



Linking Research & Innovation for Gender Equality

Gender equality plan

Faculty of Electrical Engineering and Computing
University of Zagreb



UNIVERSITY OF ZAGREB
Faculty of Electrical
Engineering and
Computing

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1 About the Draft

Approval of Gender Equality Plan

This document is not an official document of the Faculty of Electrical Engineering and Computing of the University of Zagreb (hereinafter FER) yet. It is a draft of Gender Equality Plan of FER that has been created by the employees of FER within the framework of *The Caliper Project: Linking Research and Innovation for Gender Equality*, following the adopted methodology.

This document has not been approved by the decision-making bodies of FER yet. The Rules of Procedure of the Faculty of Electrical Engineering and Computing define that the **decision-making bodies** are the Dean and the Faculty Council. The procedure of approval of the Gender Equality Plan envisages the following steps:

1. approval from the Dean,
2. approval from the Faculty Council.

This draft has been submitted to the Dean. The Dean may suggest adjustments of the draft, therefore minor or major revisions of this draft are possible. After the approval of the Dean, the draft will undergo public discussion before seeking approval from the Faculty Council which consist of more than 230 members - employees from the ranks of professors and associates and students. The draft will be disseminated to all members of the Council, and they will have the opportunity to familiarize themselves with the content of the draft. During a month-long public discussion, all members of the Council will have the opportunity to deposit their suggestions and comments on the draft to the faculty management. Each received suggestion will be taken into consideration and addressed. If appropriate, the draft will be adjusted, therefore minor or major revisions of this draft are possible. The tentative dates for accomplishment of approval steps are the following:

1. July 23rd 2021 for approval from the Dean,
2. September 15th 2021 for the approval from the Faculty Council.



2 Introduction

The Faculty of Electrical Engineering and Computing of the University of Zagreb (hereinafter FER) adopts its gender equality plan for the period 2021 - 2025. The proposed measures are based on the results of the research study on gender equality at FER and in the local and national environment in which the Faculty operates. The research study was conducted in 2020 with the purpose of identifying institutional factors and procedures that could affect bias in various aspects of activities at FER.

The general strategies of the gender equality plan based on which the measures were designed are:

- the plan is in compliance with faculty, university and national legal acts;
- the plan responds to the challenges identified in the research study and takes into account the internal capacities of FER;
- the plan is open to employees, students and external stakeholders;
- the plan allows changes in line with new findings.

Stakeholders in research and innovation across the European Union and the world share common challenges in the field of gender equality: low proportion of female students in STEM (science, technology, engineering, mathematics), presence of the phenomenon of women leaving jobs in STEM (leaky pipeline) and a low share of women in leading positions (glass ceiling). The figures below show the collected data.

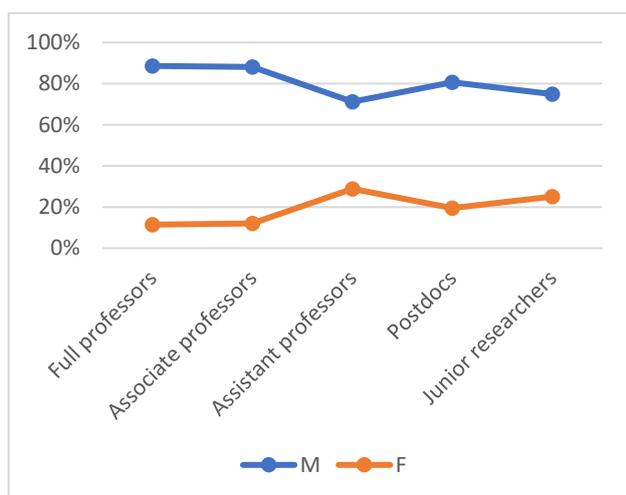


Figure 1. Gender composition of researchers in 2020.

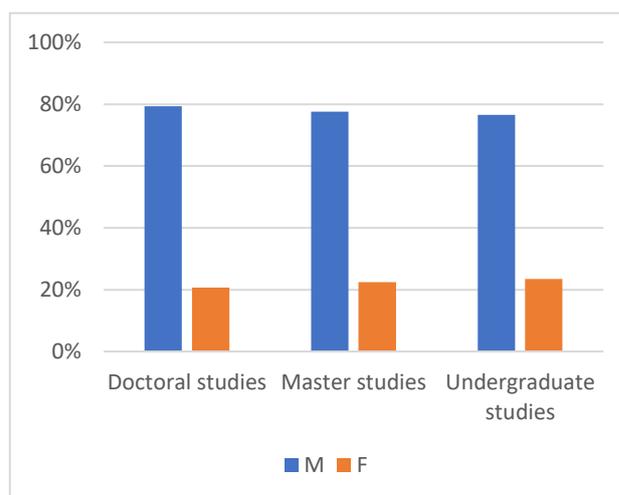


Figure 2. Gender composition of students in 2020.

Gender equality in research and innovation is one of the priorities of the European Research Area (ERA). The European Commission has identified three goals for European countries and institutions: gender equality in research careers, gender balance in decision-making, and the integration of gender dimension in research and innovation. Gender Equality Plan of FER brings measures that will contribute, to the extent possible, to the achievement of the stated general objectives.

