**THE RUĐER BOŠKOVIĆ INSTITUTE ZAGREB**

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PLAN RAVNOPRAVNOSTI SPOLOVA (PRS)

GENDER EQUALITY PLAN (GEP)

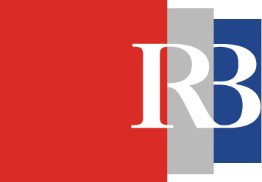


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Pursuant to Article 23, Paragraph 3 of the Bylaws of the Ruđer Bošković Institute (hereinafter: RBI) and Article 11, Paragraph 1 of the Gender Equality Act, (*Narodne novine* [Official Gazette of the Republic of Croatia], Nos. 82/2008, 125/2011, 20/2012, 138/2012, 69/2017), at the twenty-seventh session of the Board of Governors of the Ruđer Bošković Institute, held on December 21, 2021, the following was adopted:

**GENDER EQUALITY PLAN (GEP)**

# I THE REPUBLIC OF CROATIA AND THE EUROPEAN UNION

## INTRODUCTION

Gender equality is one of the fundamental principles of the acquis communautaire of the European Union (hereinafter: EU), while ensuring equal opportunities and combating sex discrimination are general goals and integral parts of all its programs and policies.

Gender equality is one of the highest values of the constitutional order of the Republic of Croatia (hereinafter: RC) and one of the fundamental principles for the interpretation of the Constitution of the RC. It ensures the equal presence of men and women in all areas of public and private life, equal status, equal opportunities for the exercise of all rights, and equal benefit from the results achieved. The abilities, desires and needs of women or men under conditions of equality are equally valued and favored, and the introduction of the principle of gender equality in education, healthcare, public information, social policy, employment, entrepreneurship, decision-making processes, family relations etc. is a defined goal of the Republic of Croatia.

Until the adoption of the first Croatian Gender Equality Act in 2003, gender equality was regulated by the Constitution of the RC and international agreements that formed part of the internal legal order of the RC. The Gender Equality Act establishes the general basis for the safeguarding and promotion of gender equality as a fundamental value of the constitutional order of the RC, defines and regulates the manner of protection against gender discrimination and creates equal opportunities for women and men, thus placing stronger emphasis on the definition and implementation of the principle of equality. In this context, equality does not mean that men and women will become the same but that rights, responsibilities and opportunities must not depend upon whether a person has been born a male or a female, and that the interests, needs and priorities of individuals, regardless of sex, are taken into account, with recognition of differences.

## SOURCES OF LEGISLATION

When we speak about institutionalized concern for sex and gender equality, we mean a comprehensive framework of legal and political measures, the legislative regulation of this area and the existence of legislation and various mechanisms that will achieve a satisfactory level of gender equality in public life through European and national legislation.

The legal order of the EU guarantees citizens protection from discrimination through the Founding Treaties, the Treaty on European Union and the Treaty on the Functioning of the European Union, which contain provisions that specify the importance of the principle of equality and prohibit discrimination through the guarantees contained in a number of directives, as follows:

* 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 occupation;
* 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 labor, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood;
* Directive 79/7/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security;
* Directive 2000/43/EC on implementing the principle of equal treatment of persons,

irrespective of racial or ethnic origin;

* Directive 2000/78/EC on establishing a general framework for equal treatment in employment

and occupation.

**The Charter of the Fundamental Rights of the European Union,** published in the Official Journal of the European Union on June 7, 2016, prohibits any discrimination based on sex, race, skin color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership in a national minority, property, birth, disability, age, sexual orientation or nationality, and stipulates that the equality of women and men must be ensured in all areas, including employment, work and pay, while the principle of equality does not prevent the maintenance or adoption of measures providing for specific advantages in favor of the under-represented sex.

