



Linking Research & Innovation for Gender Equality

Gender equality plan

Faculty of Electrical Engineering and Computing
University of Zagreb



This research has been carried out by UZG FER in the context of CALIPER project through the funded European Union's Horizon 2020 Research and Innovation under Grant Agreement No. 873134.

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1 Introduction

The University of Zagreb Faculty of Electrical Engineering and Computing (hereinafter referred to as: FER) adopts the Gender Equality Plan for the period 2021 - 2025. The proposed measures are based on the results of an enquiry into gender equality at FER and in the local and national environment in which the Faculty operates. The research was conducted in 2020 to identify institutional factors and practises that might influence bias in various aspects of the Faculty's activities.

The general strategic guidelines of the Gender Equality Plan, which formed the basis for the design of the measures, are:

- the plan is consistent with the national, faculty, and university legal acts;
- the plan responds to the challenges identified in the research conducted and takes into account the internal capacities of FER;
- the plan is open towards staff, students, and external stakeholders;
- the plan allows for changes in line with new insights.

Research and innovation stakeholders from European Union and around the world share common challenges regarding gender equality: a low percentage of female students in STEM fields (science, technology, engineering, mathematics), the phenomenon of women leaving jobs in STEM fields (*leaky pipeline*) and a low percentage of women in leadership positions (*glass ceiling*). The following data was collected as part of the research.

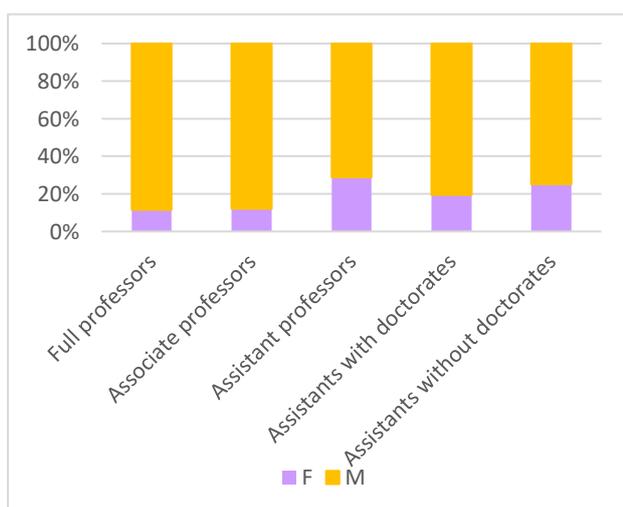


Figure 1. Proportion of women among researchers in 2020

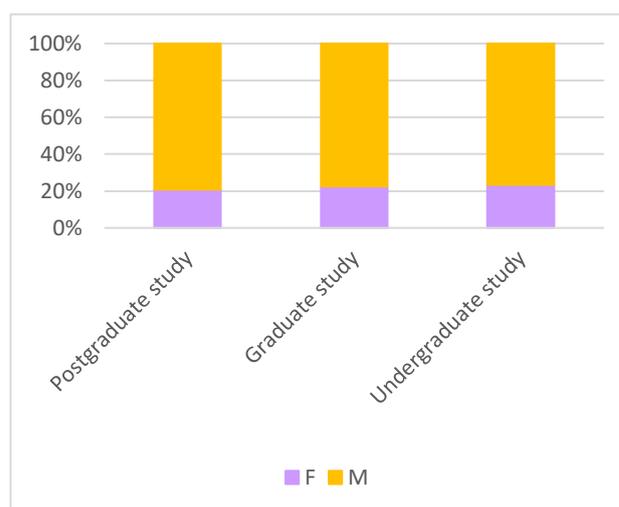


Figure 2. Proportion of women in studies in 2020

Gender equality in research and innovation is one of the priorities of the European Research Area (ERA). The European Commission has set three objectives for European countries and institutions:

- gender equality in scientific careers,
- gender balance in decision-making, and
- integration of the gender dimension into the content of research and innovation.

The FER Gender Equality Plan sets out measures that contribute, to the extent possible, to the achievement of the stated general objectives.



The plan covers human resources, institutional management, teaching and education, research, institutional communication, discrimination, sexual harassment, and student services.

Researchers, administrative staff, and members of the management of FER were involved in conducting the research and developing the plan. In this document, the term 'researcher' includes all staff who are involved in the research work. The Gender Equality Plan is the result of the collective work of FER staff and is therefore fully consistent with the established Faculty practises.



2 Human Resources

FER implements **employment protocols** to avoid bias in recruitment. 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 regarding work and working conditions, including selection criteria and conditions of employment and promotion, is prohibited.

