

# Gender Equality Plan of Josip Juraj Strossmayer University of Osijek

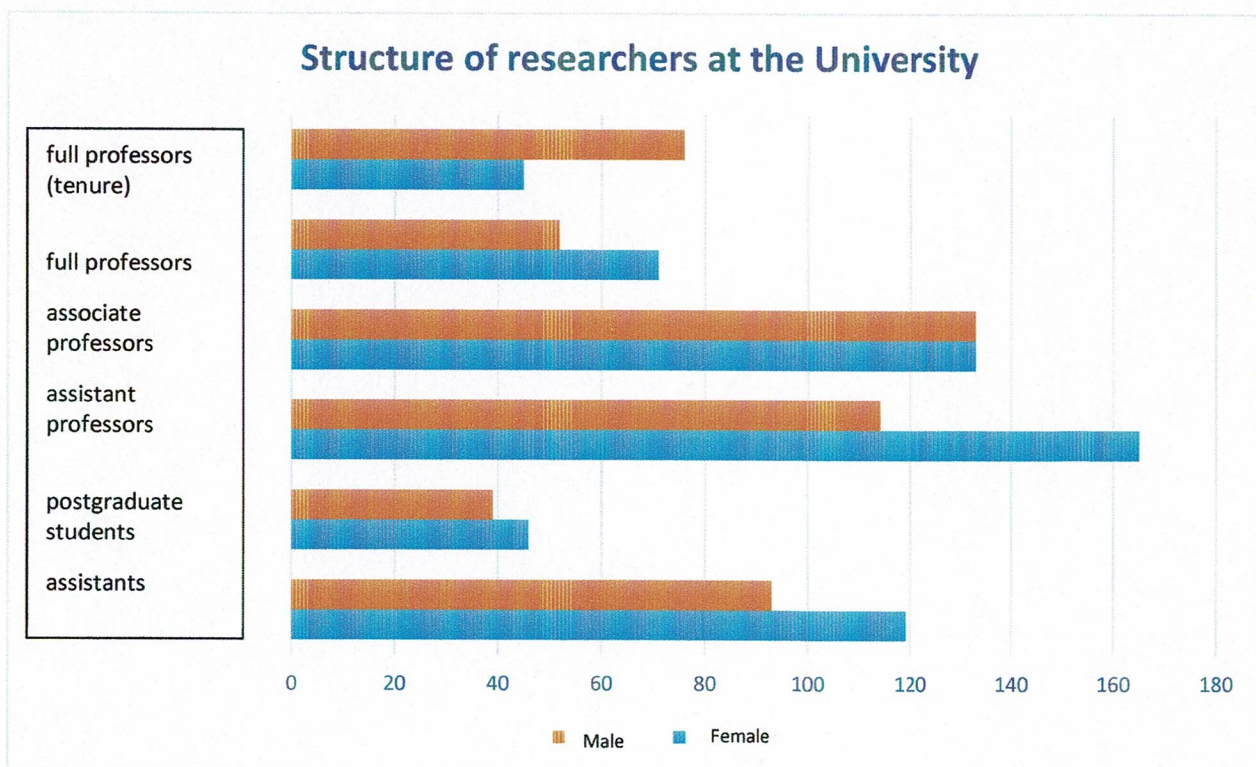
2022 – 2026

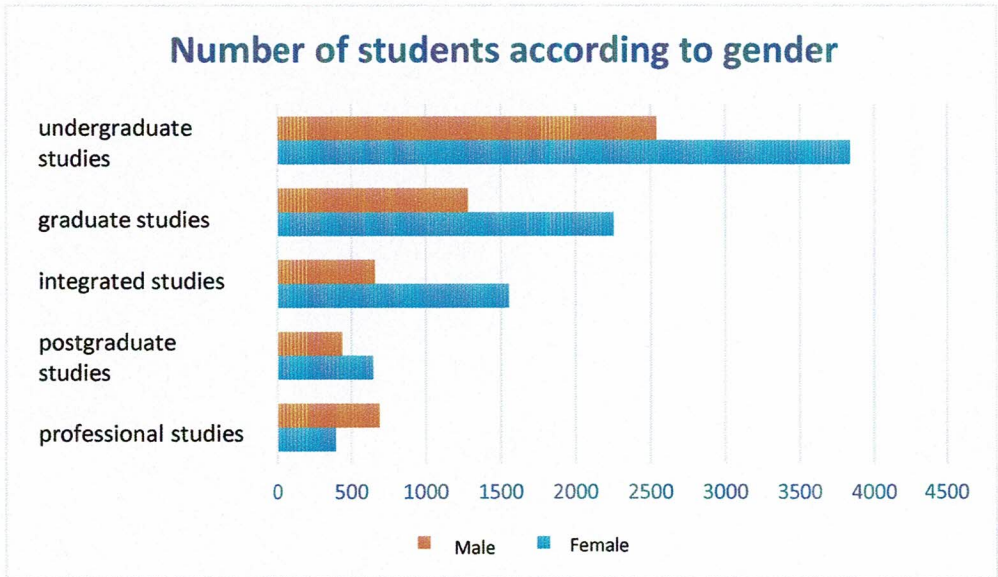
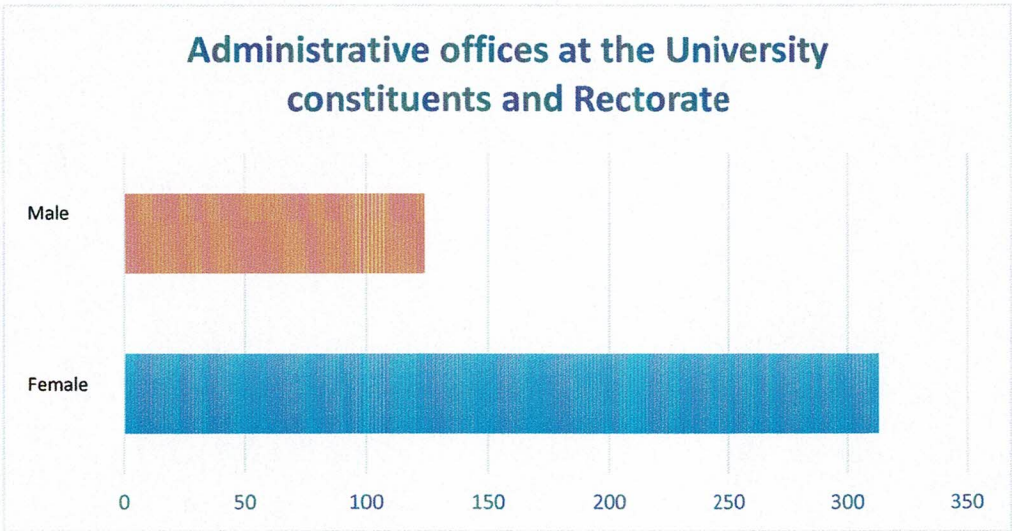
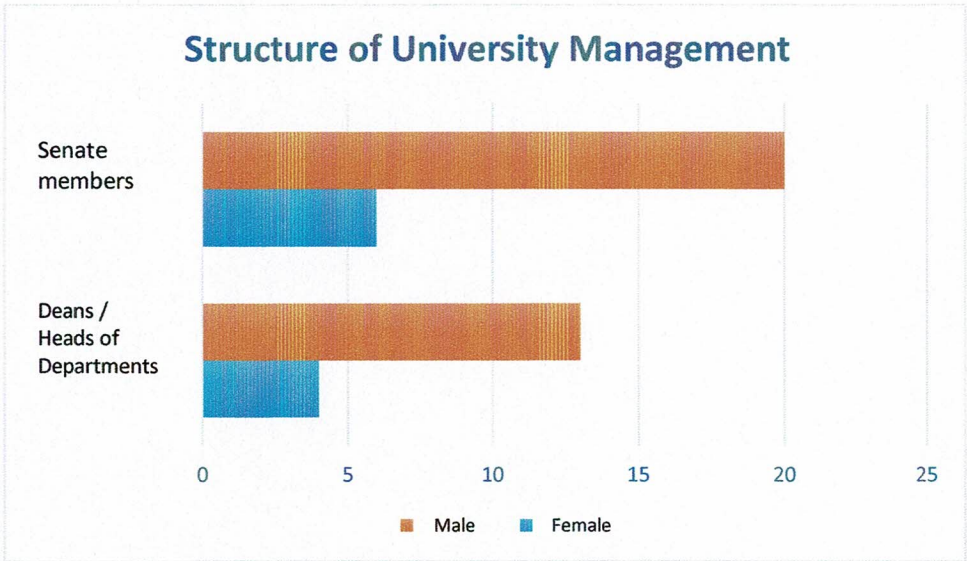


Josip Juraj Strossmayer University of Osijek prepared the Gender Equality Plan with the aim of developing the culture of gender equality in all University activities. All already enforced acts of the University incorporate the dimension of gender equality, which is further strengthened by joining and signing the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers. Through the proposed measures within the Plan, the University pursues, among other things, three main objectives identified by the European Commission for institutions dealing with higher education and science.