Areas covered by the plan are human resources, institutional governance, teaching, research, institutional communication, discrimination, sexual harassment, and student services.

Researchers, administrative staff and management of FER participated in the conduction of the research study and the development of the plan. The Gender Equality Plan was created as a result of the joint work of employees of FER and as such is fully adapted to the established practices of the Faculty.

3 Human Resources

FER implements **employment protocols** that prevent employment bias. The adopted internal institutional procedures and activities are based on the Rules of Procedure of the Faculty of Electrical Engineering and Computing, the Rules of Procedure of the University of Zagreb, the Collective Agreement for Science and Higher Education and the Labour Law. According to these acts, direct or indirect discrimination in the field of work and working conditions, including selection criteria and conditions in employment and promotion, is prohibited.

As part of the research on the state of gender equality, a survey was conducted among the employees of the Faculty. Based on the collected responses, it can be concluded that most respondents did not feel discriminated against when employed or promoted to their last job at FER.

Criteria for the promotion of researchers are transparent, defined by law and are the same for all public universities in the Republic of Croatia. All relevant information is available on the intranet, checklist and forms are available to all employees. The law prescribes flexible criteria for promotion in the case of parental leave. There are no measures to encourage career advancement of persons of the underrepresented sex at the institutional level. There are no soft quotas, targets or jobs designed exclusively for women.

As for the **work-life balance**, all measures are listed in the Labour Law. All prescribed measures are available to employees. Information on employee rights and services is available via the intranet and on request at administrative services.

Finally, **equal pay policies** in public institutions are established by law. Salary does not depend on gender, which means equal pay for equal work.

The figures below show the collected data.

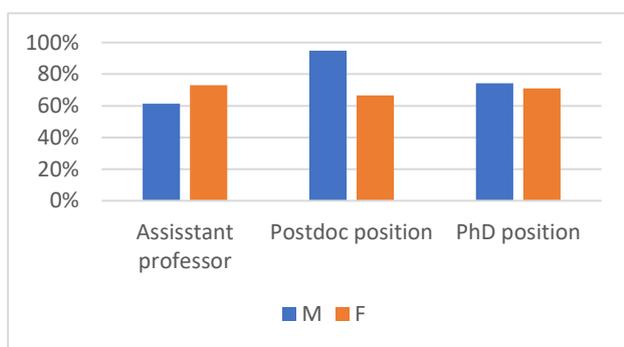


Figure 3. Success of young researchers in job applications at FER in the period 2015-2020

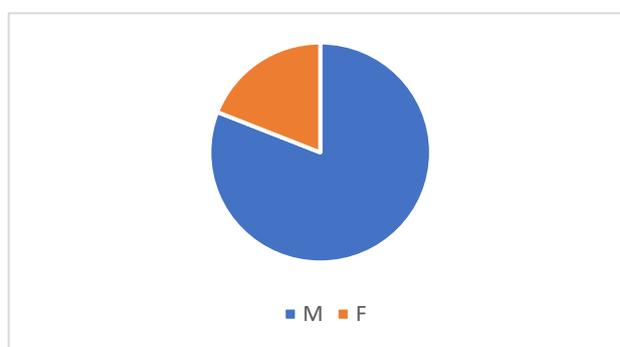


Figure 4. Distribution of promoted employees in the period 2015-2020

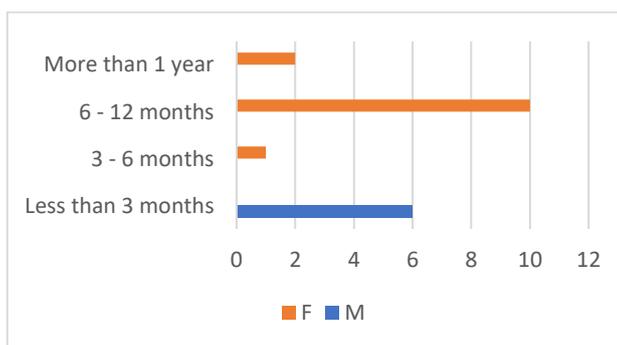


Figure 5. Parental leaves in the period 2017-2020

In the area of human resources, the following measures will be implemented at FER:

- strengthening the availability of existing measures and services for employees,
- attracting and retaining female researchers.

3.1 Strengthening the availability of existing measures and services for employees

This measure aims to maintain equal access to information for all employees and will strengthen communication and information channels towards employees. FER continues to support employees in reconciling work and private life and ensuring equal rights for all employees in selection, employment, work and professional development.

Goals & Objectives

- Short-term: greater clarity regarding employee rights and benefits provided
- Medium-term: ensuring equal access to information
- Long-term: continuous provision of equal rights to all employees in selection, employment, work and professional development, and support to employees in reconciling work and private life

Planned Activities

- Communication campaign on existing employee rights
- Revision of available information on the intranet

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: conducted communication campaign
- Medium-term: availability of all relevant information to employees via intranet or relevant services
- Long-term: report on the impact of conducted activities

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. FER implements all positive national, university and faculty regulations governing employee rights. The institution has the internal capacity and support to implement this measure.

