

Based on Articles 51 and 81 of the Statute of the Institute for Migration and Ethnic Studies (from December 16, 2013), and in accordance with the proposal of the Commission for the Development of the Gender Equality Plan, the Management Council of the Institute for Migration and Ethnic Studies at its 9th session held on June 14, 2022. approved the

Gender Equality Plan 2022-2025

Introductory explanation

The Institute for Migration and Ethnic Studies (hereinafter: the Institute) adopts its Gender Equality Plan 2022 - 2025 (hereinafter: the Plan) for the purpose of realizing a gender-equal Europe, as one of the main values of the European Union. Adopting the Plan implements the values and principles of the Gender Equality Strategy 2020-2025, aligns the Institute's activities with European Union guidelines, and introduces principles and positive practice in regulating employment, labour relations, employee protection and equal opportunities at the Institute, as well as education employees about the mentioned areas.

The need to create a Plan stems from the Institute's commitment to determine goals and processes that establish progress towards gender equality. Gender equality is a fundamental value of the Institute with the overarching goal that all employees, regardless of gender, have freedom and equal opportunities in choosing their career and life goals, and that they are given the opportunity to achieve and realize them in society. All employees have the right to participate in a positive work environment and achieve their desired work goals with equal opportunity to participate in leadership roles and develop institutional identity, significance and position in the scientific community and society as a whole. Following the key documents of the European Union and national legislation, within the given internal framework, the Institute approaches the analysis of needs and the implementation of the Plan through gender mainstreaming and intersectionality.

For the purpose of creating the Plan, by Decision of the Scientific Council of the Institute (class: 007-03/22-05/11, registration number: 09/01-22/1 dated May 12, 2022), the Commission for the preparation of proposals for the Gender Equality Plan was established (in hereinafter: Commission). One representative for scientists, one for expert advisors and one for expert services was appointed to the Committee, in order to enable a comprehensive approach to the creation of the Plan, respecting the diversity and specificities of the positions in the Institute.

Framework for the adoption of the Gender Equality Plan 2022-2025.

In the context of the creation and adoption of the Plan and the implementation of activities aimed at achieving the highest possible level of gender equality, the following documents are relevant:

- ☐ Charter of Fundamental Rights of the European Union (from June 7, 2016)

- Strategy for gender equality of the Council of Europe from 2018 to 2023 (as of March 7, 2018)
- 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 (from 5 March 2020)
- Constitution of the Republic of Croatia (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)
- Labor Law (Official Gazette, No. 93/14, 127/17, 98/19)
- Law on Gender Equality (Official Gazette, No. 82/08, 69/17)
- Law on Suppression of Discrimination (Official Gazette, No. 85/08, 112/12)
- Act on maternity and parental benefits (Official Gazette, No. 85/08, 110/08, 34/11, 54/13, 152/14, 59/17, 37/20)
- 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)
- Statute of the Institute for Migration and Ethnic Studies (as of December 16, 2013)
- Rules of Procedure (as of April 12, 2017)
- Code of Ethics of the Institute for Migration and Ethnic Studies (as of November 2, 2015)
- Development strategy of the Institute for Migration and Ethnic Studies (as of February 28, 2022)

Gender equality at the Institute

As of May 31, 2022, the Institute employs 27 employees, of which 17 are scientists, 1 assistant, 1 expert advisor in the system of science and higher education, 1 senior expert advisor, and 7 employees of expert services.

Of the total number of employees, 18 are women and 9 are men.

