



GENDER EQUALITY PLAN (GEP) OF
THE INSTITUTE OF ETHNOLOGY AND
FOLKLORE RESEARCH

2023-2028

INTRODUCTION

For many years, the Institute of Ethnology and Folklore Research (hereinafter referred to as the Institute) has been engaged in scientific research dealing with the conceptualization of gender, feminist aspects of certain cultural and social phenomena, criticism of discrimination based on sex and gender, issues of unequal gendered division of labour in private and public spheres, etc. The Institute's researchers' rich bibliography on these topics is complemented by systematic cooperation with civil society organizations that work to combat gender and any other type of discrimination. This cooperation takes place through joint organization of conferences and symposiums, postgraduate studies, project partnerships and involvement in activist and advocacy activities.

The exceptional professional sensitivity of the Institute's researchers to the problems of gender inequality enabled the creation of a respectful working environment with a zero tolerance towards gender and sex-based discrimination, including sexual harassment and exploitation, and discrimination due to sexual orientation. The predominant number of female researchers at the Institute, which is a reflection of the scientific field in which the Institute operates, with an uneven number of female and male students in favour of women, has ensured the avoidance of gender stereotypes in everyday professional communication, respect for work-life balance, closing of gender gap in management positions and elimination of "glass ceiling" when it comes to career progression and project management.

In accordance with the Constitution and the relevant acts of the Republic of Croatia, the UN Goals on Sustainable Development and the EU goals on the elimination of gender and sex-based inequalities, with emphasis on ensuring equal opportunities for all people in all areas of work, the Institute adopts the Gender Equality Plan for the period 2023-2028 (hereinafter referred to as the Plan). In a narrower sense, its intention is to further strengthen gender equality and inclusiveness, that is, to prevent gender discrimination and harassment. In a broader sense, it is a document that seeks to prevent any discrimination against and among the employees at the Institute, regardless of their sex, race, ethnicity, national origin, language, religion, beliefs, functional abilities, sexual orientation, gender identity and age.

The plan consists of an analysis of the current state of employees' gender structure and measures for implementing and maintaining gender equality at the Institute. It defines the bodies and persons responsible for the implementation of the measures, deadlines and corresponding monitoring activities.

The plan calls for the periodic collection of data and their publication, and is conceived as an active document that is changed and expanded if needed.

LEGAL FRAMEWORK

When creating the Gender Equality Plan, the Institute relied on a number of national and international acts, conventions and directives. The following documents were consulted:

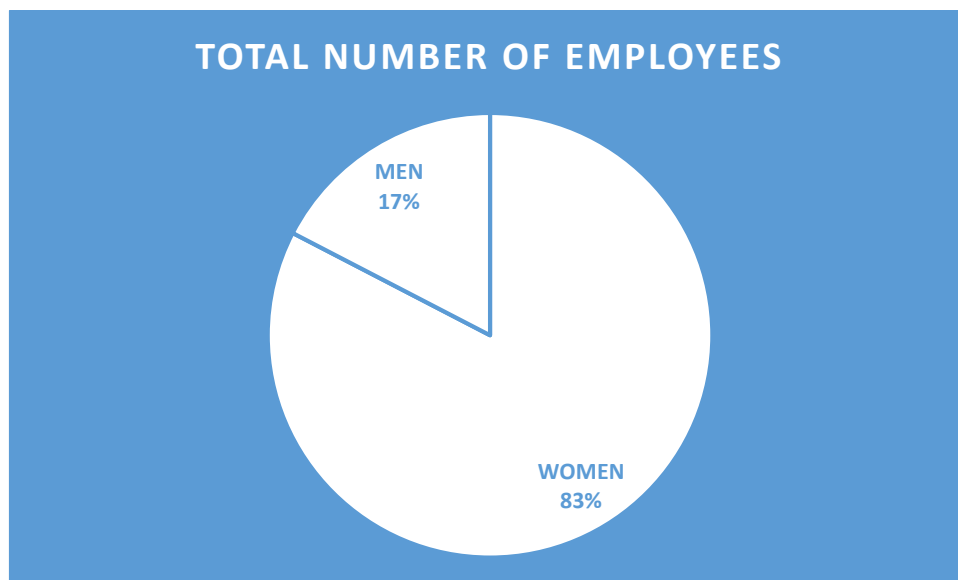
- Universal Declaration of Human Rights (1984)
- UN Global Sustainable Development Goals until 2030 (primarily the goal of gender equality, followed by the related goals: no poverty, quality education, decent work and economic growth, reducing inequalities, climate action, and peace, justice and strong institutions)
- Charter of Fundamental Rights of the European Union (2016) (Art. 21 – prohibition of any forms of discrimination; Art. 23 – equality between women and men must be ensured in all areas, including employment, work and pay)
- Anti-discrimination directives of the European Union (Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and labour relations; Directive 2004/113/EC on the implementation of the principle of equal treatment of men and women in the access to and supply of goods and services; Directive 96/34/EC on the framework agreement on parental leave; Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding; Directive 86/613/EEC on the application of the principle of equal treatment of men and women engaged in a work activity; Directive 2000/43/EC on the implementation of the principle of equal treatment between persons irrespective of racial and ethnic origin; Directive 2000/78/EC on the general framework for equal treatment in employment and occupation)
- Union of Equality: Strategy for Gender Equality 2020-2025 (2020) (with the goals of preventing gender-based violence, challenging gender stereotypes, closing gender gaps in the labour market, achieving equal participation across different sectors of the economy, addressing the gender pay and pension gaps, closing the gender care gap and achieving gender balance in decision-making and politics)
- Horizon Europe Program (2021-2027)
- Constitution of the Republic of Croatia (Art. 3, Art. 14)
- Strategy for Education, Science and Technology of the Republic of Croatia and the National Plan for Combating Discrimination 2017-2022
- Labour Act (Official Gazette 93/14, 127/17, 98/19 and 151/22)
- Gender Equality Act (Official Gazette 82/08, 69/17)
- Anti-Discrimination Act (Official Gazette 85/08, 112/12)
- Higher Education and Scientific Activity Act (Official Gazette 19/22)
- Collective Agreement for Science and Higher Education (Official Gazette 9/19 and 52/20)
- Basic Collective Agreement for Civil Servants and Employees in Public Services (Official Gazette 56/22 and 127/22)
- Statute of the Institute of Ethnology and Folklore Research
- Strategic Plan of the Institute of Ethnology and Folklore Research for the period 2017-2021
- Ordinance on the Internal Organization of the Institute of Ethnology and Folklore Research
- Ordinance on the Job Structure of the Institute of Ethnology and Folklore Research
- Ordinance on the Work of the Institute of Ethnology and Folklore Research
- Code of Ethics of the Institute of Ethnology and Folklore Research

