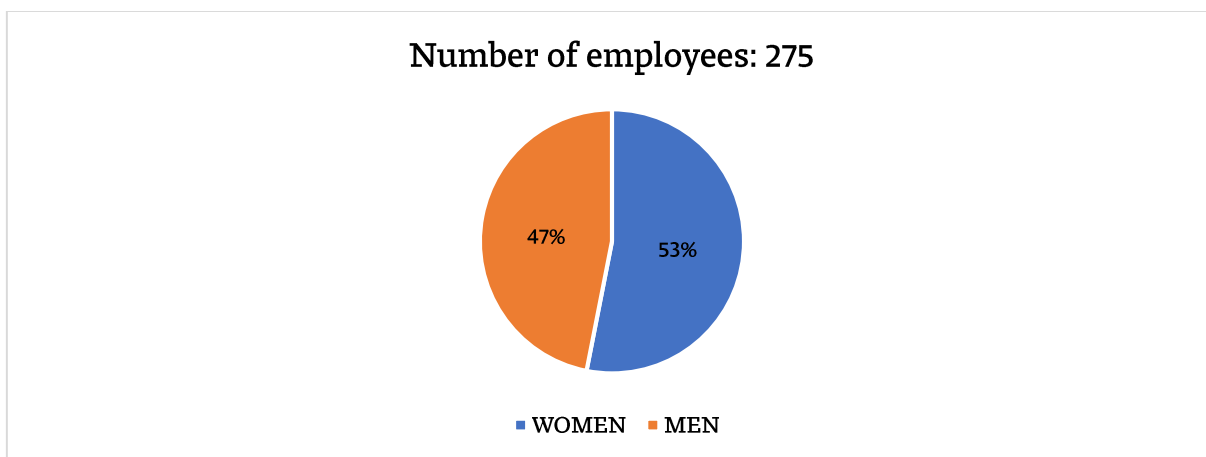
The University North is a place of "zero tolerance for discrimination". At the University North, a number of internal legal acts were adopted which prohibit any form of discrimination, both in relation to students, and in relation to associates and employees, as well as to all other persons who participate in any way in teaching, scientific, professional or administrative activities. segment of work in and with the University North.

One of the most significant internal acts aimed at respecting and promoting gender equality at University North is the Code of Ethics of the University North, which guarantees the equality of all, prohibits any form of discrimination and harassment, and prescribes sanctioning measures in the case of acting contrary to the stated unconditional imperatives.

The University North actively participated in the national campaign "I didn't ask", based on which guidelines it adopted the document "The University North - a place of zero tolerance for discrimination" and appointed a person to protect the dignity of workers.

A total of 275 employees are employed at the University North, of which 146 are women and 129 are men.

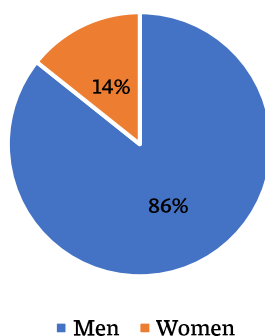
NUMBER OF EMPLOYEES	275
MEN	146
WOMEN	129



The University North is managed by the rector with the help of 6 vice-rectors. The division according to gender representation in leading positions is as follows:

MEMBERS OF THE MANAGEMENT	7
MEN	6
WOMEN	1

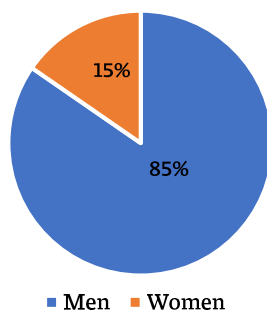
Members of management: 7



The University North is an integrated University within which 18 Departments operate, which are further divided into Departments. Departments are managed by heads of which there are 26 in total, of which 22 are men and 4 are women.