The Council of the European Union adopted the **Conclusions on the European Pact for Gender Equality for the Period of 2011–2020,** and then the **Strategy for Gender Equality 2020–2025,** which represents the objectives of the policies and activities for achieving significant progress by 2025 toward a gender- equal Europe. The goal is a union in which women and men, girls and boys, in all their diversity, are free to follow their chosen paths of life, have equal opportunities for advancement and can participate in and lead the European society on an equal footing. Although inequalities continue to exist, the EU has achieved significant progress in sex equality in recent decades. This is the result of legislation on equal treatment, gender-conscious policies, the integration of gender perspectives in all other policies and specific measures for the advancement of women.

In the area of antidiscrimination law, the primary relevant national regulations are as follows:

1. **Constitution**, NN (Official Gazette) 56/90, 135/97, 08/98, 113/00, 124/00, 28/01, 41/01, 55/01, 76/10, 85/10 and 05/14, which in Article 3 stipulates that freedom, equality, national and gender equality, peace-making, social justice, respect for human rights, inviolability of ownership, conservation of nature and the environment, the rule of law and a democratic multiparty system are the highest values of the constitutional order of the Republic of Croatia and the basis for the interpretation of the Constitution;

**2. The National Policy for Gender Equality,** which is the basic strategic document of the Republic of Croatia adopted for the purpose of creating the conditions for a more equal society by establishing equal opportunities for all citizens. The drafting of the National Plan for Gender Equality for the Period from 2021 to 2027 and the corresponding Plan of Action for the Implementation of the National Plan for the Period from 2021 to 2024 is currently in progress;

**3. The Act on Gender Equality, NN 82/2008, 125/2011, 20/2012, 138/2012 and 69/2017,** stipulates that women and men are equally present in all segments of public and private life, that they have equal status, equal opportunities for exercising all rights and equal benefits from the achieved results. All direct or indirect discrimination on the basis of sex, marital or family status is prohibited, and less favorable treatment of women on the basis of pregnancy or maternity shall be considered discrimination. Discrimination on the basis of sexual orientation is prohibited.

All public bodies shall, in all stages of planning, adopting and implementing legal acts, decisions and actions, assess and evaluate the impact of such acts, decisions or actions on the position of women or men, with a view to achieving genuine equality between women and men, and implement training programs on gender equality for their staff. The obligation to use gender-sensitive language includes gender-sensitive job titles and diplomas, as well as the removal of sexism from the language. The terms used in Croatian regulations that have gender significance shall be used neutrally and refer equally to the male and female sexes;

1. **The Anti-Discrimination Act,** NN 85/08 and 112/12, which prohibits discrimination in all areas of public life, especially in the regulatory areas of labor and employment, education, science and sports, social security, healthcare, judiciary and administration, housing, public information and the media, access to goods and services and the providing thereof, membership and activities in unions, political parties and participation in cultural and artistic creative endeavors;
2. **The Labor Act**, NN 93/14, 127/17 and 98/19, which stipulates that an employer is obliged to pay equal remuneration to a male worker and a female worker for the same work and work of equal value (a key and strategic issue for achieving equality between men and women in general, the principle of equal pay is also contained in the EU Founding Treaties of 1957), and devotes an entire section to the protection of pregnant workers, parents, adoptive parents and incapacity to work as well as the protection of the dignity of the worker from discrimination or harassment;

In all public hiring competitions, the following is mandatory: *Persons of both sexes may apply.*

1. **The Maternity and Parental Benefits Act**, NN 85/08, 110/08, 34/11, 54/13, 152/14, 59/17 and 37/20;
2. **The Family Act,** NN 103/15 and 98/19;
3. **The Act on Scientific Activity and Higher Education,** NN 123/03, 198/03, 105/04, 174/04, 02/07, 46/07, 45/09, 63/11, 94/13, 139/13, 101/14, 60/15 and 131/17, which includes respect for and affirmation of human rights among its basic principles;

as well as a series of other regulations that remove obstacles in the practical implementation of norms. Namely, in order to achieve genuine gender equality, it is necessary to adopt the appropriate legal norms and ensure their effective implementation in practice.

