

INSTITUT ZA POVIJEST UMJETNOSTI  
INSTITUTE OF ART HISTORY

## Gender Equality Plan 2023-2027

### Gender Equality Plan (GEP)

Zagreb, December 2023

## Contents

|   |   |
|---|---|
| Introduction.....   | 1 |
| Status Before the Adoption of the Plan.....                   | 1 |
| Institutional and Strategic Framework for the Plan.....       | 5 |
| Basic Elements of the Plan.....                               | 7 |
| Public Availability .....                                     | 7 |
| Dedicated Resources and Competencies for Implementation ..... | 7 |
| Data Collection and Analysis.....                             | 7 |
| Education and Promotional Campaigns.....                      | 7 |
| Purpose and Objectives of the Plan .....                      | 8 |
| Action Priorities of the Plan .....                           | 9 |

## Introduction

The Institute of Art History (hereinafter referred to as the INSTITUTE) is hereby introducing its **Gender Equality Plan 2023-2027** (hereinafter referred to as the Plan) to align institutional activities with the political guidelines of gender-equal Europe, taking into account the internal capacities of the Institute and national legal frameworks in the fields of science and education.

The plan includes measures and activities that will contribute, as far as possible, to the fulfilment of the goals of the Gender Equality Strategy 2020-2025 of the European Commission. In a broader sense, **the goal of the Plan is to combat any discrimination among employees of the Institute**, regardless of their gender, race, ethnicity, nationality, language, religion, beliefs, functional abilities, sexual orientation, gender identity, and age.

The Plan simultaneously regulates the implementation and monitoring of planned measures at the Institute, including raising awareness among employees and the Institute's administration about gender equality, avoiding stereotypes, and zero tolerance for any form of discrimination. Based on performance indicators, the Plan also envisages the periodic collection of data and their annual publication. The Plan is open to all employees and external stakeholders of the Institute and allows for changes in measures and activities in line with new insights.

## Status Before the Adoption of the Plan

Employment, career advancement, maternity leave utilization, and salary policies at the Institute are transparently implemented according to protocols specified in institutional regulations and rules of procedure that follow current national regulatory communications:

Labour Act

Higher Education and Scientific Activity Act

Act on Salaries in Public Services

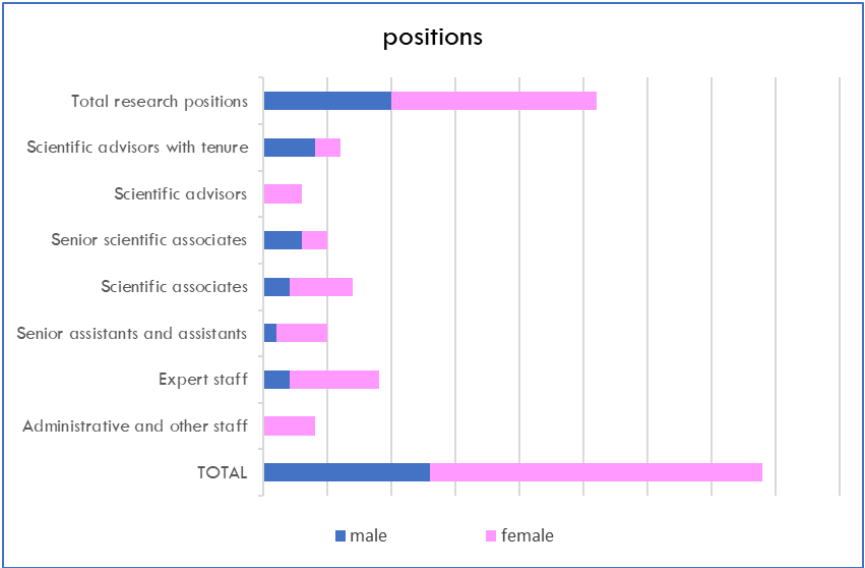
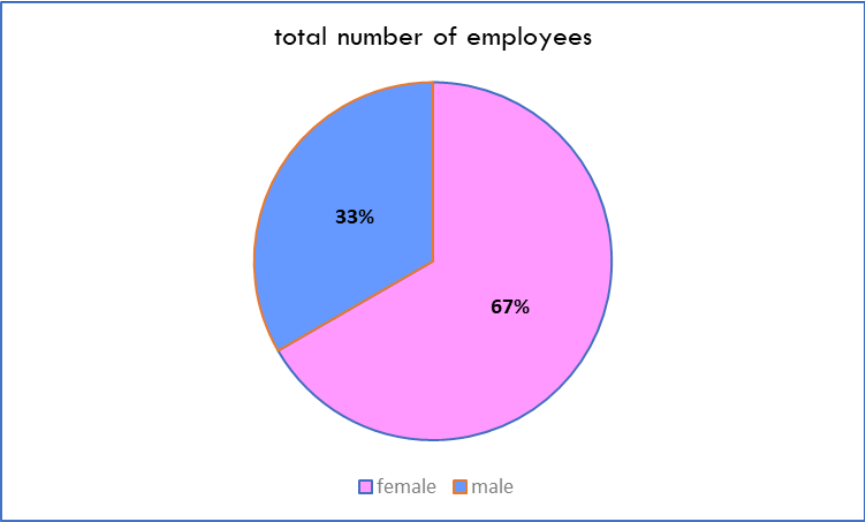
Institutions Act