HEAD OF DEPARTMENTS	26
MEN	22
WOMEN	4

Head of Department: 26

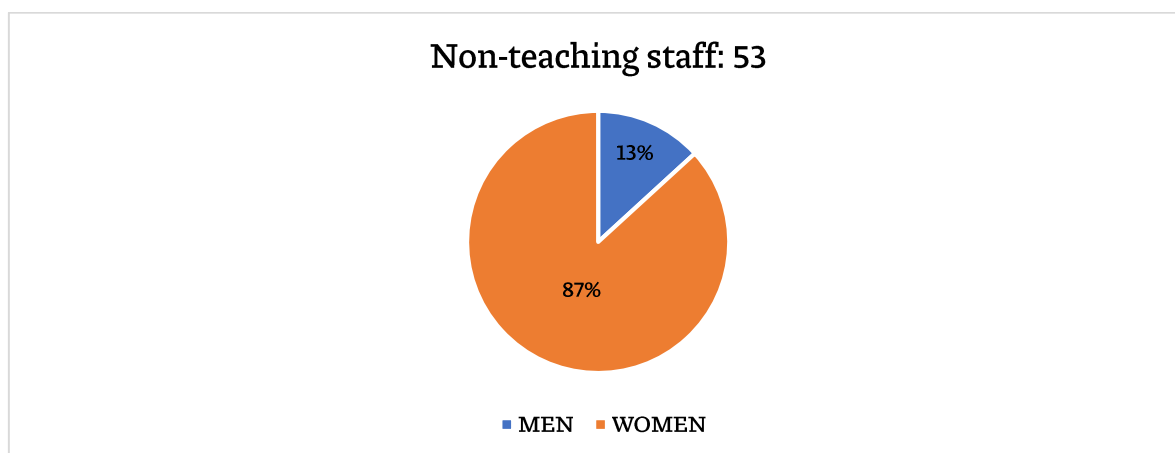


In principle, the total number of employees can be divided into teaching staff and non-teaching staff, within the aforementioned division, out of the total number of 275 employees, 222 persons are employed in teaching positions and 53 persons in non-teaching or administrative and professional jobs.

Of the total number of 53 employees in the administrative and professional services of the University North, 46 are women and 7 are men.

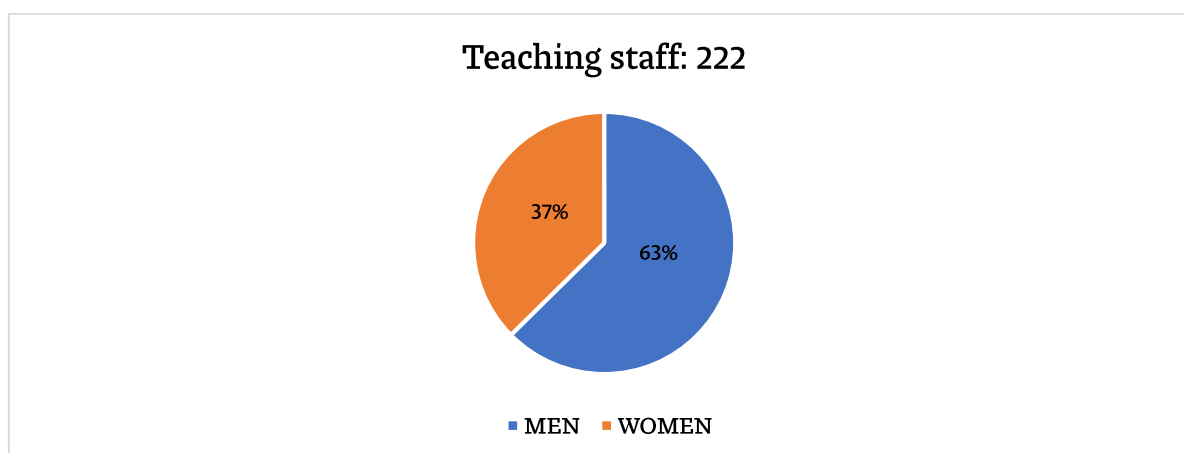
NON-TEACHING STAFF	53
MEN	7

WOMEN	46
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Out of the total number of 222 employees in permanent positions, 139 are men and 83 are women.