The Republic of Croatia has taken a significant step forward in the area of gender equality with regard to the adopted legislative framework, which stipulates equal opportunities for women and men, and which alters perceptions, despite the inherited cultural factors, mentality and customs in our society.

# GENERAL NOTES

## BIOLOGICAL GIVENS AND THE SOCIOCULTURAL HERITAGE

In an attempt to understand the differing opportunities for women and men, one should start from the biological givens that define women as mothers, with the consequence that women as a rule tend to perform existentially important unpaid tasks more than men, such as housekeeping and child care and, therefore, are more often absent from the labor market than their male colleagues, owing to pregnancy and the exercise of parental rights, which can lead to hiring discrimination and, for women who are already employed, affect their salaries, opportunities for advancement and pensions. All of this affects women’s disadvantaged position in society and, thus, necessarily in the segment of science and higher education. In recent years, women have made significant progress in ensuring the exercise of their rights, and the profiling of women in certain professions has proved to be extremely beneficial for the entire academic community. Although men still play the leading roles in political, public and business life, women stand side by side with them and play significant roles in certain professions that had been reserved for men until recently. There are also such examples among the women at the Ruđer Bošković Institute, who are very successfully engaged in scientific research, leading research groups and even top level management.

## THE REFLECTION OF GENDER (IN)EQUALITY IN THE SPHERE OF SCIENTIFIC ACTIVITY

Gender mainstreaming in the content of research and development is a cornerstone of the Horizon Europe program and is fully recognized in the European Research Area (ERA), which develops and implements policies for gender mainstreaming in research. Until now, it has been insisted that applicants for project approval, where relevant, integrate gender and sex analysis into research content. However, current new findings suggest that sex and gender could influence all stages of research and innovation, from the construction of theories to the formulation of questions, devising of methods and interpretation of the data.

Analyses of sex and gender function together with other methodologies in some areas and with intersectional approaches that take other factors into account, such as ethnicity and/or sexual orientation, in order to contribute to excellence in science and technology. The gender dimension in research and development implies taking sex and gender into account throughout the entire research and innovation process, and should be distinguished from the issues of gender balance and equal opportunity among project team members or event participants.

Researchers should not consider sex separately from other factors with which sex interacts. Sex and gender differences can be relevant to many scientific research projects because sex refers to biological attributes or biologically determined differences between men and women, and gender to sociocultural norms, identities and relationships.

It is necessary to take sociocultural expectations about what is appropriate for women or men, so- called gender stereotypes, into account, because failure to do so affects the quality, repeatability and responsibility of research and innovation. Integrating sex and gender analysis into the content of research and innovation improves their scientific quality and social relevance.

# THE RUĐER BOŠKOVIĆ INSTITUTE AND THE CROATIAN SCIENTIFIC COMMUNITY

## THE RBI —CURRENT SITUATION

The Ruđer Bošković Institute (hereinafter: RBI) by virtue of its size, scientific productivity and international recognition in research and the quality of its scientific cadre and research equipment, is the leading scientific institution in the Republic of Croatia in the fields of the natural and biomedical sciences, as well as marine and environmental research. The mission of the RBI is excellent scientific research in the areas of the natural, biomedical and technical sciences, contribution to higher education and cooperation with the business sector, based on excellent scientific research. The vision of the Institute is to be a recognized top European center of scientific excellence.

The Institute participates in numerous internationally and nationally funded and internationally peer- reviewed research projects. With its research capacities, knowledge and scientific excellence, the Institute has taken on the role of connecting science with the economy of the Republic of Croatia. The Institute is the leading institution in the Republic of Croatia regarding the number of papers published in international scientific journals. Multidisciplinarity is one of the key strengths of the Institute, which provides comprehensive solutions to a broad range of socially important issues. In this respect, given the importance of the issue of gender equality for modern scientific research and the significance of the RBI in the national scientific context, the importance of this topic is clear.