3.2 Attracting and retaining female researchers

According to the study, most employees did not encounter discrimination in their last employment or promotion at FER. Despite the favourable results in the survey, the institution faces challenges in filling vacancies for postdoctoral jobs, as many young researchers leave higher education and research after their doctoral studies.

This measure envisages the systematic collection of data and their analysis with the aim of better understanding why people decide to leave higher education and research. The new findings will be the basis for the



introduction of new measures to ensure, to the extent possible, the attraction and retention of talented researchers.

Goals & Objectives

- Short-term: establishment of exit surveys for employees leaving the institution
- Medium-term: a better understanding of why people choose to leave higher education and research
- Long-term: adjustment of working conditions in accordance with the collected information and opportunities, with the aim of attracting and retaining female researchers

Planned Activities

- Designing exit survey for employees
- Data collection
- Research study of relevant legal acts in order to understand the legal framework in which measure is adopted
- Analysis of data collected via the exit survey and preparation of report
- Designing measures that could contribute to attracting and retaining female researchers

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: exit surveys for employees leaving the institution
- Medium-term: report on data collected through exit surveys
- Long-term: at least one new measure to attract and retain talented researchers

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The institution has the internal capacity and support to implement this measure.



4 Institutional Governance

Institutional governance at FER is based on the following legal acts: Rules of Procedure of the Faculty of Electrical Engineering and Computing, Rules of Procedure of the University of Zagreb, as well as relevant national documents, such as the Labour Law, the Law on Science and Higher Education and the Collective Agreement for Science and higher education. These documents do not address gender issues, except when prohibiting discrimination. In the Republic of Croatia, Article 14 of the National Gender Equality Act states that public institutions are obliged to work on gender balance but have the freedom to define and monitor their own gender equality policies.

The Rules of Procedure of the Faculty of Electrical Engineering and Computing define **decision-making bodies**: the Dean and the Faculty Council. All professors are members of the Council. In the decision-making process, the Dean and the Council are advised by faculty committees. Women actively participate in committees and can thus influence decision-making.

The challenges identified in the internal assessment of the state of gender equality at FER in the field of institutional governance are a direct consequence of the historical prejudices present in society that technical fields are more suitable for men than women. Therefore, it is expected that most management positions are held by men, and there is a gender imbalance in decision-making bodies. Although FER has been actively advocating for the involvement of women in management at all levels, the number of women in management positions in organizational units is low. The figures below show the collected data.

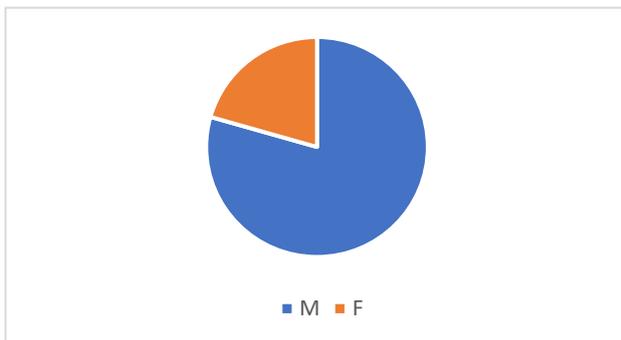


Figure 6. The composition of the Faculty Council in 2020

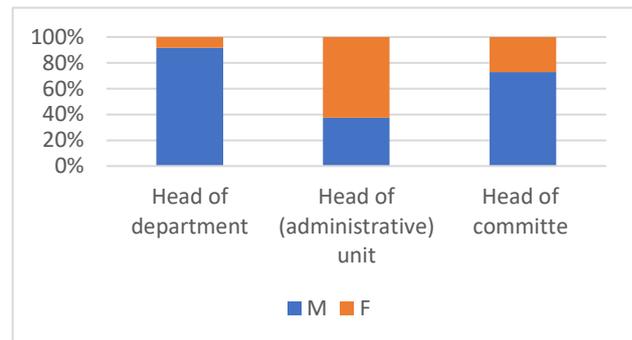


Figure 7. The composition in managerial positions in 2020

The glass ceiling index is the ratio of the number of all women elected to scientific titles and the number of full professors. The glass ceiling index for 2020 is 2.9.

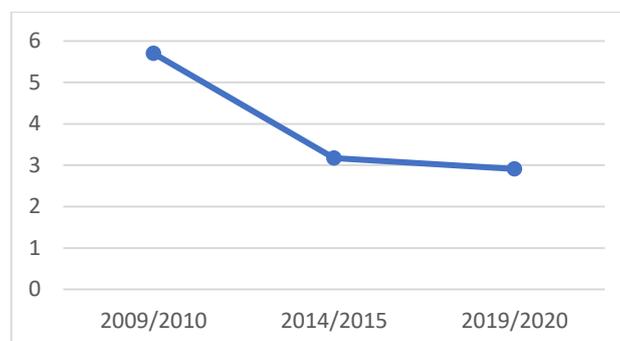


Figure 8. The Glass Ceiling Index



In order to address the identified challenges, the following measures will be implemented in the area of institutional governance at FER, and they are considered as priorities and preconditions for other related actions:

- establishment of a gender equality body,
- reporting on the state of gender equality,
- pilot program for empowerment of female researchers.