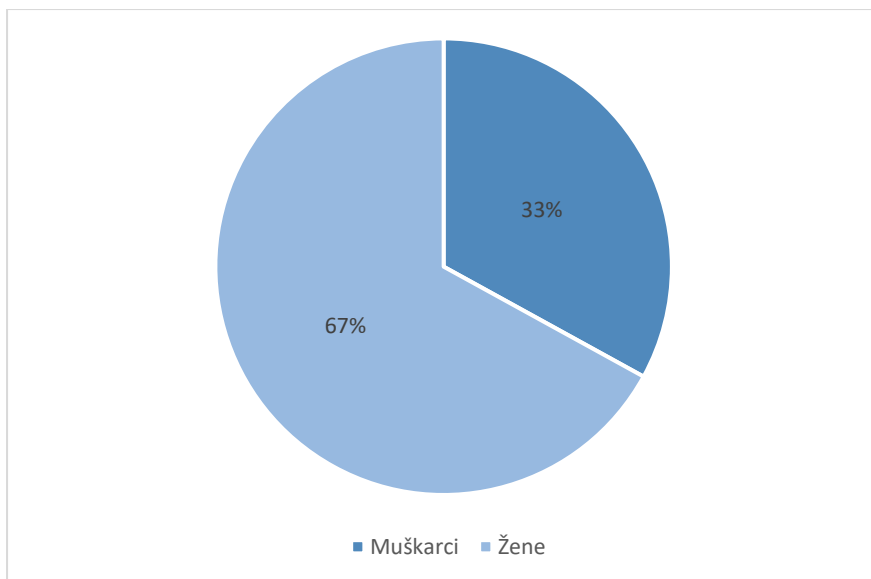


Figure 1. Ratio of women to men (all employees).

Out of 27 employees, 20 are employed in science, namely: scientific positions (18), expert adviser in the system of science and higher education (1) and senior adviser (1). Of that number, 12 are women and 8 are men.

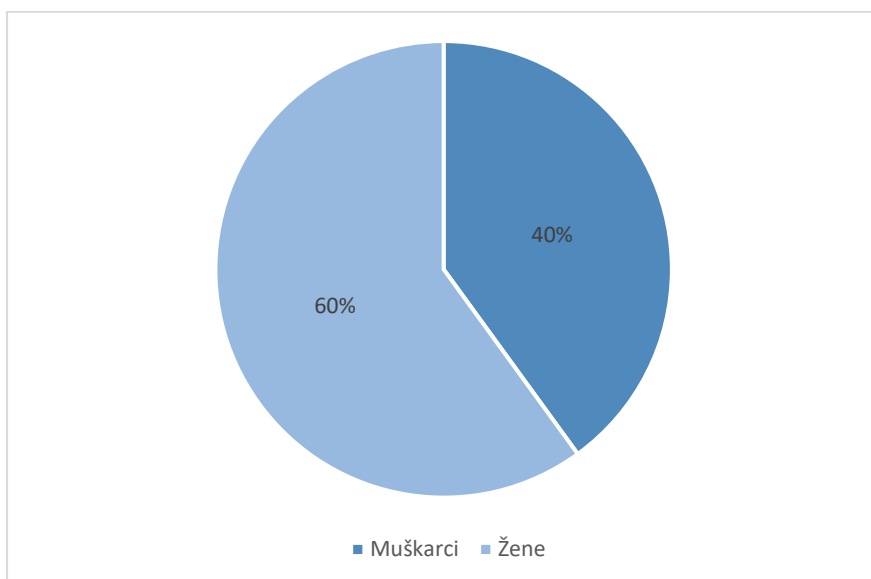


Figure 2. Ratio of women to men in scientific and professional positions .

Seven employees are employed in professional services, of which 6 are women and 1 is a man.