On December 1, 2021, the following relevant data were determined:

* The RBI employs a total of 1,018 persons, of whom 415 are men and 603 are women.
* A total of 333 persons hold scientific positions, of whom 141 are men and 192 are women.
* There are a total of 122 research associates, of whom 44 are men and 78 are women.
* There are a total of 141 senior research associates, of whom 65 are men and 76 are women.
* There are a total of 31 senior scientists, of whom 15 are men and 16 are women.
* There are a total of 39 tenured senior scientists, of whom 17 are men and 22 are women.
* There are a total of 234 employed assistants, of whom 74 are men and 160 are women.
* There are a total of 83 postdoctoral fellows, of whom 32 are men and 51 are women.
* There are a total of 69 professional positions in the scientific and higher educational system, of which 31 are held by men and 38 by women.
* There are a total of 48 persons in the positions of associate and project administrator, of whom 18 are men and 30 are women.
* There are a total of 251 other employees, of whom 119 are men and 132 are women.
* There are a total of 72 heads of laboratories, of whom 38 are men and 34 are women.
* There are a total of 11 division heads, of whom 6 are men and 5 are women.
* The average length of service for men is 16 years, 4 months and 7 days, and for women 14 years, 11 months and 19 days.
* The average time that a male scientist holds a scientific rank prior to promotion to the next

higher rank is 5 years, 9 months and 2 days, and 6 years and 26 days for a female scientist.

* Men do not use child care leave, while women exercise this right for an average duration of 2

years, 5 months and 24 days.

* The average duration of parental leave when used by men is 3 months and 4 days, and when used by women is 6 months and 20 days.
* The average duration of study leave when used by men is 5 months and 25 days, and when

used by women is 6 months and 14 days.

* Among the scientists emeriti, there are 8 men and 5 women.
* Among the recipients of the RBI Annual Awards during the period from 2015 to 2019, there were 267 men and 328 women.
* At the time of the adoption of this Gender Equality Plan, the Board of Governors, as a collegial administrative body which, together with the Director General, conducts financial and business policy, consisted of 8 male members and 1 female member, chaired by a man.
* At the time of the adoption of this Gender Equality Plan, the Scientific Council, which is the leading professional body of the RBI, is chaired by a woman, while among the members there are 20 men and 16 women.
* The Director General has two female assistants and one male assistant.

The above figures are graphically represented in the appendix to this Gender Equality Plan and the following conclusions can be drawn from them:

At the RBI, gender equality has been implemented in practice and there is no discrimination based on sex in the context of hiring, appointments to higher scientific positions or appointments to leadership positions. The equal participation of women and men in the bodies of the Institute is promoted. Moreover, in relation to the total number of employees, the male sex is underrepresented. There is a slight disproportion in the representation of women in the context of promotion to higher positions, i.e., at the management level above the heads of laboratories or the heads of divisions. In recent times, there has been a noticeable increase in the percentage of women in the highest positions.

It is also evident that, in practice, men do not exercise their rights based on parenthood, as provided by national legislation, which are strongly supported by the RBI. From the data on the average length of time that a scientific rank is held before promotion to the next higher rank, it can be concluded that it is approximately the same for men and women.

The initial data collected in this manner will be exceptionally useful in deliberations on the measures that should be taken to promote and establish gender equality at the RBI, and are interesting because they concern the employees of an institute engaged in the natural sciences, a field traditionally dominated by men.

## THE CROATIAN SCIENTIFIC COMMUNITY

As far as the Croatian academic community as a whole is concerned, there are noticeably more educated young women than men, from which the predominance of women may be concluded. At some colleges, women make up 90 percent of the graduate students. However, examination of the available statistics reveals that women’s participation generally decreases with increasing academic status, which is not the case at the RBI.

