



*FACULTY OF HUMANITIES AND SOCIAL SCIENCES*  
*UNIVERSITY OF ZAGREB*

**DOCUMENT ON GENDER EQUALITY POLICY**

Following the [European Union initiative on gender equality in academia](#), Faculty of Humanities and Social Sciences (FHSSUZ), University of Zagreb, Croatia, adopts this document in recognition of the importance of equal opportunities, rights and obligations for women and men. The FHSSUZ firmly believes that the implementation of gender equality policy directly benefits the quality of its undertakings.

Intentional or unintentional, overt or covert, discrimination in academia—whether targeting FHSSUZ employees or its students—can be based on gender, ethnicity, national origin, language, religion, political beliefs, functional abilities, sexual orientation, gender identity and age. In some situations, discrimination can be based exclusively on gender, which is what this document prioritizes. Although the FHSSUZ is characterized by a lower gender imbalance when it comes to full professorships compared to some other faculties and schools at the University of Zagreb, there is plenty of room for improvement. The opposite gender imbalance is found among administrative staff and students. To tackle these equality challenges, as well as to establish a robust prevention of gender discrimination, it would be essential to improve a number of already existing procedures and establish some novel procedures and monitoring bodies.

The FHSSUZ gender equality policy identifies the following six **points of action**: (1) prevention of gender discrimination; (2) improving equal opportunities for women and men working and studying at the FHSSUZ); (3) raising awareness of the impact of gender on opportunities and achievements in academia (the topic should be included in some courses offered by the FHSSUZ); (4) reducing gender imbalance in recruitment, promotion and leadership; (5) suggesting improvements to terms of academic employment and promotion based on gender-specific needs; and (6) enforcing zero-tolerance of sexual harassment and gender based violence.



This document lays foundations for establishing and protecting gender equality (in opportunities, rights and obligations) at the FHSSUZ, including the allocation of resources needed to set up an institutional system and ensure long-term improvements in gender equality. The document drafts short- and long-term goals, relevant data collection and systematic monitoring, and assigns responsibilities for implementation. All details will be worked out in the FHSSUZ Gender Equality Plan 2022-2024. This document serves as a guide to action and strategic policy paper.

### **Short-Term Goals**

- (1) Establish the Faculty's Office for Gender Equality and Inclusion.
- (2) Draft, discuss and implement the first Gender Equality Plan (2022-2025); the Plan needs to include a data collection phase (evidence concerning gender imbalances at the FHSSUZ, procedures that reduce equal opportunities, etc.), a planning phase (objectives defined, priorities set, actions and measures suggested), and an implementation & monitoring phase (responsible individuals responsible for implementation identified; timeline and targeted milestones specified; monitoring process outlined).
- (3) Review relevant FHSSUZ documents for rules & procedures that create and/or perpetuate gender imbalances (e.g. look for possible gender gaps in research/consultancy/administrative honoraria).
- (4) Increase knowledge and understanding of equal opportunities among students and employees by disseminating an information brochure; improved (physical and non-physical) accessibility and adaptation of certain procedures might also be required.
- (5) Design and distribute information intended to raise awareness about zero-tolerance policy concerning gender-based discrimination at the FHSSUZ.
- (6) Design a workshop for employees to raise awareness about gender imbalances at the FHSSUZ and stimulate discussion about how to tackle them.
- (7) Design and distribute material about sexual harassment in academia among students, administrative staff and faculty, as well as inform them about the recently



established Office for Combating Sexual Harassment. Sexual harassment prevention workshop for employees should be considered.

### **Long-Term Goals**

- (1) Reduce gender imbalance (raising the percentage of women) in professorial and academic management positions, while maintaining the importance of scholarly accomplishments, skills and knowledge.
- (2) Assist parents with small children, as well as with children (of all ages) who have special needs, in more successful balancing of parental and professional activities (e.g. improve their research development through targeted funding and reduced teaching/administrative load).
- (3) Promote public visibility of female professors/researchers.
- (4) Tackle gender imbalance in some study programs (e.g. increase the percentage of male students in “traditionally female” programs)
- (5) Initiate and promote initiatives to improve gender equality at university level.
- (6) Provide expert suggestions (in collaboration with the Faculty of Law) for how to revise terms of academic employment and promotion to improve gender equality.
- (7) Consistently promote Gender Equality Plans and distribute information about what has been achieved; active institutional support for the Office and Gender Equality needs to be maintained.

In conclusion, the ultimate goal of the FHSSUZ Gender Equality Policy is to improve professional opportunities, personal, academic and professional achievements, as well as psychological well-being for all women and men who work or study at the Faculty. This document should ensure systematic and sustained efforts to reduce gender imbalances, prevent discrimination and harassment, and tackle future challenges. Finally, the document stipulates that 4- (or 5-) year Gender Equality Plans are timely drafted, discussed and implemented.