- gender equality in scientific careers,
- balanced gender representation in decision making processes, and
- integration of the gender equality dimension into contents of research and innovation.

During the process of preparing the Gender Equality Plan, basic data referring to the ratio of men and women at the University in the academic year 2021/2022 have been analysed.





The obtained data were used as a starting point for collection and systematic analysis of data related to gender equality. Based on the data, and in accordance with all relevant recommendations provided by the European Union and the Republic of Croatia, there were four basic strategic objectives determined within the Gender Equality Plan.

Defined activities within strategic objectives of the Gender Equality Plan of Josip Juraj Strossmayer University of Osijek are aligned with the UN objectives of sustainable development for the period until 2030: (4) quality education; (5) gender equality; (8) decent work and economic growth; (16) peace, justice and strong institutions.

## **Strategic objectives of the Plan:**

1. Development of the gender equality system at the University
2. Gender equality in research and in teaching process
3. Balance between work obligations and private life
4. Zero tolerance for gender-based discrimination and violence

# 1. Development of the gender equality system at the University



Tasks	Measures for implementation	Implementation indicators	Responsible bodies/persons	Implementation deadline
1.1. Establishment of the gender equality system at the University	<ul style="list-style-type: none"> <li>Establishment of the University Committee for Gender Equality</li> </ul>	<ul style="list-style-type: none"> <li>Decision on the establishment of the Committee</li> <li>Appointment of the Committee members</li> <li>Adopted Rules of Procedure for the Committee</li> </ul>	Rector, Vice-Rectors, Academic Secretary, Senate	May 2022
1.2. Definition of university regulations and activities for establishment of the gender equality system	<ul style="list-style-type: none"> <li>Establishment of a system for collecting data required for gender equality analysis</li> <li>Introduction of a regular annual reporting on the implementation of measures determined by the Gender Equality Plan at each University constituent and at the University level</li> <li>Introduction of a regular annual publication of data related to gender equality</li> <li>Appointment of gender equality teams in the STEM area, in Social Sciences and Humanities, and in Arts</li> <li>Establishment of a University fund for implementation of gender equality measures</li> </ul>	<ul style="list-style-type: none"> <li>Defined indicators for data collection</li> <li>Adopted and published annual reports</li> <li>Decisions on the appointment of teams for gender equality</li> <li>Decision on the foundation of a University fund and definition of rules for the use of financial means</li> </ul>	Committee for Gender Equality, teams for gender equality, Rector, Deans, Department heads	December 2022; continuous annual reporting and publishing
1.3. Raising awareness of the need to develop a culture of gender equality	<ul style="list-style-type: none"> <li>Presentation of the Gender Equality Plan at the university education workshop</li> </ul>	<ul style="list-style-type: none"> <li>University workshop held</li> </ul>	Vice-Rectors, Committee for Gender Equality,	workshop for presentation of the Plan, June

	<ul style="list-style-type: none"> <li>• Creation and organization of workshops for employees and heads of university constituents with examples of implementation and functioning of the gender equality system in some EU institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Defined content of education workshops and corresponding materials</li> <li>• Records on organized workshops, questionnaires about workshop participants' opinion</li> </ul>	Teams for gender equality (STEM, Social Sciences and Humanities, Arts)	2022; continuously
1.4. Improvement of gender equality in the governing structures and bodies of the University constituents and of the University	<ul style="list-style-type: none"> <li>• Analysis of the composition of University bodies, committees and boards with respect to the representation of men and women</li> <li>• Analysis of the composition of University constituents' bodies, committees and boards with respect to the representation of men and women</li> <li>• Analysis of representation of men and women in leading positions (heads of chairs, departments, presidents of committees, boards, heads of centers, heads of constituents)</li> <li>• Definition of rules, measures and activities for increasing the balanced ratio of men and women in the University governing structures and bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Published analyses on the composition and representation of men and women at the University level and at University constituents</li> <li>• Developed system that ensures a balanced ratio of men and women in the governing structures and bodies of the University / constituents (e.g. defined guidelines for respecting the gender representation, introduction of quotas for individual bodies, introduction of the option of minimum number of women/men, etc.)</li> </ul>	Rector, Deans, Department heads, Committee for Gender Equality, teams for gender equality (STEM, Social Sciences and Humanities, Arts)	December 2022, continuously