**Women in Science** is a study conducted in 2008 by Prof. Dr.Sc. Ivanka Avelini Holjevac of the Faculty of Tourism and Hospitality Management in Opatija and Prof. Dr.Sc. Snježana Prijić-Samažija of the Faculty of Humanities and Social Sciences, University of Rijeka, in all the faculties of the university. The study objective was to determine women’s current situation in higher education and science and to answer why, despite the high percentage of women in science, it is not proportional to their participation in the highest academic ranks and positions, which hinders women’s advancement in science, and how to help women and improve their position in science, with the aim of promoting change in this sector. According to data from 2005, in Croatia more women than men earned bachelor’s degrees, a ratio of 60%:40%, the number of men and women who earned master’s degrees was nearly the same, while when it came to doctorates, the figures were somewhat less favorable for women but still amounted to a very acceptable 45%.[1](#_bookmark9)

The University of Zagreb, the oldest university in Croatia and among the oldest in Europe (founded in 1669), has only had one female rector in its 338-year history.

Data for 2020 indicate that in the field of natural sciences in the Republic of Croatia, a total of 78 persons received their doctorates, of whom 47 were women and 31 were men (60.3%:39.7%), that in the fields of biomedicine and healthcare, a total of 136 persons received doctorates, of whom 97 were women and 39 were men (71.3%:28.7%), and in the interdisciplinary natural sciences a total of 18 persons, of whom 12 were women and 6 were men (66.7 %:33.3%). The ratios are similar in other branches of science.

Among the rectors of the universities in Croatia, today there are 7 men and 2 women, and 36 deputy

rectors, of whom 23 are men and 13 are women.[2](#_bookmark10)

The data presented here should be placed in the context of the population assessment conducted in mid-2019, which determined that women make up 51.5% of the total population of the Republic of Croatia, while men make up 48.5%.[3](#_bookmark11)

By correlating the data on women and men holding scientific positions in the Republic of Croatia with the data collected at the Ruđer Bošković Institute and observation through research results, it is concluded that despite all efforts, there is still room for improvement in gender equality within the science system in the Republic of Croatia with regard to the leadership positions of directors, deans and rectors, especially because the academic system must be a leader and example in combatting gender inequality.

This is evidenced by the results of a recent study conducted in 2021 by the University of Rijeka as part of the SPEAR project, which found that decision makers are the healthiest, happiest and most satisfied group of employees, while investing the most time and energy in their work and institutions, and that personal and work satisfaction are correlated with the position and recognition of one’s work.

1. Prijić-Samaržija, S., Avelini Holjevac, I., Turk, M. (2009), Žene u znanosti: stakleni strop (Women in Science: Glass Ceiling), Društvena istraživanja (Social Research), 18 (6 [104]), 1049- 1073. Retrieved from https://hrcak.srce.hr/45797
2. Žene i muškarci u Hrvatskoj 2021 (Women and Men in Croatia, 2021), Central Bureau of Statistics of the Republic of Croatia, 2021. 3 Žene i muškarci u Hrvatskoj 2021 (Women and Men in Croatia, 2021), Central Bureau of Statistics of the Republic of Croatia, 2021.

## CURRENT INTERNAL MECHANISMS AT THE RBI

At the RBI, all rights related to gender and gender-sensitive issues, as stipulated by the sources of law, have been transferred through internal legal acts to the national level. The regulations of the RBI contain provisions aimed at preventing discrimination and harassment, and equal opportunities are foreseen for all workers without discrimination based on gender, race, nationality, religion or disability.

The Labor Regulations have established mechanisms for reporting harassment and sexual harassment. In 2012, the Institute appointed a person authorized to receive and review workers’ complaints due to discrimination. As of December 1, 2021, the authorized person has conducted 17 proceedings to protect the dignity of workers. However, none of them was primarily or at all due to gender-based harassment.

The Code of Ethics of the RBI explicitly stipulates that discrimination based on religion, ethnicity or nationality, race, sex, sexual orientation, lifestyle and property status, ancestry, family and marital status, pregnancy, family obligations, age, disability, physical appearance or political affiliation is inadmissible.