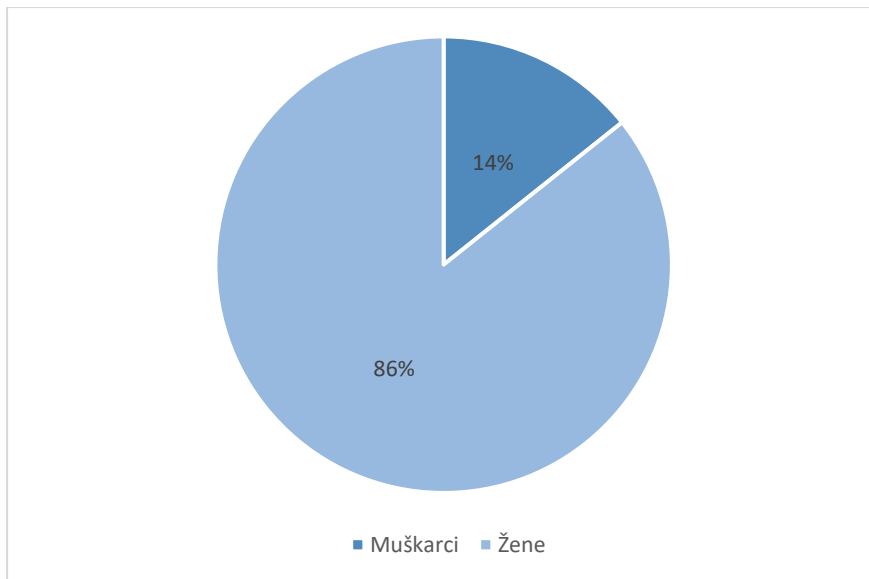


Figure 3. Ratio of women and men in professional services.

Employment statistics show that the Institute continuously supports and promotes the employment of women, and gender balance in leading positions, as well as in research. Commitment to the promotion of gender equality is a continuous activity that requires attention at all levels of activity, and so far the Institute has advocated to the greatest extent for the prevention of any type of discrimination.

Key areas

The commission has identified key areas for improving gender equality in the next three years, for the purpose of implementing the Plan in the period 2022-2025. The key areas of the Plan are:

1. create a positive, supportive working environment without sexism and sexual harassment,
2. to ensure equal opportunities for all employees to unhindered access to training, advance in professional work and have equal opportunity to occupy management and leadership positions,
3. continue to be a leading institute that provides equal opportunities to women, achieving gender balance in the Institute's management and decision-making,
4. raise awareness of intersectionality and gender issues,
5. continue to create a work environment that supports parents, especially those with minor children, and promote a balance between work and private life.

Committing to advocate for the promotion and adherence to the Institute's key areas of activity, the Committee will organize a series of workshops and seminars for all employees on gender equality and awareness of intersectionality, balance between work and private life, sexual harassment, abuse and victim support, organizational culture - recognition of bias (conscious/unconscious), career advancement, leadership and decision-making opportunities, and integrating the gender dimension into research projects.

The documentation will be updated to align gender equality with key policies (such as gender equality in employment) and resources dedicated to gender equality, and will be available to all staff.

Data management, collection and monitoring of trends related to gender equality will be included in the Institute's annual report. Measures will be reviewed in HR policies against gender-based violence and sexual harassment, including reporting and handling of criminal offences.

Activities in the period 2022 - 2025.

Activities	Key areas	Responsible bodies/persons	Target group	Implementation period	Indicators
Workshop on career advancement	2, 3	Commission/outside contractor	All employees	Once in three years	Number of trained employees
Workshop with topics related to gender awareness and equality, and the visibility of female scientists	3, 4	Commission/External Contractor/State School of Public Administration	All employees	Once in three years	Number of trained employees
Workshop on sexual and other forms of harassment	1, 4	Commission/external contractor/ State School of Public Administration	All employees	Once in three years	Number of trained employees
Workshop on the balance between private life and work	4, 5	Commission/outside contractor	All employees	Once in three years	Number of trained employees
B Access to information					
Updating information on legislative framework/public policies on gender equality on websites	1, 2	Committee	All employees	Continuously	Number of trained employees
Informative meeting on key documents in the field of gender equality	4	Committee,	All employees	2024.	Number of trained employees
C Documents					

Code of conduct - professional conduct, prevention of harassment and sexual harassment	1	Committee, Service for legal affairs	Director, Scientific Council, All employees	2023.	Revised documents, publication on websites
D Obligations of the Commission					
Monitoring of equal opportunities for promotion and employment of scientists (in accordance with HR Euraxess procedures)	2	Committee,	Director, Scientific Council,	Continuously	Annual report
Process monitoring and risk recognition of equal inclusion of scientists in research teams and decision-making processes	1, 2	Committee,	Director, Scientific Council,	Continuously	Annual report

In Zagreb, June 14, 2022.
Class: 004-04/22-01/01
Registration number: 19/19-22/1

PRESIDENT OF THE MANAGEMENT COUNCIL

Prof. dr. sc. Mladen Vedriš

It is established that this Gender Equality Plan 2022-2025 was published on the notice board of the Institute on June 15, 2022, and entered into force on June 23, 2022.

DIRECTOR

Dr. sc. Marina Perić Kaselj