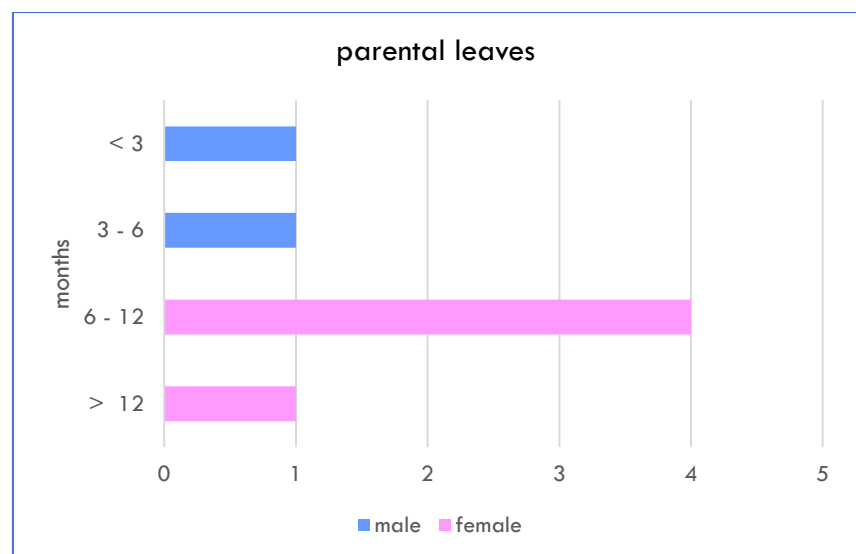
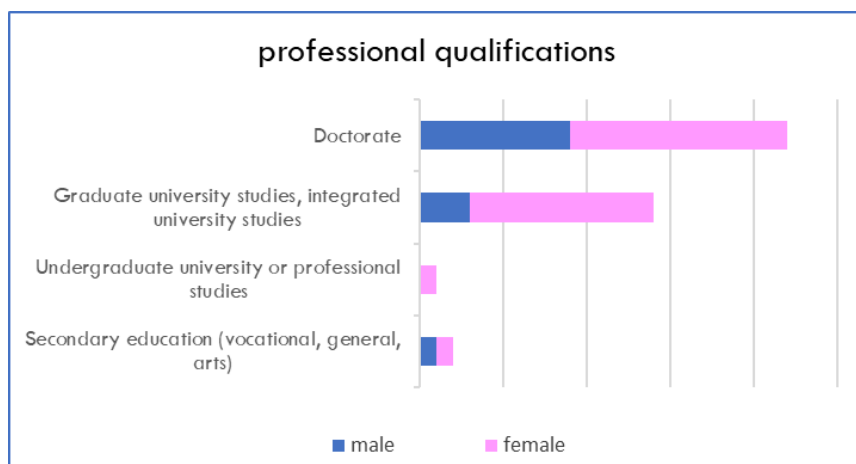
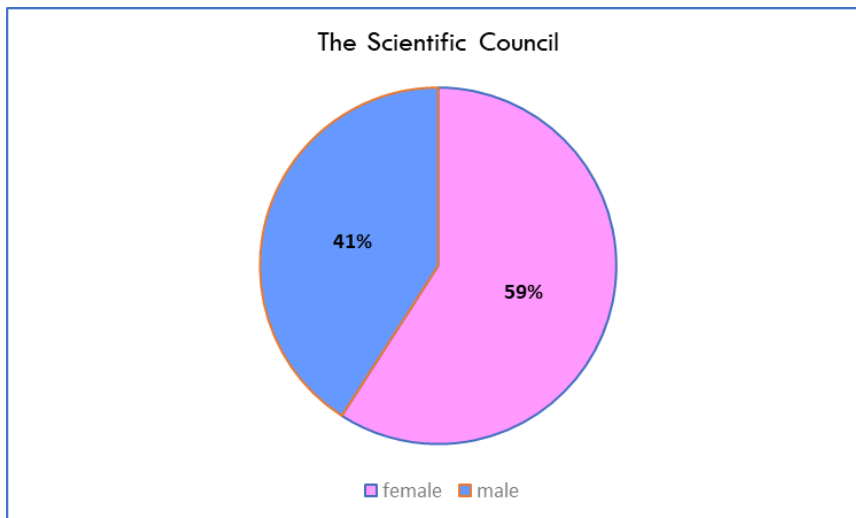
Collective Agreement for Science and Higher Education