At the RBI, employment is established, i.e., an applicant is chosen for a scientific position, on the basis of a public competition, in order to provide equal access to public service for all citizens, and the candidate who best meets the conditions of the published competition is chosen. Candidates of both sexes can apply for every competition.

Furthermore, in accordance with positive regulations, for persons employed in scientific positions who have entered into permanent employment contracts, which are financed from the state budget, the re-appointment deadline is extended for the duration of their maternity or parental leave, sick leave longer than 3 months and the performance of public services or duties, while the contracts of persons holding the titles of associates or employed in associate positions are extended for the duration of their maternity or parental leave, sick leave longer than 3 months and the performance of public services or duties.[4](#_bookmark15)

Of course, the possibilities of the RBI in this regard are limited by national legislation, as previously described in detail, but the clear goal is the integration of gender, sexual and all other dimensions in the context of scientific research and development, so that, taking into account the specific circumstances, needs and responsibilities arising from objective circumstances and biological characteristics, the successful integration of workers into key areas of research and development, which are of vital significance for the quality of research and innovation, is made possible.

# THE DEVELOPMENT OF RBI POLICIES ON GENDER EQUALITY

## GOALS

The long-term goals of the RBI in the area of gender equality are as follows:

4 Kolektivni ugovor za znanost i visoko obrazovanje (Collective Agreement for Science and Higher Education, Articles 36 and 37, *Narodni novine* (Official Gazette) 9/2019; *Narodni novine*, (Official Gazette) Zakon o znanstvenoj djelatnosti i visokom obrazovanju (Scientific Activity and Higher Education Act), Articles 45, 123/2003, 198/2003, 105/2004, 174/2004, 2/2007, 46/2007, 45/2009, 45/2009, 63/2011, 94/2013, 139/2013, 101/2014, 60/2015, 131/2017 and 96/2018.

* call attention to the importance of gender equality in all spheres of life;
* autonomously develop and implement a series of activities and policies to promote and establish gender equality;
* define target measures to eliminate existing inequalities between women and men, and integrate the perspective of gender equality into projects and programs;
* cooperate with all actors who promote gender rights and dignity and who follow the good practices of other institutions in the Republic of Croatia and other countries;
* attract top candidates with high quality conditions for their work, development, scientific training and the development of professional careers in science with simultaneous suitable education and working conditions that meet the needs of parents and the coordination of family and professional obligations within the framework defined by the national legislation;
* promote the exercise of the rights conferred on men through institutionalized concern for gender equality within the framework of the national policy for coordinating family obligations and paid work;
* eliminate the perception that work on gender equality is unnecessary;
* empower women scientists for more active participation in management and leadership positions by eliminating *covert discrimination and the glass ceiling.*[5](#_bookmark16)

The measures expected to achieve the defined goals are defined below.

The RBI will continue to promote activity in accordance with the principle of the valorization of merit and professionalism, transparency, personal and scientific integrity, and continue the existing good practice in eliminating prejudice and promoting equal opportunities, especially bearing in mind the impact of gender equality on the Institute’s reputation and its attractiveness to young scientists whose careers are just beginning.

All the organizational and management structures of the RBI, including the highest levels, will be committed to and permanently involved in the review of gender policies and their impact on the overall strategy, and in this regard will provide the necessary human and material (financial) capacities. Commitment to equality, equal opportunities and combatting gender discrimination will continue to be a priority. To this end, the Department of Legal Affairs, in cooperation with the Department of Human Resources, will prepare a special report once a year, starting from the date that this Gender Equality Plan goes into force, and submit it to the Scientific Council and the Board of Governors. The report will highlight the difficulties and potentials that arise in terms of gender equality and emphasize the priorities for intervention, in order for the RBI to direct its capacities to achieve this institutional goal. The reports will make the systematic monitoring of whether and to what extent the planned results in the previous year were actually achieved and measure the progress, i.e., the degree of success in the implementation of the principles of equality and equal opportunities.