TEACHING STAFF	222
MEN	139
WOMEN	83



Teaching positions can further be followed by dividing them into:

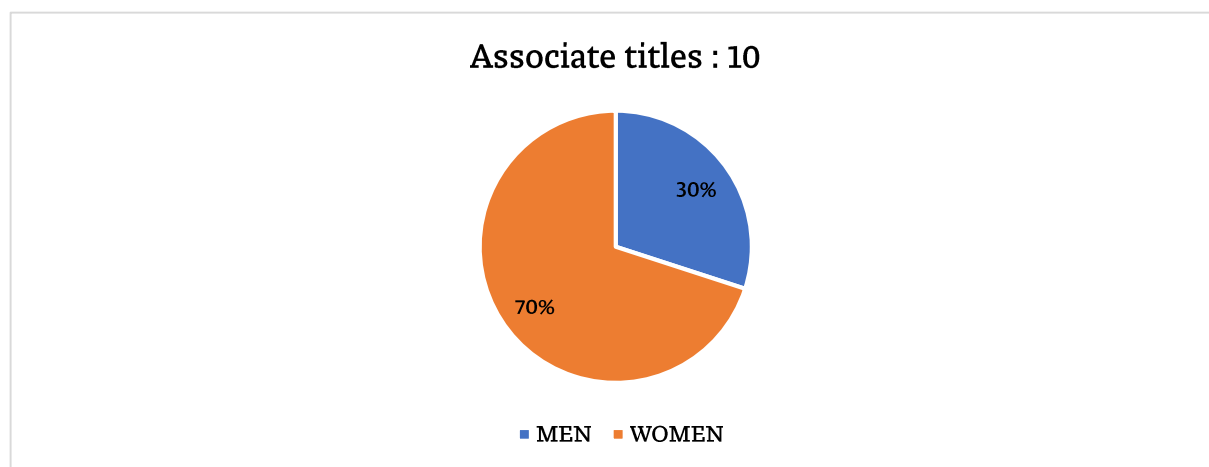
- Associate titles (assistant, postdoctoral student)
- Teaching titles (lecturer, senior lecturer, university professor and university professor in a permanent position)
- Scientific and teaching positions (assistant professor, associate professor, full professor and full professor in a permanent position)

Within the aforementioned division of teaching titles, the number of women dominates in associate titles, in teaching titles the ratio is absolutely equal, while in scientific teaching titles the number of

men is higher compared to women. Tabular and graphical representations of some of the aforementioned divisions are provided below.

- a) A total of 10 people are employed in associate positions, of which 3 are men and 7 are women.

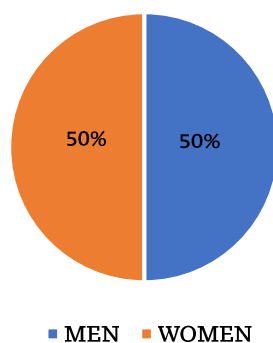
ASSOCIATE DEGREE	53
MEN	7
WOMEN	46



- b) A total of 66 employees are employed in teaching positions, of which 33 are men and the same number of women, therefore, a completely equal gender distribution in the mentioned monitoring category.

TEACHING PROFESSIONS	66
MEN	33
WOMEN	33

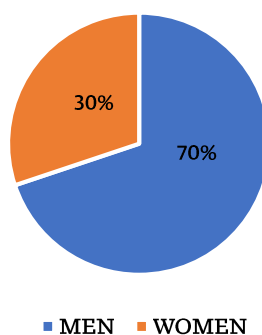
Teaching professions: 66



- c) A total of 146 employees are employed in scientific and teaching positions, of which 102 are men and 44 are women.