4.1 Establishment of a gender equality body

The measure envisages the establishment of adequate administrative mechanisms in the field of gender equality. The implementation of this measure will contribute to strengthening the culture of equality at the institution.

The main responsibilities of the body are dissemination and revision of the gender equality plan, monitoring the state of gender equality, collecting relevant data and preparing annual reports on gender equality, organizing training on gender equality for employees, promoting equal treatment of women and men and active participation in relevant activities at FER and at the University of Zagreb.

Goals & Objectives

- Short-term: establishment of a gender equality body
- Medium-term: implementation of the gender equality plan and monitoring of the state of gender equality
- Long-term: strengthening the culture of equality in the institution

Planned Activities

- Definition of duties, tasks and objectives of the body
- Establishment of a gender equality body and appointment of members
- Regular operation of the body in accordance with defined duties

Institutional Resources

- Responsible bodies: Dean and Faculty Council
- Implementing bodies: Dean and Faculty Council

Targets & Indicators

- In the short term: a gender equality body established
- Medium-term: organized meetings and conducted activities within the scope of the body
- Long-term: report on the long-term impact of the conducted activities

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The institution has the internal capacity and support to implement this measure.

4.2 Reporting on the state of gender equality

FER implements a general system for data collection and analysis. Gender data are collected for all students upon enrolment. For all employees, the institution collects gender data when they are employed.

The implementation of this measure will establish appropriate administrative mechanisms for data collection and analysis and reporting on the state of gender equality. Furthermore, institutional awareness and commitment to a culture of equality will be raised.



Goals & Objectives

- Short-term: establishment of appropriate administrative mechanisms for collection and analysis of data in the field of gender equality
- Medium-term: preparation of regular annual reports on the state of gender equality
- Long-term: raising institutional awareness and commitment to a culture of equality

Planned Activities

- Organization of a system for collection of relevant on gender equality
- Collection of relevant data
- Preparation of a report on the state of gender equality
- Dissemination of reports to employees

Institutional Resources

- Responsible bodies: Dean
- Implementing Bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: established institutional collection of data on the state of gender equality
- Medium-term: report on the state of gender equality
- Long-term: regular annual reports on the state of gender equality

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The institution has the internal capacity and support to implement this measure. There is a general system for collection and analysis of data on employees and students. Upon enrolment, the institution collects gender data for all students. For all employees, the institution collects data on gender when they are employed.

4.3 Pilot program for empowerment of female researchers

In line with modern trends, there is a strong need to introduce a program for empowerment of young researchers.

The implementation of this measure will provide specific professional development for young researchers and will increase awareness of the removal of barriers to the inclusion of women in research and innovation. The long-term goal of this measure is to remove barriers to the appointment of women to management positions and scientific positions and to reduce the impact of the leaky pipeline phenomenon, which describes how women are becoming an under-represented minority in STEM areas.

Goals & Objectives

- Short-term: specific professional development for young researchers
- Medium-term: attracting and retaining talented researchers
- Long-term: removing obstacles to the appointment of women to management positions and to scientific titles



Planned Activities

- Designing a one-year pilot empowerment program for young researchers
- Identification and engagement of mentors, female role models who occupy leading positions in higher education and research and industry
- Organization of workshops with mentors on the topic of leadership

Institutional Resources

- Responsible bodies: Dean
- Implementing Bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: number of workshops, number of mentors, number of participants
- Mid-term: a report on the medium-term impact of the conduction pilot program on mentors and participants
- Long-term: a report on the long-term impact of the conducted activities

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The measure will be implemented in cooperation with stakeholders from higher education and research and industry in which the mentors hold managerial positions.



5 Institutional Communication

The accelerated development of modern technology, the increased digitalization of society and the creation of jobs for the future have resulted in a change in the perception of FER as a faculty that educates students exclusively for so-called "male occupations".

Efforts to use a **gender-neutral language** are visible on the web, social networks, and other internal documents, whenever possible. The Public Relations Office pays special attention to the promotion of successful women on social media and in national media.

Finally, the complaint system in cases of sexist communication at the Faculty is accessible and effective.

In the area of institutional communication, the following measures will be implemented at FER:

- establishment of a specialized digital communication channel,
- gender sensitive language in legal documents.

5.1 Establishment of a specialized digital communication channel

The measure envisages the establishment of a digital communication and information channel dedicated to the dissemination of relevant information in the field of gender equality and the promotion of female researchers. The implementation of this measure will give visibility to the institutional commitment of the gender equality and contribute to transparency. Communication campaigns are also planned to mark, for example, Women's Day in Science, Girls in ICT Day, etc., which will contribute to the removal of stereotypes about technical occupations. In the long run, this measure aims to encourage and attract new female students, empower female students, and retain female talent in the higher education and research.