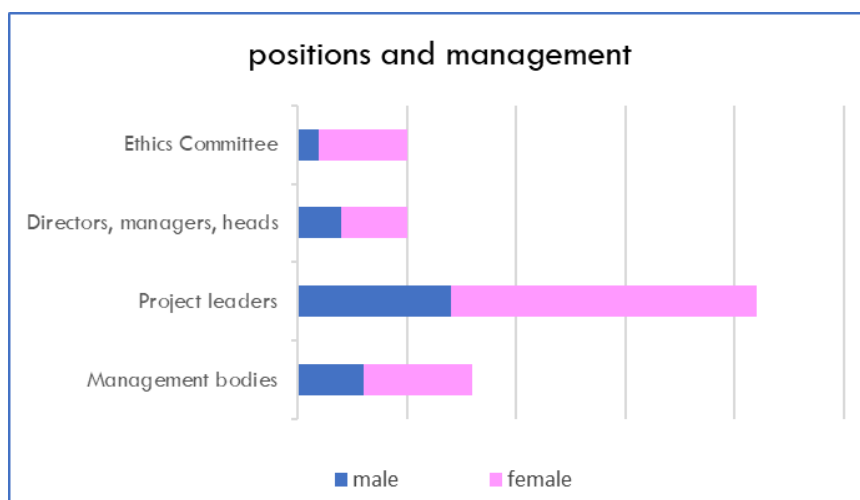
Basic Collective Agreement for Civil Servants and Employees in Public Services.

Information regarding the operating procedures is available to employees through the website, the Intranet, and upon request at the Administrative Department of the INSTITUTE.

According to the mentioned legal acts, factors such as gender, skin colour, ethnicity, nationality, religion, political beliefs, gender identity, as well as other biological and social differences, do not affect employment, rights, and obligations of employees, working conditions and workload, education and career advancement, and compensation for work in public research institutions in the Republic of Croatia. The distribution of employees by gender as of 31 December 2022, indicates a slight female dominance among the INSTITUTE's employees in the analysed indicators (Figure 1-6).