SCIENTIFIC-TEACHING PROFESSIONS	146
MEN	102
WOMEN	44

Scientific-teaching professions: 146



GOAL 1: Gender equality in employment and career advancement

A critical approach to selection procedures and the elimination of all biases can ensure that women and men receive equal opportunities for career development and advancement. Establishing a Code of Conduct for employment, including gender equality officers in recruitment and promotion committees, proactively identifying women in underrepresented areas and considering organization-wide workload planning models may be important measures to consider within the GEP.

Measure	Activity	Implementation time	Responsible persons and/or bodies
Establishment of a mechanism for gender equality (Commission or University Council)	Adoption of a strategic document on sexual/gender equality	in 2022	The Committee for Sexual/Gender Equality of the University North, Senate of the University North
	Appointing the University Council, which is responsible for the implementation of the Gender Equality Plan of the University North and defining the duties and organization of work	in 2022	Rector of the University North
	Introducing the procedure of regular collection of quantitative and qualitative data classified by gender in digital form	in 2022	Service for general, legal, personnel and administrative affairs of the University North, The Committee for Sexual/Gender Equality of the University North
	Systematic monitoring of the implementation of the Gender Equality Plan and preparation of annual reports and action plans based on data analysis and reporting to the University Senate	Continuously, once a year	The Committee for Sexual/Gender Equality of the University North
Developing an institutional/organizational culture of gender equality and inclusive practices	Analysis of gender distribution in job applications	Continuously, as needed	The committee for selecting candidates for employment at the University North
	Ensuring equal rights of all candidates during selection	Continuously	The committee for selecting candidates for employment at the University North
	Supervising the implementation of recruitment and promotion procedures through data analysis and proposing activity plans for further improvement of	Continuously	Service for general, legal, personnel and administrative affairs of the University North, The Committee for Sexual/Gender Equality of the University North

	procedures for eliminating gender inequality		
	Monitoring of employees during advancement and retention in the institution	Once a year (in January for the previous year)	Service for general, legal, personnel and administrative affairs of the University North, The Committee for Sexual/Gender Equality of the University North
	Use of gender inclusive language in all documents, written documentation and in written and oral communication	Continuously	University services
	Promoting the visibility of an underrepresented group through various communication campaigns	Continuously	Department of Information and Public Relations, Committee for Sexual/Gender Equality, University North
	Raising awareness of the culture of gender equality by highlighting examples of good practice and passing on experience and knowledge as well as social norms and values	Continuously	Department of Information and Public Relations, Committee for Sexual/Gender Equality, University North

OBJECTIVE 2: Integration of the gender dimension into research and teaching content

The GEP should consider how gender analysis will be incorporated into the organization's research or educational outputs. An organization's commitment to include gender and gender in its research priorities, processes to ensure that the gender dimension is taken into account in research and teaching, and support and capacity provided to researchers to develop methodologies that will include gender and gender analysis can be specified. Organizations then have the obligation to provide funding and implementation of such research.

Measure	Activity	Implementation time	Responsible persons and/or bodies
Encouraging gender balance in research projects	Development of guidelines for the inclusion of the gender dimension in research	in 2023	The Committee for Sexual/Gender Equality of the University North
	Raising awareness of the benefits of gender-balanced research groups	in 2023	The Committee for Sexual/Gender Equality of the University North
	Designing an institutional evaluation of a project leader who successfully integrates the gender dimension into the research plan	in 2023	The Committee for Sexual/Gender Equality of the University North
	Carrying out activities to recognize, support and promote the achievements of gender underrepresented researchers	Continuously	The Committee for Sexual/Gender Equality of the University North
Increasing satisfaction with the state of gender equality and/or maintaining a favorable state	In the regular survey of students, teachers and employees, introduce questions related to satisfaction with the state and practices of gender equality at the University	Once a year	The person responsible for conducting surveys at the University North
	Proposing to the Senate action plans for the improvement of gender equality policies and practices at the University based on the results of the survey	2023-2025	The person responsible for conducting surveys at the University North, The Committee for Sexual/Gender Equality of the University North

GOAL 3: Gender balance in leadership and decision-making

The increase in the number and share of women in leadership and decision-making positions affects all aspects of GEP. Measures that can ensure this can be aimed at educating decision-makers about the importance of gender equality, adjusting the process of selecting and appointing members of commissions, ensuring gender balance through gender quotas and more transparent appointment of commissions.