As part of the research on the state of gender equality, a survey was conducted among the Faculty staff. From the responses collected, it can be concluded that the majority of respondents did not feel discriminated against when they were hired or promoted to their latest position at FER.

The criteria for scientific-teaching **advancements** are transparent, laid down by law, and the same for all public universities in the Republic of Croatia. All relevant information is available on the intranet, and roadmaps and forms are available to all staff. The law stipulates flexible criteria for promotion in the case of maternity leave. There are no measures to promote the career advancement of persons of the underrepresented gender at the institutional level. There are no soft quotas, targets, or posts exclusively for women.

Regarding the **balance between professional and private life**, all measures are listed in the Labour Law. All prescribed measures are available to employees. Information on employee rights and services is available on the intranet and upon request from administrative services.

Finally, the **policy of equal pay** in public institutions is determined by law. Salary does not depend on gender, which implies equal pay for equal complexity of work.

The following data was collected as part of the research.

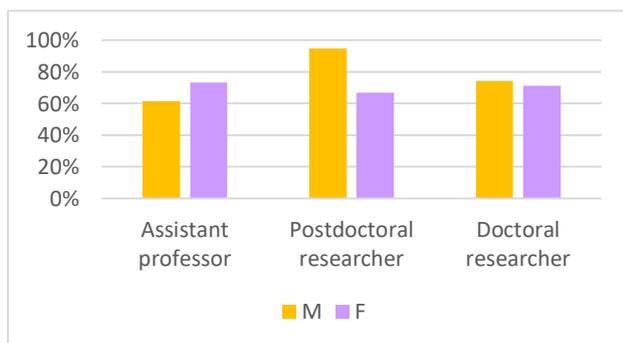


Figure 3. Successful job applications to FER by young researchers in the period 2015-2020

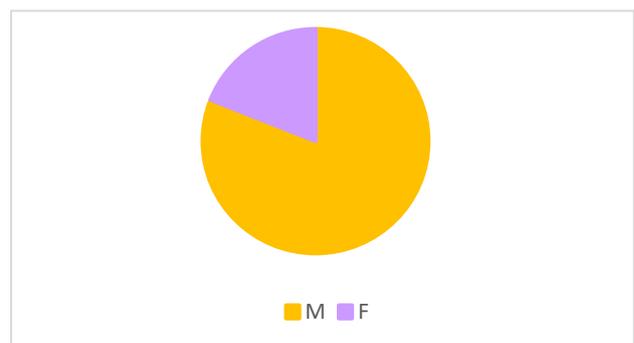


Figure 4. Distribution of staff elected to higher grades during the period in 2015-2020

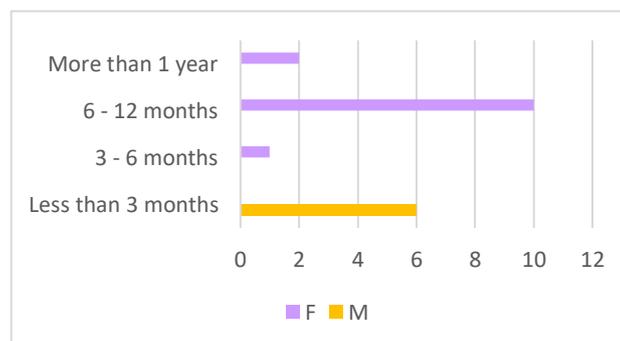


Figure 5. Maternity leave in the period 2017-2020



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

- strengthening the availability of existing policies and services for staff,
- attracting and retaining female researchers.

2.1 Strengthening the availability of existing policies and services for staff

The implementation of this measure will aim to maintain equal access to information for all employees and strengthen communication and information channels towards staff. FER continues to support employees in balancing their professional and personal lives and ensures equality for all employees in selection, employment, work, and professional development.

Timeframe for the implementation of the measure

- October 2024 – December 2025

Objectives

- short-term: more clarity on employees' rights and benefits provided
- medium-term: ensuring equal access to information
- long-term: ensuring continued equality for all employees in the selection, employment, work, and professional development, and supporting employees in balancing their professional and personal lives.

Planned Activities

- a communication campaign on existing employee rights
- revision of available information on the intranet

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: communication campaign implemented
- medium-term: availability of all relevant information to employees via intranet or appropriate services
- long-term: report on the impact of implemented activities

Mitigating and aggravating factors

No aggravating 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.