At the Institute, gender balance is present in research, professional, technical, and managerial positions, as well as among members of the Scientific Council, Administrative Council, and scientific project leaders. However, men are underrepresented in administrative positions at the INSTITUTE. Therefore, one of the long-term goals of the Plan is to maintain gender balance among researchers and achieve the same among administrative staff.

## Institutional and Strategic Framework for the Plan

The Institute's Plan was developed in accordance with institutional, national, European, and global strategies, as well as policies and criteria for monitoring the fight against all forms of discrimination:

- Statute of the INSTITUTE
- Development Strategy of the INSTITUTE 2020 – 2025
- Strategic Scientific Research Programme of the INSTITUTE 2020 – 2025
- Code of Ethics of the INSTITUTE
  
- Constitution of the Republic of Croatia (Art. 3)  
<https://www.zakon.hr/z/94/Ustav-Republike-Hrvatske>
- National Plan for Combating Discrimination 2017 – 2022  
<https://pravamanjina.gov.hr/UserDocImages/dokumenti/Nacionalni%20plan%20za%20borbu%20protiv%20diskriminacije%20za%20razdoblje%20od%202017.%20do%202022..pdf>
  
- Charter of Fundamental Rights of the European Union  
<https://eur-lex.europa.eu/legal-content/HR/TXT/PDF/?uri=CELEX:12016P/TXT&from=RO>
- European Charter for Researchers and Code of Conduct for the Recruitment of Researchers  
[https://euraxess.ec.europa.eu/sites/default/files/am509774cee\\_en\\_e4.pdf](https://euraxess.ec.europa.eu/sites/default/files/am509774cee_en_e4.pdf)  
[https://www.unizg.hr/fileadmin/rektorat/O\\_Sveucilistu/Dokumenti\\_javnost/Propisi/Razno/Povelja\\_kodeks\\_SuZ\\_2013..pdf](https://www.unizg.hr/fileadmin/rektorat/O_Sveucilistu/Dokumenti_javnost/Propisi/Razno/Povelja_kodeks_SuZ_2013..pdf)
- Universal Declaration of Human Rights  
[https://narodne-novine.nn.hr/clanci/medunarodni/2009\\_11\\_12\\_143.html](https://narodne-novine.nn.hr/clanci/medunarodni/2009_11_12_143.html)
- Beijing Declaration and Platform for Action, 1995  
<https://ravnopravnost.gov.hr/UserDocImages/arhiva/images/pdf/Pekin%C5%A1ka%20deklaracija%20-%20prijevod.pdf>
- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)  
<https://ravnopravnost.gov.hr/UserDocImages/arhiva/images/pdf/Publikacija%20Konvencija%20Vije%C4%87a%20Europske%20unije%20o%20spre%C4%8Davanju%20i%20borbi%20protiv%20nasilja%20nad%20%C5%BEnama%20i%20nasiljima%20u%20obitelji.pdf>
- International Labour Organization Convention on the Elimination of Violence and Harassment in the World of Work (2019), Recommendation No. 206 on the Elimination of Violence and Harassment in the World of Work  
<https://eur-lex.europa.eu/legal-content/HR/TXT/?uri=CELEX:52020PC0024>
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979  
[https://ravnopravnost.gov.hr/UserDocImages/arhiva/preuzimanje/dokumenti/un/kon\\_o\\_ukl\\_diskr\\_zena.pdf](https://ravnopravnost.gov.hr/UserDocImages/arhiva/preuzimanje/dokumenti/un/kon_o_ukl_diskr_zena.pdf)
- YUFE Diversity and Inclusivity Strategy  
<https://yufe.eu/wp-content/uploads/2021/04/YUFE-Diversity-and-Inclusivity-Strategy.pdf>
- YERUN Strategic Plan 2021 – 2025  
[https://yerun.eu/wp-content/uploads/2020/12/2021\\_2025\\_YerunStrategyVFinal.pdf](https://yerun.eu/wp-content/uploads/2020/12/2021_2025_YerunStrategyVFinal.pdf)
- European Commission Gender Equality Strategy 2020 – 2025 (EU Gender Action Plan III 2021 – 2025)  
<https://eur-lex.europa.eu/legal-content/HR/TXT/?uri=CELEX%3A52020DC0152>
  