Goals & Objectives

- Short-term: establishment of a communication and information channel dedicated to gender equality
- Medium-term: dissemination of relevant information in the field of equality and execution of communication campaigns
- Long-term: attracting new students and researchers

Planned Activities

- Establishment of a digital communication and information channel
- Dissemination of relevant information in the field of gender equality
- Promotion of researchers
- Communication campaigns to mark special days (on Women's Day in Science, Girls in ICT Day, etc.)

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: established communication and information channel dedicated to gender equality
- Medium-term: conducted activities, number of users, media coverage of publications
- Long-term: report on the long-term impact of the conducted activities



Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The institution has the internal capacity and support to implement this measure.

5.2 Gender sensitive language in legal documents

Due to the specifics of the Croatian language, there is a legal ambiguity related to the use of scientific and teaching titles in legal documents, since the existing legal regulations suggest that only masculine gender should be used in legal documents. The measure envisages the revision of language practices in legal documents and the implementation of the conclusions of the analysis. The aim is to better understand the institutional legal documentation and the experiences of the individuals to whom these documents are addressed. The implementation of this measure will ensure equal professional conditions for all researchers and increase the motivation of women to invest in their professional growth.

Goals & Objectives

- Short-term: better understanding of institutional legal documentation and the experiences of individuals to whom these documents are addressed
- Medium-term: revision of language practices in a small part of legal documentation
- Long-term: revision of language practices in all legal documents

Planned Activities

- Study of relevant legal acts in order to understand the legal framework in which the measure is being adopted
- Revision of practices in legal documents
- Implementation of conclusions of the analysis

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: report on relevant legal acts on language in legal documents
- Medium-term: experimental application of new language practices in a small part of legal documentation
- Long-term: change of language practice in all legal documents

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The institution has the internal capacity and support to implement this measure.



6 Teaching and Research

The concepts of integration of gender dimension in the curriculum and **gender-sensitive teaching** are still not sufficiently recognized in the Croatian higher education system. This approach to teaching involves paying attention to gender differences in curriculum development and conduction of teachers. In addition, it provides equal opportunities for female and male teachers and encourages appropriate interest in the exhibited material among female and male students. There are currently no instructions, available literature, checklists, or teacher training on integration of gender dimension in the curriculum.

We say that research integrates the gender dimension if it considers the differences between women and men in all aspects of research, from the initial idea, formulation of research questions, goals and methodology, to outcomes and presentation of results. In addition to integrating the gender dimension into the content, a gender-sensitive approach seeks to ensure the equal participation of both women and men in scientific work. There are no institutional guidelines on **integration of the gender dimension in research**. FER provides practical support to researchers, without interfering with the content of research, and has no direct influence on defining the way research is conducted, leaving this to the adopted practices of the international scientific community. Research involving people is conducted according to the highest ethical principles, which imply proportional representation of women and men.

There are informal support mechanisms for researchers upon return to work after parental leave. The results of the conducted study indicate that parental leave may cause career delay of female researchers due to the lower rate of publications after returning from leave.

The figures below show the collected data.

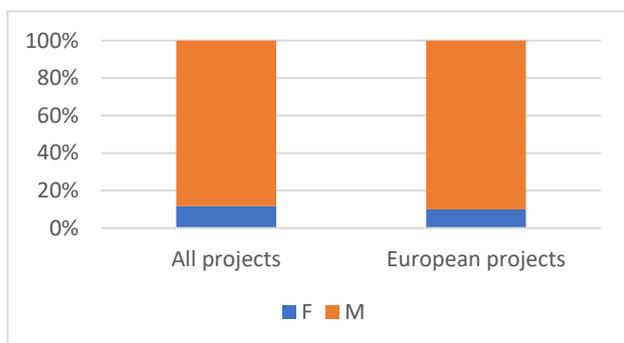


Figure 9. The composition of lead researchers

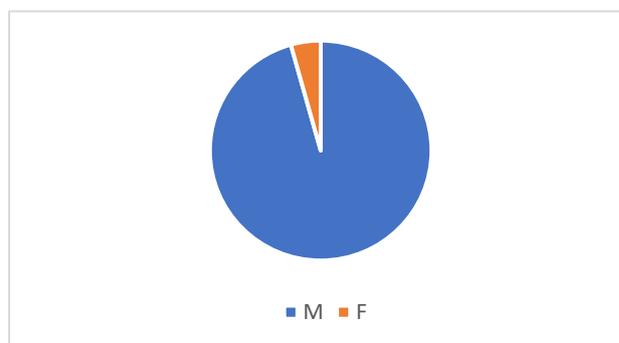


Figure 10. Share of patent owners in the period 2017-2020

The study shows that FER implements a small number of projects specially aimed at women and female students. Furthermore, it has been observed that a relatively small number of female researchers participate in technology transfer.

In the field of teaching, research and technology transfer, the following measures will be implemented at FER:

- integration of the gender dimension in teaching,
- promotional campaign on gender integration of the gender dimension in research,
- support for researchers after parental leave,
- promotion of the principles of gender equality in technology transfer.



6.1 Integration of the gender dimension in teaching

The measure envisages the gathering of a group of teachers with the aim of exploring the integration of the gender dimension in the curriculum. Exploring contemporary approaches to teaching will strengthen institutional capacity in teaching and raise teachers' awareness of gender equality. In the long run, this measure will raise the institutional capacity to integrate the gender dimension into research and innovation and will strengthen innovation in research.