Measure	Activity	Implementation time	Responsible persons and/or bodies
Encouraging gender equality in all decision-making bodies	Drafting instructions on respecting gender representation in appointment, employment and promotion procedures	in 2024	The Committee for Sexual/Gender Equality of the University North
	Respect for gender diversity when appointing committee members at the University level	Continuously	The Committee for Sexual/Gender Equality of University North, Rector, vice-rectors and heads University of the North
	Improving the representation of women in management positions	in 2024	Senate of the University North
Improving management and leadership competencies of women	Creation of a plan of activities and education for the development of women's management competencies	in 2024	The Committee for Sexual/Gender Equality of the University North
	Developing management and leadership competencies of women	in 2024	The Committee for Sexual/Gender Equality of the University North

GOAL 4: Balance between work and private life and organizational culture

GEPs aim to promote gender equality through sustainable transformation of organizational culture. Organizations should implement the necessary policies to ensure openness and inclusiveness in the work environment, the visibility of women in the organization and outside, and strive to ensure that the contribution of women is properly/equally valued. An inclusive work-life balance can also be considered in the GEP, including maternity leave, flexible working arrangements and support for caring responsibilities.

Measure	Activity	Implementation time	Responsible persons and/or bodies
Information about the legal rights of parents	Appointment of the person responsible for informing about parents' rights	in 2022	Rector of University North
	Creation of informative materials on parents' rights	in 2023	Service for general, legal, personnel and administrative affairs of University North
Coordination of family and professional obligations of employees and students	Drafting of regulations on working from home and flexible working hours	in 2024	Service for general, legal, personnel and administrative affairs of University North, Senate of University North
	Creation of a protocol on harmonizing family and student obligations of student parents	in 2024	Vice-rector for teaching and student affairs, leaders

GOAL 5: Measures against gender-based violence, including sexual harassment

Organizations establishing GEPs should consider taking steps to ensure that they have clear institutional policies on sexual harassment and other forms of gender-based violence. The policy should establish and codify expected employee behavior, describe how members of the organization can report cases of sexual and gender-based violence, and how such cases will be investigated and sanctions applied. They should also consider how information and support is provided to victims or witnesses and how the entire organization can be mobilized to establish a culture of zero tolerance for sexual harassment and violence.

Measure	Activity	Implementation time	Responsible persons and/or bodies
Increasing the visibility of mechanisms and procedures for reporting gender-based violence in accordance with the standards of security, confidentiality, transparency and availability	Enactment of a special policy related to the zero rate of tolerance towards all forms of sexual harassment	in 2022	Service for general, legal, personnel and administrative affairs of University North
	Increasing the availability of information on existing mechanisms and procedures for reporting gender-based violence	Continuously	The Committee for Sexual/Gender Equality of University North
	Creation of educational material with the aim of raising awareness about prejudices and preventing sexist speech and hate speech	in 2023	The Committee for Sexual/Gender Equality of University North
	Inclusion of information on mechanisms and procedures for reporting gender-based violence in the notice to students	in 2022	Service for general, legal, personnel and administrative affairs of University North
	Defining the procedure for providing professional support	in 2022	The Committee for Sexual/Gender Equality of University North

Improving the process for addressing gender-based violence and providing support to victims	Promoting the prevention of gender-based violence	in 2025	The Committee for Sexual/Gender Equality of University North
	Introduction of protocols/guidelines for prevention and treatment in cases of sexual harassment and violence	in 2022	Service for general, legal, personnel and administrative affairs of University North