- HRS4R – Human Resources Strategy for Researchers  
[https://euraxess.ec.europa.eu/sites/default/files/policy\\_library/HRS4R%20Technical%20Guidelines%20for%20Institutions.pdf](https://euraxess.ec.europa.eu/sites/default/files/policy_library/HRS4R%20Technical%20Guidelines%20for%20Institutions.pdf)
- Directive (EU) 2019/1158 of the European Parliament and of the Council on Work-Life Balance for Parents and Carers  
<https://eur-lex.europa.eu/legal-content/HR/TXT/PDF/?uri=CELEX:32019L1158&from=GA>
- Proposal for a Directive of the European Parliament and of the Council on Combating Violence against Women and Domestic Violence, COM/2022/105 final  
<https://eur-lex.europa.eu/legal-content/HR/TXT/?uri=CELEX%3A52022PC0105>
- Report on the EU Gender Action Plan III, 11 February 2022 (2021/2003(INI))  
[https://www.europarl.europa.eu/doceo/document/A-9-2022-0025\\_HR.html](https://www.europarl.europa.eu/doceo/document/A-9-2022-0025_HR.html)

- Report of the Committee on Women's Rights and Gender Equality on Women's Careers in Science and Academia and the "Glass Ceiling" (2015)  
[https://www.europarl.europa.eu/doceo/document/A-8-2015-0235\\_HR.html](https://www.europarl.europa.eu/doceo/document/A-8-2015-0235_HR.html)
- Global Sustainable Development Goals by 2030 (Goal 5: Gender Equality; Goal 8: Decent Work and Economic Growth; Goal 10: Reducing Inequalities)  
[https://www.odraz.hr/wp-content/uploads/2020/10/globalni-ciljevi-odrzivog-razvoja-do-2030\\_web.pdf](https://www.odraz.hr/wp-content/uploads/2020/10/globalni-ciljevi-odrzivog-razvoja-do-2030_web.pdf)
- European Institute for Gender Equality (Gender Equality Index, GEAR Tool)  
<https://www.zeneimediji.hr/unaprijeden-gear-alat-kojem-je-cilj-uciniti-sveucilista-i-istrazivacke-organizacije-jednakim-za-zene-i-muskarce/>  
<https://eige.europa.eu/gender-equality-index/2022>  
<https://ravnopravnost.gov.hr/o-uredu/djelokrug-1967/ravnopravnost-spolova-u-eu-2347/okvir-za-ravnopravnost-spolova-u-europskoj-uniji/europski-institut-za-ravnopravnost-spolova-eige/2287>
- Council of the EU Conclusions on Deepening the European Research Area: Providing Attractive and Sustainable Research Careers and Working Conditions for Researchers (adopted 28 May 2021)  
<https://data.consilium.europa.eu/doc/document/ST-9138-2021-INIT/hr/pdf>
- World Economic Forum Global Gender Gap Report 2022  
[https://www.weforum.org/reports/global-gender-gap-report-2022?DAG=3&qclid=CjwKCAjw4c-ZBhAEiWAZ105RTNUCjcKQhXhezmnNthzflgdFPUSIGPRtk\\_gQk5rYYFYz594bUltrkhoC4k8QAvD\\_BwE](https://www.weforum.org/reports/global-gender-gap-report-2022?DAG=3&qclid=CjwKCAjw4c-ZBhAEiWAZ105RTNUCjcKQhXhezmnNthzflgdFPUSIGPRtk_gQk5rYYFYz594bUltrkhoC4k8QAvD_BwE)
- CEDAW Committee Concluding Observations on Croatia, 2015 (CEDAW/C/HRV/CO/4-5)  
<https://ravnopravnost.gov.hr/UserDocImages/arhiva/images/pdf/CEDAW%20Zaklju%C4%8Dne%20primjedbe%20o%204.%20i%205.%20periodi%C4%8Dnom%20izvje%C5%A1%C4%87u%20za%20Hrvatsku%2028.7.2015.pdf>
- Horizon Europe (2021 – 2027)  
<https://www.obzoreuropa.hr/obzor-europa/uvod>