Goals & Objectives

- Short-term: gathering a group of teachers with the aim of exploring the integration of the gender dimension in the curriculum
- Medium-term: increase knowledge about the integration of the gender dimension in the curriculum
- Long-term: experimental integration of the gender dimension for a small number of courses

Planned Activities

- Gathering of a group of teachers
- Organization of seminars and group meetings
- Development of an informal intuitive tool (checklist) on the integration of the gender dimension in the curriculum
- Experimental integration of the gender dimension for several courses

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: number of seminars held and number of participants
- Medium-term: new teaching materials developed
- Long-term: experimental integration of the gender dimension for 4 courses

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. It is planned to include teachers from other higher education institutions in the work of the group.

6.2 Promotional campaign on gender integration of the gender dimension in research

The measure envisages the design and implementation of a communication and promotional campaign on scientific results and research groups that successfully integrate the gender dimension in research. In the long run, this measure contributes to strengthening institutional quality, competitiveness and innovation, and interdisciplinarity in research. The campaign will contribute to the media visibility of researchers and their results, as well as the transfer of knowledge from higher education and research to society and the industry.



Goals & Objectives

- Short-term: communication campaign on the integration of the gender dimension in research
- Medium-term: strengthening the visibility of researchers and their results integrating gender dimension in research
- Long-term: raising awareness of the integration of the gender dimension in research

Planned Activities

- Execution of a promotional campaign on scientific results and research groups that successfully integrate the gender dimension in research

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: conducted communication campaign
- Medium-term: availability of developed communication materials to the interested public
- Long-term: report on the long-term impact of the implemented activities

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The institution has the internal capacity and support to implement this measure.

6.3 Support for researchers after parental leave

This priority measure aims to support top researchers when they return to work after parental leave. The implementation of this measure will contribute to strengthening of security and self-confidence of female researchers, increase in job satisfaction and greater motivation to invest in their professional growth. The institution will provide equal opportunities for career advancement for women and men and enable a better work-life balance of employees. In the long run, the implementation of this measure will contribute to the increase of institutional research productivity and innovation capacity.

Goals & Objectives

- Short-term: support for top researchers when they return to work after parental leave
- Medium-term: providing equal opportunities for career advancement for men and women and enabling a better work-life balance for employees
- Long-term: increased institutional research productivity

Planned Activities

- Research of relevant legal acts in order to understand the legal framework in measure is adopted
- Establishment of institutional services to support researchers after parental leave
- Collection and analysis of data on the impact of the measure
- Revision of the measure based on the analysis



Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: introduced at least one new institutional support for researchers after parental leave
- Medium-term: number of researchers who used the support
- Long-term: report on the long-term impact of the support

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. There are informal support mechanisms for researchers when they return to work after parental leave. The institution has the internal capacity and support to implement this measure.

6.4 Promotion of the principles of gender equality in technology transfer

The measure envisages promotional activities aimed at the female researchers involved in technology transfer and the promotion of gender equality towards external stakeholders. In the long run, the implementation of this measure will contribute to the further integration of the principles of gender equality in all aspects of cooperation with stakeholders from the innovation ecosystem and to the increase in the number of projects that integrate the gender dimension.

Goals & Objectives

- Short-term: increasing the visibility of female researchers involved in technology transfer
- Medium-term: promoting the principles of gender equality in technology transfer
- Long-term: attracting new stakeholders to the local innovation ecosystem and further integration of gender equality principles into technology transfer

Planned Activities

- Organization of an event promoting the participation of female researchers in technology transfer
- Implementation of promotional activities through digital channels and social networks

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: conducted promotional activities
- Medium-term: organized promotional event, number of participants
- Long-term: report on the long-term impact of the conducted activities



Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The measure will be implemented in cooperation with stakeholders from higher education and science and industry involved in technology transfer.



7 Student Services

FER implements a wide range of organized support for students in the areas of student rights, prevention of discrimination, teaching, learning, counselling, etc. Services are provided by offices and staff at the faculty and university level: Student Service Office, Vice Dean for Teaching, Ethics Committee, Person of Confidence for Students, Counselling Service, Counselling Service of the University of Zagreb and Student Physician.

It was observed that the share of female students in the total student population of FER is low at all levels. Since 2011, FER has been organizing a program for science popularization "From school to science and the academic community" (ŠUZA), in which numerous employees of the Faculty participate. Other initiatives that offer information and guidance to prospective students (Open Day, organized laboratory visits, etc.) are also organized on regular basis. To attract new female students to FER, it is desirable to upgrade the existing activities with special events for female students.

The figures below show the collected data.