From among the lawyers employed at the RBI, a **gender equality officer** will be appointed to provide

access to information and counsel workers who need to use some of the mechanisms provided for by

5 STAKLENI STROP – POLOŽAJ ŽENA U SUSTAVU ZNANOSTI (The Glass Ceiling: The Position of Women in the Science System), Mirjana Nedović; Darija Ivanković and Dušanka Miščević, Department of Business, Lavoslav Ružička University in Vukovar, Vukovar, Croatia, Obrazovanje za poduzetništvo - E4E : znanstveno stručni časopis o obrazovanju za poduzetništvo (Education for Entrepreneurship - E4E : International Journal of Education for Entrepreneurship), Vol. 5 No. 1, 2015*.*

the national legislation or internal regulations, and to organize internal workshops on topics deemed necessary.

Through the bodies of the RBI, this officer will draw the attention of other institutions, especially in the system of science and higher education, to specific issues related to sexual and gender equality that arise among RBI employees. For this purpose, there will be a special e-mail address, [GEP@irb.hr,](mailto:GEP@irb.hr) via which employees will be able to contact the authorized individual. The next amendments to the relevant internal acts of the RBI will incorporate provisions on the scope of the duties of the gender equality officer, such as the establishment of a body that will consist of a number of stakeholders from the RBI (from all the workers’ structures, including a union representative), who have good insight into the issues and have the capacities available to determine the actual state of sexual and gender equality at the RBI and which body would begin to develop an RBI model adapted to the requirements of equality and the coordination of professional obligations with private life.

The RBI, through career development workshops, will work to promote women with successful careers to leadership positions. Particular attention will be devoted to foreign female scientists employed at the RBI and the need for their integration into the RBI and Croatian society, given the cultural differences and different expectations in this regard.

There will be intensive efforts to establish cooperation with the Croatian scientific institutions dealing with the group of social sciences so that their researchers can participate in the RBI workshops and establish new gender-equality policies. If necessary, the support of the gender equality ombudsperson will be sought and examples of good practice at other institutions in the Republic of Croatia will be followed.

Through joint efforts, special measures will be devised for the establishment of the equality of the sexes in the event that the representation of one sex in the total number of employees becomes significantly unbalanced (below 40%).

## IN LIEU OF A CONCLUSION

Gender equality is not a particularly frequent topic at the RBI. We interpret such little interest in this otherwise polarizing issue to the fact that the members of our community do not feel significantly discriminated against on the basis of sex in their daily professional lives and work. At the RBI, there is no difference in the salaries paid to men and women employed in the same types of positions because salary calculation is inextricably linked to job coefficients in public services.

Despite the RBI’s encouraging results, it is necessary to continue to conduct activities to raise general public awareness, and the awareness of us all, of the unacceptability of gender stereotypes in all spheres of the society, including science. It is necessary to promote gender balance and implement the principle of equal opportunities when opening leadership positions in this segment to the underrepresented gender, through the development and use of measures for the coordination of professional and private lives. There are many challenges and obstacles along the way, but since

gender equality is neither a minority nor a marginal issue but an issue that affects everyone,[6](#_bookmark18) it is necessary to confront them.

The current partial inconsistency among the legislative frameworks of the EU, the European Commission and Croatian national legislation in the sphere gender equality should be noted. At present, Croatian legislation does not recognize gender or sex as recognized by EU legislation, which poses certain dilemmas and open questions. That is why this Gender Equality Plan is being adopted, with actions that apply equally to all RBI employees, regardless of sex and position. The document has been prepared in the Croatian language and is in compliance with all the other internal acts of the Institute with which it will be implemented. It will be made available to all interested persons on the bulletin board and website of the RBI. An English translation will be prepared when it goes into force.