## European Union Charter of Fundamental Rights

### *Right to liberty and security<sup>1</sup>*

Article 6 Everyone has the right to liberty and security of person.

### *Freedom of the arts and sciences*

Article 13 The arts and scientific research shall be free of constraint. Academic freedom shall be respected.

### *Non-discrimination*

Article 21 1. Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited.

### *Equality between women and men*

Article 23 Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.

---

<sup>1</sup> Note about the translation: This text was taken from the Official Journal of the European Union. Multiple versions of this text may exist. [https://eur-lex.europa.eu/legal-content/HR/TXT/PDF/?uri=CELEX:12016P/TXT&from=RO\\_C\\_202/394,7 June 2016](https://eur-lex.europa.eu/legal-content/HR/TXT/PDF/?uri=CELEX:12016P/TXT&from=RO_C_202/394,7%20June%202016)



## Basic Elements of the Plan

### Public Availability

The plan is an official document of the Institute. The plan is published on the Institute's website, which is open to promoting the goals and results of the Plan's implementation. The plan expresses the commitment of the INSTITUTE to pursue a policy of gender equality and respect for diversity among employees in all activities and operations of the institution. The plan sets long-term goals for aligning institutional activities with the political guidelines of gender-equal Europe, and it defines action measures and accepted responsibilities of employees for the implementation and monitoring of Plan activities. The results of the Plan's implementation are regularly and publicly disclosed on the INSTITUTE's website.

### Dedicated Resources and Competencies for Implementation

The management commits to establishing a permanent administrative mechanism for gender equality at the INSTITUTE by appointing members to the Gender Equality Commission composed of researchers, assistants, professional associates, and administrative staff at the Institute (hereinafter referred to as the Commission). Commission members are appointed for a period of 4 years. The Commission may include an external associate. The responsibilities of the Commission include proposing and monitoring the introduction of a gender-sensitive policy into all work strategies at the INSTITUTE, encouraging the implementation of Plan activities, promoting the results of implemented activities, highlighting examples of good practice in the field of gender equality, aligning Plan priorities with current national, European, and international regulations and guidelines, collaborating with appropriate external experts for the education of the INSTITUTE's employees and management, monitoring the situation, updating important data, and reporting the outcomes of Plan measures to the INSTITUTE management. The Commission shall regularly collaborate with the heads of organizational units at the INSTITUTE and with the INSTITUTE management. The Commission shall meet at least twice a year.

### Data Collection and Analysis

The Commission undertakes to continuously monitor the state of human resources at the INSTITUTE, the advertising methods, and employment criteria for positions, employee advancement, and the implementation of gender-equal policies and practices. It commits to collecting and recording data on personnel classified by gender, analysing indicators of Plan achievement, and reporting to the INSTITUTE's management at least once a year. The management utilizes the reports from the Commission to assess the progress of Plan implementation, identify new or remaining challenges and opportunities, and take appropriate measures to address them in the following year. The basic elements and results of the annual Plan implementation are included in the Annual Report of the INSTITUTE.