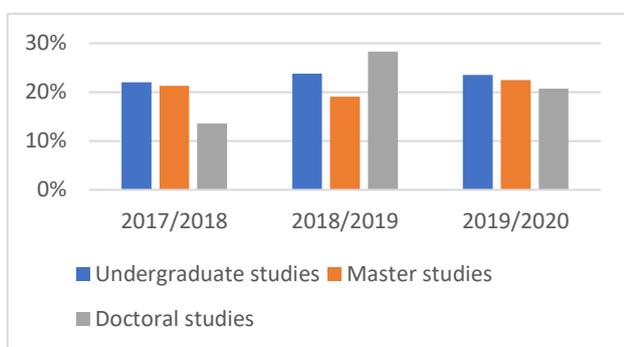


Figure 11. Share of enrolled female students in the first year of study for the period 2017-2020

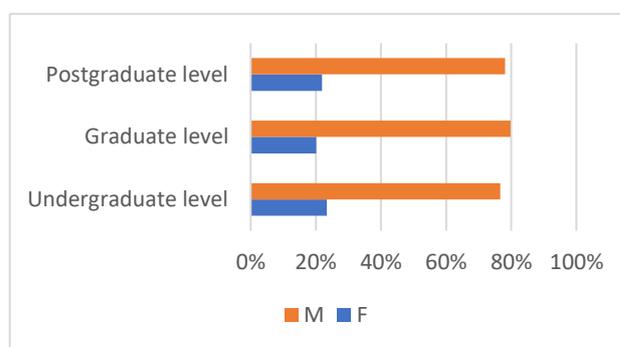


Figure 12. Share of students by gender and studies for 2020

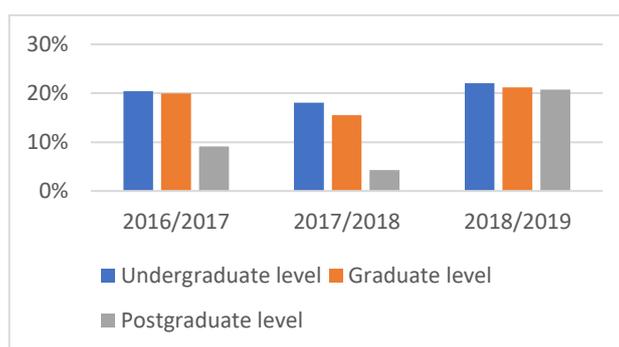


Figure 13. Share of graduate students for the period 2016 - 2019

In the area of services for students at FER, the following measures will be implemented:

- strengthening the availability of existing services for students,
- attracting new students.



7.1 Strengthening the availability of existing services for students

This measure aims to actively strengthen equal access to information for all students and strengthen communication and information channels to students. The aim of the measure is to retain and support talented female students. In the long run, the implementation of this measure will also affect the share of women in the scientific and teaching staff, which is correlated with the share of female students.

Goals & Objectives

- Short-term: greater clarity regarding student rights and institutional support
- Medium-term: ensuring equal access to information
- Long-term: continuous provision of equal conditions for all students

Planned Activities

- Communication campaign on existing services
- Revision of available information on the intranet

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: implemented communication campaign
- Medium-term: availability of all relevant information to students via intranet or appropriate services
- Long-term: report on the long-term impact of the conducted activities

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The institution has the internal capacity and support to implement this measure.

7.2 Attracting new students

As part of this measure, activities specifically designed for female students will be organized. The aim of this measure is to attract new female students and raise awareness of stereotypes about technical occupations as exclusively male.

Goals & Objectives

- Short-term: promotional-informational campaign with female role models in STEM aiming at female students
- Medium-term: raising awareness of stereotypes about technical occupations as exclusively male
- Long-term: attracting new female students

Planned Activities

- Identification and engagement of female role models from higher education and research and industry to participate in activities
- Organization of events aimed at female students
- Organization of promotional activities to raise awareness on stereotypes about technical occupations



Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: promotional activities aimed at female students
- Mid-term: organized event for female students
- Long-term: report on the long-term impact of the conducted activities

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. There are initiatives that offer information and guidance to prospective students. The measure will be implemented in collaboration with stakeholders from higher education and research and industry where successful alumni from FER are working.



8 Sexism and Sexual Harassment

Sexual harassment, sexism, and discrimination are strictly prohibited and treated with the utmost care at FER, with a strong emphasis on respect for privacy and discretion. FER has an established system for the prevention and sanctioning of cases of sexual harassment that is legally defined.

In this area, the FER will strengthen the existing system for combat against sexual harassment and discrimination.

8.1 Strengthen the existing system for combat against sexual harassment and discrimination

FER will continue to implement, monitor and improve the existing system with the aim of strengthening the trust in the institution and providing a safe and dignified environment to all its students, staff and guests. FER will continue to ensure equal access to information for all employees and students.

Goals & Objectives

- Short-term: strengthening the existing system
- Medium-term: prevention of sexual harassment
- Long-term: strengthening the trust of employees and students in the institution

Planned Activities

- Revision of the effectiveness of existing implemented and legally regulated protocols
- Empowering managers by informing them about existing protocols and services
- Informing new employees and students about existing protocols and services

Institutional Resources

- Responsible bodies: Dean
- Implementing bodies: Working group for the development and implementation of the gender equality plan

Targets & Indicators

- Short-term: report on the effectiveness of existing protocols
- Medium-term: report on the implementation of preventive empowerment and information activities
- Long-term: report on the long-term impact of the conducted activities

Facilitating & Hindering Contextual Factors

No hindering factors for the implementation of this measure have been identified. The institution has the internal capacity and support to implement this measure.