The RBI, thereby, undertakes the obligation, within the frameworks and limitations of national legislation, to monitor and implement the applicable relevant regulations, guidelines and recommendations in order to achieve its goal of actual gender equality to the greatest possible extent.

This plan will be posted on the bulletin board of the Institute and enter into force on the eighth day from the date of its publication.

In addition to being posted on the bulletin board, this Plan will be made publicly available on the Ruđer Bošković Institute website.

No.: 010-8079/5-2021

Zagreb, December 21, 2021

Chair of the Board of Governors

Prof. Boris Labar, Ph.D.

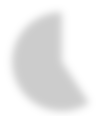
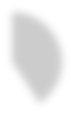
The Gender Equality Plan (GEP) was posted on the bulletin board on December 22, 2021, and entered into force on December 30, 2021.

Director General

David Matthew Smith, Ph.D.

6 Priručnik o rodno osviještenoj politici i promicanju ravnopravnosti spolova (Handbook on Gender-Aware Policy and Promotion of Gender Equality), Office for Gender Equality, Government of the Republic of Croatia, Mesnička 23, Zagreb, Institute for Health and Welfare, Republic of Finland, Mannerheimintie 166, Helsinki, February 2017, p. 12.

# APPENDIX



**Number of Employees: 1,018**

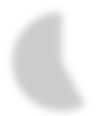
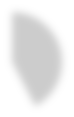
**41%**

**59%**

Men

Women

**Figure 1 Men**



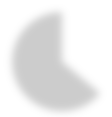
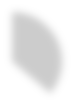
**Number of Scientists: 333**

**42%**

**58%**

Men

Women



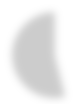
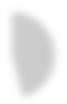
**Number of Research Associates: 122**

**36%**

**64%**

Men

Women



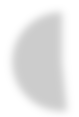
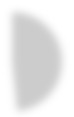
**Number of Senior Research Associates: 141**

**46%**

**54%**

Men

Women



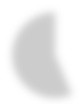
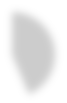
**Number of Senior Scientists: 31**

**52%**

**48%**

Men

Women



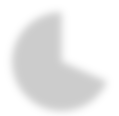
**Number of Tenured Senior Scientists: 39**

**44%**

**56%**

Men

Women



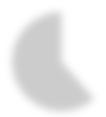
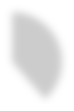
**Number of Assistants: 234**

**32%**

**68%**

Men

Women



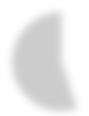
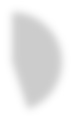
**Number of Postdoctoral Fellows: 83**

**39%**

**61%**

Men

Women



**Number of Professional Positions: 69**

**45%**

**55%**

Men

Women



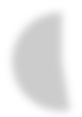
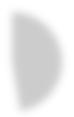
**Number of Employees in the Positions of Scientist/Advisor, Associate and Project Administrator: 48**

**37%**

**63%**

Men

Women



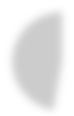
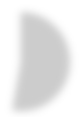
**Number of Other Employees: 251**

**53%**

**47%**

Men

Women



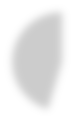
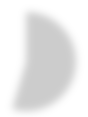
**Number of Heads of Laboratories: 72**

**47%**

**53%**

Men

Women



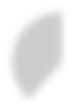
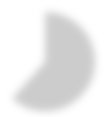
**Number of Division Heads: 11**

**45%**

**55%**

Men

Women



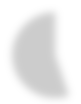
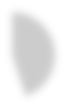
**Number of Scientists Emeriti: 13**

**38%**

**62%**

Men

Women



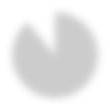
**Recipients of the RBI Annual Award from 2015 to 2019: 595**

**45%**

**55%**

Men

Women



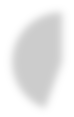
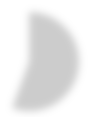
**Composition of the Board of Governors**

**11%**

**89%**

Men

Women



**Composition of the Scientific Council**

**44%**

**56%**

Men

Women