### Education and Promotional Campaigns

Development of a gender equality culture is a long-term process involving the adoption of new practices while simultaneously addressing the unconscious resistance of individuals in the community. The Commission undertakes to implement measures for the development and maintenance of gender balance

at the Institute, address gender prejudices among employees and decision-makers, establish working groups dedicated to relevant topics, and raise awareness through workshops and communication activities. The INSTITUTE's Public Communication Service, in collaboration with the Commission, maintains a website dedicated to gender equality, where guidelines, tools, and self-learning modules will be available. The promotion of gender-equal practices at the Institute is also carried out through organized public campaigns, such as Open Days at the Institute, roundtable discussions, expert meetings, and other professional and popularization activities.

## **Purpose and Objectives of the Plan**

The purpose of adopting the Plan is to ensure gender balance in the division of labour and the implementation of all activities at the INSTITUTE to gather diverse perspectives, talents, and skills for effective and innovative task-solving. Fulfilling the purpose of the Plan means reducing the impact of gender bias in the selection and evaluation of employees and associates in the research process, introducing expert consultation on strategic decisions in the field of gender equality, and strengthening the support system to prevent any form of discrimination.

The implementation of the Plan includes five priority objectives:

1. Ensuring gender equality in employment and career advancement
2. Integrating the gender dimension into research content
3. Gender balance at managerial levels and in the decision-making process
4. Harmonizing work and private life and organizational culture
5. Preventing gender-based violence.

## Action Priorities of the Plan

Action priorities relate to reviewing necessary measures and scheduling planned activities and institutional resources for implementing the Plan according to set goals.

### Goal 1: Ensuring gender equality in employment and career advancement

| Measure   | Activity   | Period                   |
|---|--|--------------------------|
| Establishment of a permanent body for gender equality (Commission)  | <ul style="list-style-type: none"> <li>- appointment of members with a 4-year mandate</li> <li>- definition of duties and organization of work</li> </ul>  | 2023 –2027               |
| Strengthening the culture of gender equality in the institution   | <ul style="list-style-type: none"> <li>- Public job announcements</li> <li>- Analysis of gender distribution in job applications</li> <li>- Ensuring a code of conduct for employee selection committees (equal rights for all candidates in the selection process)</li> <li>- Monitoring the retention and advancement rates in the institution / reasons for departure of gender-underrepresented employees</li> <li>- Promoting the visibility of underrepresented groups through targeted communication campaigns</li> </ul> | continuous               |
| Education (seminar, webinar, apps)  | <ul style="list-style-type: none"> <li>- Raising awareness of the culture of gender equality</li> <li>- Highlighting examples of good practice of gender-balanced working environments</li> </ul>  | continuous               |
| Access to information   | <ul style="list-style-type: none"> <li>- Establishment of a section on the Institute's website dedicated to the gender equality strategy</li> <li>- Annual reports and dissemination of information on the state of gender equality (digital channels, during meetings of the Scientific and Administrative Council)</li> <li>- Continuous verification and adjustment of information on the Intranet</li> </ul>   | 2023 -2027<br>continuous |
| Responsible/Implementing Authority: Management/Commission, heads of departments, Department for legal, personnel and general activities, Department for IT support, external contractors.<br>Target group: all employees. |  |                          |

### Goal 2: Integrating the gender dimension into research content

| Measure   | Activity   | Period                       |
|---|--|------------------------------|
| Promoting gender balance in research projects   | <ul style="list-style-type: none"> <li>- Development of guidelines for integrating gender dimensions into research</li> <li>- Raising awareness about the benefits of gender-balanced research teams</li> <li>- Increasing the visibility of projects successfully integrating gender dimensions (public promotion of research results)</li> <li>- Conducting outreach and motivational activities to recognize, support, and promote the achievements of gender-underrepresented researchers.</li> <li>- Institutional evaluation of project leaders who successfully integrate gender dimensions into their research plans</li> <li>- Organizing a panel discussion on the occasion of the International Day of Women and Girls in Science (11 February).</li> </ul> | 2023 -2027<br><br>continuous |
| Support after maternity/parental leave  | Ensuring institutional support for the return to the research process after leave (timely integration into work and providing opportunities for career advancement).   | continuous                   |
| Responsible/Implementing Authority: Management/Commission, project leaders.<br>Target group: all employees. |  |                              |