## 2. Gender equality in research and in teaching process



Tasks	Measures for implementation	Implementation indicators	Responsible bodies/persons	Implementation deadline
2.1. Increasing gender equality in research and in artistic work	<ul style="list-style-type: none"> <li>Monitoring and analysis of data on research, scientific and artistic activity at the University with reference to gender distribution</li> <li>Development of protocols, guidelines and activities for greater representation of women in research</li> <li>Encouraging women to apply for scientific/artistic projects within special programs</li> </ul>	<ul style="list-style-type: none"> <li>Published data analyses</li> <li>Developed activities and guidelines for greater representation of women in research (e.g. special awards for women scientists; celebration of women researchers' day, development of projects for encouragement of young women researchers; development of activities for presentation of successful women researchers, etc.)</li> <li>developed programs for supporting women in project applications</li> </ul>	Vice-Rectors, Vice-Deans, Committee for Gender Equality, Teams for gender equality (STEM, Social Sciences and Humanities, Arts)	development of activities March 2023; data analysis and implementation of activities continuously
2.2. Development of a promotion and selection system in science that is sensitive to gender equality	<ul style="list-style-type: none"> <li>Development of strategic planning for women career development within doctoral studies</li> <li>Assurance of equal gender representation in committees for promotion, project evaluation, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Developed guidelines for strategic planning and appointed responsible persons</li> <li>Developed instructions for composition of committees</li> <li>Completed analyses of the composition of committees before and after giving the instructions</li> <li>Proposed possible amendments to the instructions/new measures based on the completed analysis</li> </ul>	Committee for Gender Equality, Teams for gender equality (STEM, Social Sciences and Humanities, Arts), Vice-Deans, Vice-Rectors	March 2023; continuously
2.3. Establishment of a system of continuous education for successful	<ul style="list-style-type: none"> <li>Creation of workshops for systematic education of staff and university management personnel</li> </ul>	<ul style="list-style-type: none"> <li>Developed contents and appointed coordinators of workshops for e.g. recognition and elimination of</li> </ul>	Committee for Gender Equality,	establishment of the system October 2023;

gender equality in research and in teaching	<ul style="list-style-type: none"> <li>• Development of an annual plan for workshop organization</li> <li>• Development of a university network for the exchange of experiences related to gender equality</li> <li>• Development of an online module dealing with gender equality</li> </ul>	<p>unconscious bias in various selection procedures; workshops on gender equality with experts in this field; workshops on the importance and advantages of including a gender dimension in scientific/artistic projects; workshops on inclusion of gender dimension in course contents</p> <ul style="list-style-type: none"> <li>• Adopted annual plan</li> <li>• University network functional</li> <li>• Created online modules</li> </ul>	Teams for gender equality (STEM, Social Sciences and Humanities, Arts), Vice-Deans, Vice-Rectors	continuously
2.4. Integration of the gender equality dimension into the teaching process	<ul style="list-style-type: none"> <li>• Establishment of a group of teachers who shall consider possibilities of integrating the gender equality dimension into the teaching process at the University constituents</li> <li>• Development of teaching materials for the proposed content</li> <li>• Elaboration of the possibility of including the content at individual constituents</li> </ul>	<ul style="list-style-type: none"> <li>• Appointed members of the group</li> <li>• Held meetings/workshops on the development of teaching contents related to gender equality</li> <li>• Created suggestions and modalities on inclusion of the content into the teaching process</li> </ul>	Vice-Rectors, Vice-Deans, working group, Committee for Gender Equality, Teams for gender equality (STEM, Social Sciences and Humanities, Arts)	January 2024; continuously