- European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

ANALYSIS OF EMPLOYEES' CURRENT GENDER STRUCTURE AT THE INSTITUTE

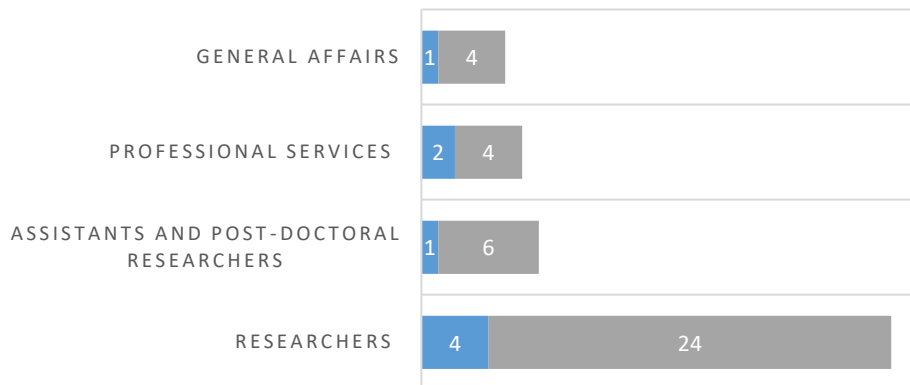
The Institute's mission is folkloristic, ethnological, ethnomusicological and related scientific research, with emphasis on interdisciplinary and transdisciplinary critical research of culture. The researchers at the Institute – experts in a variety of disciplines, such as ethnology, cultural anthropology, folkloristics, literary theory, theatre studies, history, sociology, linguistics, musicology, choreology and art history – investigate contemporary and historical cultural phenomena and processes. In addition, the Institute has an archive, a library and a well-established publishing activity, as well as the Department for legal, personnel, financial accounting and general affairs.

On March 1, 2023, the Institute employed 46 people, of whom 38 women and 8 men. The management positions at the Institute include the director, the president of the Managing Council and the president of the Scientific Council. All three positions are currently occupied by women. So far, no one at the Institute has declared themselves to be a gender neutral person. The gender distribution by departments, research associate and assistant job positions and the Institute's bodies are shown in the following charts:



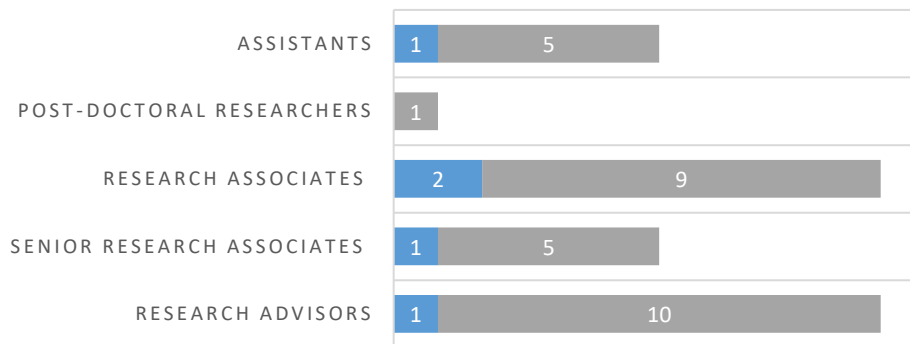
JOB POSITIONS

■ MEN ■ WOMEN

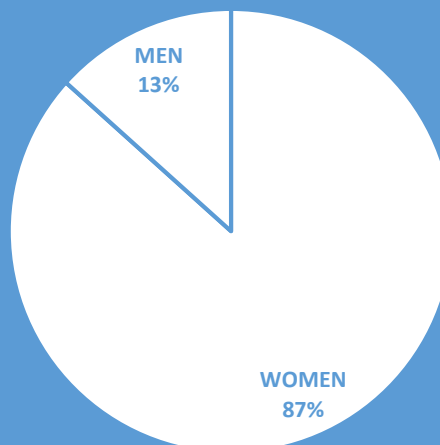


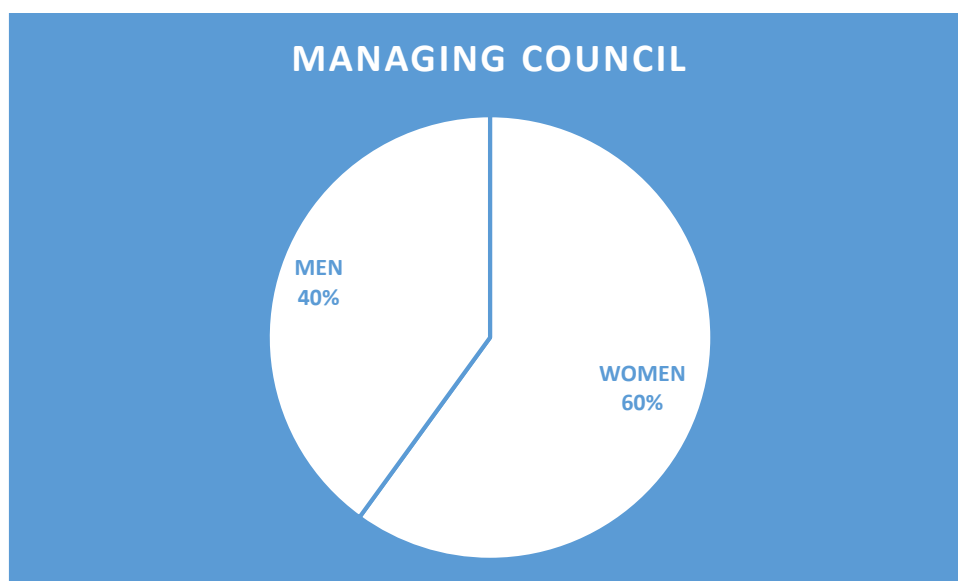
RESEARCH ASSOCIATE AND ASSISTANT JOB POSITIONS

■ MEN ■ WOMEN



SCIENTIFIC COUNCIL





ACTION PRIORITIES OF THE PLAN: MEASURES AND ACTIVITIES

With a gender dimension already integrated in its research work, existing legal mechanisms that guarantee gender equality in recruitment and career progression, and the proven record of empowering and supporting women researchers to act in management and leadership positions, the Institute has recognized the following measures and activities for further improvement of gender equality:

Measure	Activities	Responsibility	Deadline
Public document Creation of the institutional framework for promoting and ensuring gender equality	1) Adoption of the Gender Equality Plan and its publication on the Institute's website	Director	March 2023

Measure	Activities	Responsibility	Deadline
Dedicated resources Ensuring the dedicated resources and expertise for the implementation of the Plan	1) Appointment of a gender equality officer 2) Ensuring access to information on the Institute's intranet: contact information of the gender equality officer, the procedure for reporting any form of harassment in the workplace, information related to maternal and parental benefits and leaves, relevant acts and documents	Director Gender equality officer, legal department, IT specialist	March 2023 Continuously

Measure	Activities	Responsibility	Deadline
Data collection and monitoring Monitoring, analysis and reporting on the state of gender equality at the Institute	1) Regular monitoring, analysis and reporting on the state of gender equality at the Institute and the implementation of the Plan	Director, gender equality officer, legal department	Continuously, Annual report

Measure	Activities	Responsibility	Deadline
Training Education on gender equality	1) Ensuring access to information for self-study about gender equality on the Institute's intranet 2) Workshops and seminars on: - sexual and other forms of harassment and the rights of victims of harassment, and - the results of research on gender equality, gender-based violence and other related topics addressed by the researchers at the Institute	Gender equality officer, legal department, IT specialist Gender equality officer and researchers	Continuously

Measure	Activities	Responsibility	Deadline
Work-life balance and organisational culture	1) Ensuring institutional support when returning to work after maternal and parental leave, absence due to professional development and sick leave 2) Providing a calm "breastfeeding corner" 3) Applying gender-inclusive language in legal documents and in written and oral communication	Director, gender equality officer Director Legal department	Continuously

In Zagreb, 17 February 2023

Reference number: 1-01/01-23-01

Director of the Institute

Iva Niemčić, PhD