### Goal 3: Gender balance at managerial levels and in the decision-making process

| Measure   | Activity   | Period     |
|---|--|------------|
| Gender equality in all decision-making bodies   | Providing equal opportunities for gender-independent career advancement  | continuous |
| Gender-balanced organizational processes  | <ul style="list-style-type: none"> <li>- Incorporating gender equality principles into all management development programs</li> <li>- Monitoring the impact of gender equality measures in the development of Institute management</li> </ul>  | continuous |
| Balance of private life and work  | <ul style="list-style-type: none"> <li>- Establishment of institutional support for employee assistance after absence from the workplace (leaves, professional development, sick leave, etc.)</li> <li>- Researching legal regulations for the establishment of effective institutional support</li> </ul> | 2023 -2027 |
| Responsible/Implementing Authority: Management/Commission, Department for legal, personnel and general activities.<br>Target group: director, Governing Council |  |            |

#### Goal 4: Harmonizing work and private life and organizational culture

| Measure   | Activity  | Period                       |
|---|---|------------------------------|
| Support for work-life balance:  | <ul style="list-style-type: none"> <li>- Development of guidelines for supporting employees who use maternity or parental leave and care for family members with special needs and elderly family members (administrative procedures, financial support, advice on safety measures)</li> <li>- Flexible working models (part-time work, work from home)</li> <li>- Establishment of a digital communication channel to improve connectivity of staff on leave</li> <li>- Encouragement of the use of gender-balanced maternity and parental leaves</li> </ul> | 2023 -2027<br><br>continuous |
| Analysis of data on the implementation of organizational culture  | <ul style="list-style-type: none"> <li>- Monitoring gender distribution in the use of maternity and parental leave</li> <li>- Facilitating the participation of men and women in public events and campaigns to promote the harmonization of work and private life</li> <li>- Promoting gender-balanced leadership positions in research and professional (publishing) activities</li> </ul>  | continuous                   |
| Visibility of gender-balanced practices   | Highlighting the success of the Institute in achieving gender equality practices through media, social networks, and organized promotional activities (Open Days, round tables, discussions, etc.).   | continuous                   |
| Access to information   | Providing relevant data on the Institute's Intranet and upon request in administrative departments continuously.  | continuous                   |
| Responsible/Implementing Authority: Management/Commission, Department for personnel and general activities, authorized person for occupational health and safety.<br>Target group: all employees. |   |                              |

#### Goal 5: Preventing gender-based violence

| Measure   | Activity  | Period     |
|---|---|------------|
| Strengthening the existing system against gender- | - Monitoring the implementation of provisions of the Institute's Code of Ethics | continuous |

|   |  |            |
|---|--|------------|
| based harassment and any other form of discrimination   | <ul style="list-style-type: none"> <li>- Monitoring the implementation of provisions of the Institute's Rules of Procedure (worker dignity protection)</li> <li>- Revision of existing protocols and implementation of new ones as needed.</li> </ul>  |            |
| Establishment of a support network  | Appointment of an individual to receive and address complaints related to the protection of workers' dignity at the INSTITUTE  | 2023 -2027 |
| Strengthening employee trust  | <ul style="list-style-type: none"> <li>- Raising awareness about biases and preventing discriminatory speech and hate speech</li> <li>- Providing psychological support for victims of discrimination</li> <li>- Organizing employee awareness programs against gender-based violence</li> <li>- Encouraging practices of zero tolerance for discrimination</li> </ul> | continuous |
| Access to information   | Publication of current legal documents on the Intranet and institution's website   | continuous |
| Responsible/Implementing Authority: Management/Commission, worker dignity protection officer, Ethics Committee.<br>Target group: all employees. |  |            |

The Plan was written in Croatian and translated into English. The version in Croatian shall be considered the original.

  
Director:
  
Dr. Sc. Katarina Horvat Levaj