

GENDER EQUALITY POLICY OF THE INSTITUTE OF ECONOMICS, ZAGREB

INTRODUCTION

Gender equality and women's empowerment are among the highest constitutional values of the Republic of Croatia and among the core principles of the *acquis communautaire* of the European Union, highlighted particularly in Article 8 of the Treaty on the Functioning of the European Union, which states that in all its activities, the Union shall aim to eliminate inequalities, and to promote equality, between men and women.

By definition, gender equality means that women and men are equally present in all areas of public and private life, have equal status, equal opportunities to exercise all rights, and equal benefit from the results achieved.

Gender equality in research and innovation is a priority of the European Research Area (ERA). The European Commission has identified three objectives for EU countries and institutions:

- gender equality in scientific careers
- gender balance in decision making
- integration of the gender dimension into the content of research and innovation.

OVERVIEW OF THE CURRENT STATUS

In addition to conducting its operations responsibly, the Institute of Economics, Zagreb (EIZ) also invests much effort in social responsibility, meaning that it develops its goals and activities responsibly, incorporating social responsibility into its daily operations, in an effort to contribute to the community in which it operates. A key aspect of social responsibility is gender equality.

Achieving and maintaining gender equality requires permanent dedication and entails an active and continuous effort. Proof that such effort is worthwhile is the complete gender balance among EIZ employees, in all segments of gender equality.

EIZ fosters a longstanding, highly developed awareness regarding gender equality and conducts its operations with complete gender balance achieved in all aspects of its business – equal gender inclusion in scientific careers and career advancements, scientific research and decision making, i.e., in managerial bodies and managerial jobs, as well as in all other jobs. Also, in all of its activities, either directly or indirectly, EIZ promotes gender equality and prevents any possible discrimination.

Through its excellent gender equality status, EIZ aims to contribute to the advancement and awareness in its business community and to act as a leader and promoter of gender equality in its scientific, business, and living environment.

By adopting and implementing its gender equality policy, EIZ is committing itself to continue its successful track record in upholding and applying principles of gender equality in its surroundings. In doing so, EIZ will continue to meet the expectations of its employees, partners, and the broader public, and impact positively on the community and society as a whole.

MEASURES TO UPHOLD AND PROMOTE GENDER EQUALITY

To keep on successfully promoting and upholding gender equality, EIZ continuously applies certain measures and activities.

INSTITUTIONAL SUPPORT TO APPLYING GENDER EQUALITY

- securing the necessary resources to achieve set goals and activities
- annual status analysis – statistics showing the distribution of female and male employees at the Institute
- meeting legal regulations.

INSTITUTIONAL GOVERNANCE

- equal representation of women and men in governing and scientific bodies
- gender balance in managerial jobs.

SCIENTIFIC RESEARCH

- building awareness on integrating a gender perspective into scientific research
- considering gender diversity when appointing members of expert committees and evaluation boards
- flexible deadline conditions for advancement in cases of maternity leave.

HUMAN POTENTIAL

- including equal opportunity principles in all areas of work at the Institute
- promoting a culture of gender equality among the Institute's employees
- educating employees about gender equality
- guaranteeing equal opportunities in access, training, and career development
- awareness about gender balance in job/position categories when recruiting
- considering gender diversity when appointing members of expert and employment committees
- equal pay defined by law – the criterion is job complexity, not gender.

WORK-LIFE BALANCE

- sliding working hours
- flexible and simple vacation request procedure, within the regulations
- maternity leave lasting six months and another six months of additional maternity leave, with the possibility of women and men using the maternity leave – defined by law
- parental leave as a right to work half the working hours – defined by law
- two hours daily of breastfeeding breaks for up to a year – defined by law
- parental right to work half the working hours in cases defined by law.

INSTITUTIONAL COMMUNICATION

- promoting the use of gender sensitive language in verbal and written communication
- using gender sensitive language in official documents
- using gender sensitive language on the internet and social media, whenever possible.

SEXISM AND SEXUAL HARASSMENT

- promoting the work of the dignity officer
- monitoring the application of the gender equality policy (to be conducted by the Ethics Committee)
- strengthening trust in the institution and providing a safe and respectful working environment for all employees, visitors, and students.