Annex I: List of Measures

Areas covered by the plan are human resources, institutional governance, teaching, research, institutional communication, discrimination, sexual harassment, and student services.

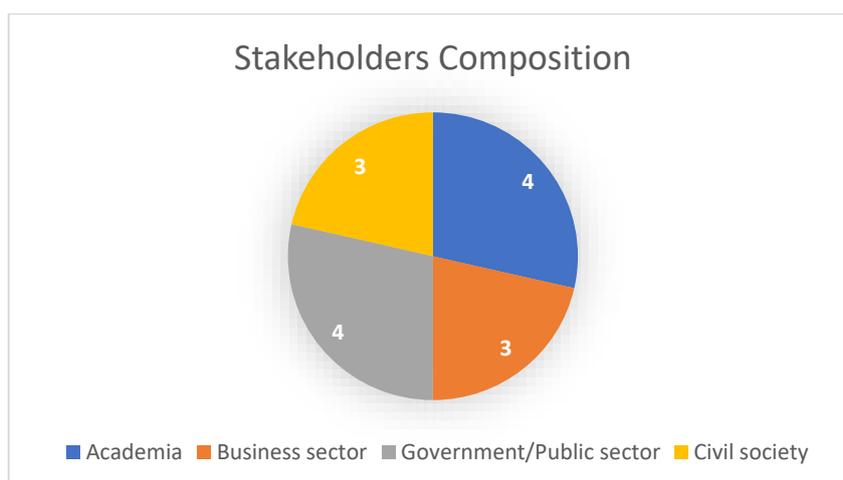
Human resources	3.1 Strengthening the availability of existing measures and services for employees 3.2 Attracting and retaining female researchers
Institutional Governance	4.1 Establishment of a gender equality body 4.2 Reporting on the state of gender equality 4.3 Pilot program for empowerment of female researchers
Institutional Communication	5.1 Establishment of a specialized digital communication channel 5.2 Gender sensitive language in legal documents
Teaching and Research	6.1 Integration of the gender dimension in teaching 6.2 Promotional campaign on gender integration of the gender dimension in research 6.3 Support for researchers after parental leave 6.4 Promotion of the principles of gender equality in technology transfer
Student Services	7.1 Strengthening the availability of existing services for students 7.2 Attracting new students
Sexism and Sexual Harassment	8.1 Strengthen the existing system for combat against sexual harassment and discrimination



Annex II: Collaborative Measures

It the Gender Equality Plan of FER, the following measures include collaborative actions.

<p>4.3 Pilot program for empowerment of female researchers</p>	<p>The implementation of this measure will provide specific professional development for young researchers and will increase awareness of the removal of barriers to the inclusion of women in research and innovation. The lecturers and mentors will be women who occupy leading positions in organizations from the innovation ecosystem of FER.</p>
<p>6.1 Integration of the gender dimension in teaching</p>	<p>The measure envisages the gathering of a group of teachers with the aim of exploring the integration of the gender dimension in the curriculum. It is planned to include teachers from other higher education institutions in the work of the group.</p>
<p>6.4 Promotion of the principles of gender equality in technology transfer</p>	<p>The measure envisages promotional activities aimed at the female researchers involved in technology transfer and the promotion of gender equality towards external stakeholders. A FemTech event will be organized, and stakeholders from the innovation ecosystem of FER will participate in panels, workshops and promotional activities of the event.</p>
<p>7.2 Attracting new students</p>	<p>The aim of this measure is to attract new female students and raise awareness of stereotypes about technical occupations as exclusively male. One of the main events will be FemTech during which female role models from the innovation ecosystem of FER will present their career path and offer encouragement to perspective students.</p>



Annex III: Gantt Chart for the Period 2021 - 2025

Measure	Beginning	End
4.3 Pilot program for empowerment of female researchers	Oct 2021	Sep 2022
7.2 Attracting new students	Oct 2021	Sep 2022
4.2 Reporting on the state of gender equality	Oct 2021	Dec 2025
6.4 Promotion of the principles of gender equality in technology transfer	Oct 2021	Sep 2022
6.1 Integration of the gender dimension in teaching	Oct 2021	Sep 2023
5.1 Establishment of a specialized digital communication channel	Oct 2021	Dec 2025
4.1 Establishment of a gender equality body	Oct 2022	Dec 2025
3.2 Attracting and retaining female researchers	Oct 2022	Sep 2023
8.1 Strengthen the existing system for combat against sexual harassment and discrimination	Oct 2022	Sep 2023
5.2 Gender sensitive language in legal documents	Oct 2023	Sep 2024
6.2 Promotional campaign on gender integration of the gender dimension in research	Oct 2023	Sep 2024
6.3 Support for researchers after parental leave	Oct 2023	Dec 2025
3.1 Strengthening the availability of existing measures and services for employees	Oct 2024	Dec 2025
7.1 Strengthening the availability of existing services for students	Oct 2024	Dec 2025