### 3. Balance between work obligations and private life



Tasks	Measures for implementation	Implementation indicators	Responsible bodies/persons	Implementation deadline
3.1. Development of a work environment that facilitates balance between work obligations and private life	<ul style="list-style-type: none"> <li>Analysis of existing measures (legal, university, at the level of individual constituents)</li> <li>Implementation of a study about the possibility of providing additional services in order to improve the working environment for researchers/teachers/administrative staff</li> <li>Development of guidelines for support to employees with preschool children, with family members with special needs, and to those who provide care for seriously ill and elderly family members</li> </ul>	<ul style="list-style-type: none"> <li>Performed analysis of existing measures</li> <li>Prepared study on additional services (kindergarten within the Campus, playrooms, premises available for shorter stays of staff and students' children, breastfeeding rooms, etc.)</li> <li>Prepared guidelines for support provision</li> </ul>	Vice-Rectors, Vice-Deans, QA Center, Committee for Gender Equality	December 2023
3.2. Development of a student career guidance support	<ul style="list-style-type: none"> <li>Student career guidance system</li> <li>Assessment of the need for additional measures to assure equal position of students with children</li> </ul>	<ul style="list-style-type: none"> <li>Developed system of student career guidance (spatial, organizational, human resources)</li> <li>Proposed additional measures for parenting students</li> </ul>	Vice-Rectors, Vice-Deans, QA Center, Committee for Gender Equality	June 2023; continuously
3.3. Provision of necessary and timely information	<ul style="list-style-type: none"> <li>Creation of an information package on legal/workers' union/university regulations related to maternity/parental leave, long sick leaves, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Information package created</li> </ul>	Committee for Gender Equality	November 2022
3.4. Development of measures for inclusion in work after a career break and efficient work time management	<ul style="list-style-type: none"> <li>Analysis of current situation after returning from parental leave</li> <li>Analysis of possibilities of approving flexible working hours for</li> </ul>	<ul style="list-style-type: none"> <li>Proposed analyses completed</li> <li>Developed and adopted recommendations for easier inclusion in research/teaching process after parental leave (e.g.</li> </ul>	Committee for Gender Equality, Teams for gender equality (STEM, Social Sciences)	November 2023; continuously

	<p>researchers/teachers/administrative staff in specific cases</p> <ul style="list-style-type: none"> <li>• Development of recommendations based on analyses</li> </ul>	<p>lowering of the teaching load several months after return to work, etc.)</p> <ul style="list-style-type: none"> <li>• Developed and adopted recommendations for approval of flexible working hours in specific cases (e.g. model of working hours bank, and similar)</li> </ul>	<p>and Humanities, Arts), Vice-Deans, Vice-Rectors</p>	
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## 4. Zero tolerance for gender-based discrimination and violence




Tasks	Measures for implementation	Implementation indicators	Responsible bodies/persons	Implementation deadline
4.1. Strengthening the University as a place without gender discrimination and violence	<ul style="list-style-type: none"> <li>analysis of existing acts of the University which contain the dimension of the zero-tolerance approach</li> <li>amendments to existing acts/preparation of new ones</li> <li>development of protocols for dealing with cases of various forms of discrimination and violence</li> </ul>	<ul style="list-style-type: none"> <li>existing acts analysed and revised if needed</li> <li>proposed and prepared new acts that promote the zero-tolerance approach (e.g. zero-tolerance policy that defines ways of reporting discrimination and violence, procedure for determination of relevant facts, support, disciplinary measures, etc.)</li> <li>developed action protocols</li> </ul>	Rector, Vice-Rectors, Academic Secretary, Deans	continuously
4.2. Strengthening the culture of the zero tolerance at the University	<ul style="list-style-type: none"> <li>organization of educational activities</li> <li>organization of activities aimed to raise awareness of the zero-tolerance policy</li> </ul>	<ul style="list-style-type: none"> <li>created and held workshops, seminars, etc.</li> <li>printed materials for the purpose of raising awareness of the zero-tolerance policy</li> </ul>	Committee for Gender Equality, Teams for gender equality (STEM, Social Sciences and Humanities, Arts), vice-deans	continuously
4.3. Development of the support system	<ul style="list-style-type: none"> <li>strengthening of the system of psychological counseling for students and staff</li> </ul>	<ul style="list-style-type: none"> <li>system developed and resources for implementation provided</li> </ul>	Rector, Vice-Rectors, Committee for Gender Equality	continuously

**Josip Juraj Strossmayer University of Osijek prepared the Gender Equality Plan in accordance with the following documents and guidelines:**

- Constitution of the Republic of Croatia
- National Development Strategy of the Republic of Croatia until 2030
- Strategy of Josip Juraj Strossmayer University of Osijek 2021-2030
- The EU Gender Equality Strategy 2020-2025
- The UN Sustainable Development Goals until 2030
- Horizon Europe Guidance on Gender Equality Plans (GEPs) - European Commission, Directorate-General for Research and Innovation
- Gender equality in academia and research GEAR tool - European Institute for Gender Equality
- European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

The Gender Equality Plan was adopted at Josip Juraj Strossmayer University of Osijek Senate session on 20<sup>th</sup> December 2021.

  
prof. dr. sc. Vlado Guberac  
Rector