IN CONCLUSION: 2022-2026 PLAN

By applying all these measures, in the next five-year period EIZ plans to sustain and further strengthen the existing gender equality balance in which women and men are equally represented in decision making, scientific research, career progression, and all other segments of work and life.

The Ethics Committee will continuously monitor gender equality conditions and on a yearly basis it will report on the implementation of this policy and prepare a status analysis according to the gender equality indicators listed in the enclosed table, which constitutes an integral part of this policy. The report will be delivered to the director of the Institute, and the table will be published on the Institute's website.

Through such an approach, EIZ will continue to promote a proactive culture of gender equality and social responsibility, and encourage others to be responsible toward employees, third parties, and the public.

We believe that gender equality is important for all societies and future generations, and we need to do everything in our power to achieve it.

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DIRECTOR

Tajana Barbić, PhD



| Gender equality indicators | | Description | Indicator values | |
|---|---|---|------------------|---|
| | | | F | M |
| Positions and jobs | | | | |
| 1. | Managerial positions – governing bodies | Members of the Board of Directors and EIZ's management who are EIZ employees | % | % |
| 2. | Managerial positions – scientific policy | Members of the Scientific Board | % | % |
| 3. | Managerial jobs | Heads of research and service departments | % | % |
| 4. | Scientific and associate jobs (researchers) | All scientific and associate jobs at EIZ, per scientific and associate category and total | % | % |
| 5. | Service department jobs | All service department jobs at EIZ, total | % | % |
| 6. | All jobs TOTAL | Items 4-5, total | % | % |
| Scientific research and projects | | | | |
| 1. | Project managers | Number of EIZ projects according to gender structure of their managers who are EIZ employees | % | % |
| | | Number of EIZ projects per researcher – <i>per capita</i> | Number | |
| 2. | Authors of scientific papers | Authorship and coauthorship of scientific papers according to gender structure of their authors and coauthors who are EIZ employees | % | % |
| 3. | Research career development | Gender structure of scientific job advancements at EIZ | Ratio | |
| | | | % | % |
| 4. | Visiting scholars and students | Visiting scholars and student internships at EIZ, per category and total | % | % |

GENDER BALANCE AT EIZ - 2021 STATUS ANALYSIS

GENDER STRUCTURE OF POSITIONS AND JOBS

| | | |
|---|----------------------|----------------------|
| Managerial positions – governing bodies | F 4 80,00% | M 1 20,00% |
| Managerial positions – scientific policy | F 6 46,15% | M 7 53,85% |
| Managerial jobs | F 4 44,44% | M 5 55,56% |
| Scientific jobs | F | M |
| Senior research fellows in permanent position | 2 22,22% | 7 77,78% |
| Senior research fellows | 5 83,33% | 1 16,67% |
| Senior research associates | 6 100,00% | 0 0,00% |
| Research associates | 0 0,00% | 4 100,00% |
| Total | 13 52,00% | 12 48,00% |
| Associate jobs | F | M |
| Research assistants | 2 100,00% | 0 0,00% |
| Jobs – researchers TOTAL | F 15,00 55,56% | M 12,00 44,44% |
| Service department jobs | F 16 72,73% | M 6 27,27% |
| Jobs TOTAL | F 29 61,70% | M 18 38,30% |

GENDER STRUCTURE OF SCIENTIFIC RESEARCH AND PROJECTS

| | | |
|---|----------------|----------------|
| Project managers | F | M |
| Number of projects with female/male managers | 20 57,14% | 15 42,86% |
| Number of projects <i>per capita</i> | F 1,333333 | M 1,25 |
| Authors and coauthors of scientific papers | F | M |
| | 23 57,50% | 17 42,50% |
| Scientific job advancements | F | M |
| | 1/13 50,00% | 1/12 50,00% |
| Visiting scholars and students | F | M |
| Visiting scholars | 1 100,00% | 0 0,00% |
| Students | 3 33,33% | 6 66,67% |
| Total | 4 40,00% | 6 60,00% |