2.2 Attracting and retaining female researchers

According to the survey results, the vast majority of employees at FER have not experienced discrimination in hiring or promotion. Despite the favourable research results, the institution faces the challenge of filling vacancies for postdoctoral researchers, as many young researchers leave academia and scientific research after completing their doctoral studies.

This measure provides for the systematic collection of data and its analysis to better understand why people choose to leave higher education and science. The new insights will be the basis for the introduction of new measures to ensure, to the extent possible, the attraction and retention of talented female researchers.



Timeframe for the implementation of the measure

- October 2022 – September 2023

Objectives

- short-term: the creation of exit surveys for employees leaving the institution
- medium-term: better understanding of why individuals choose to leave academia and science
- long-term: adapted working conditions in accordance with the information gathered and opportunities to attract and retain female researchers

Planned Activities

- designing an exit survey for employees
- data collection
- research of relevant legal acts to understand the legal framework within which decisions are made
- analysis of data collected through the exit survey and preparation of reports
- designing measures that could help attract and retain female researchers

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

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 female researchers

Mitigating and aggravating factors

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



3 Institutional management

The **institutional management** of 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 Act on Scientific Activity and Higher Education, and the Collective Agreement for Science and Higher Education. These documents do not address gender issues, except in the parts dealing with the prohibition of discrimination. In the Republic of Croatia, Article 14 of the Act on Gender Equality states that public institutions are required to work towards gender balance but have the freedom to define and monitor their 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 female employees in scientific and teaching positions are members of the Council. In the decision-making process, the Dean and the Council are advised by committees and commissions of the Faculty. 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 relation to institutional management are a direct result of historical prejudices present in society that technical universities are more suited to men than to women. As a result, it is to be expected that most management positions are held by men and that there is a gender imbalance in decision-making bodies. Although FER has been actively promoting the long-term inclusion of women in management at all levels, there are very few women in leadership positions of organisational units. The following data was collected as part of the research.

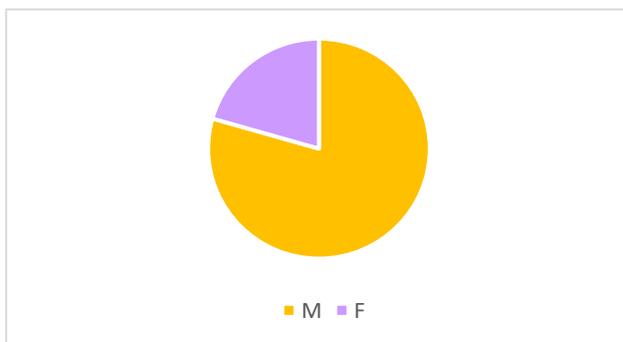


Figure 6. Composition of the Faculty Council

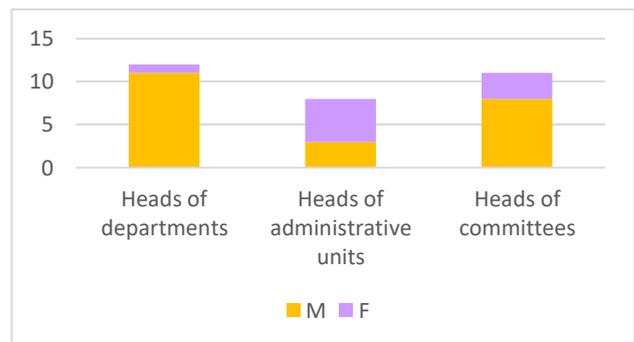


Figure 7. Composition of employees in managerial positions

The glass ceiling index is the ratio between the number of all women elected to scientific-teaching grades and the number of women employed as full professors. The glass ceiling index for 2020 is 2.9.

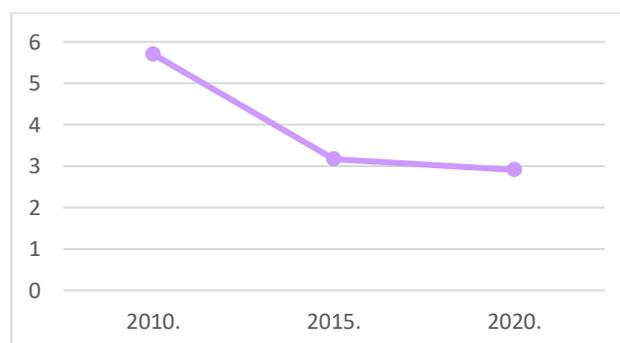


Figure 8. Glass ceiling index at FER

To address the challenges identified, the following institutional management measures will be implemented at FER as priorities and preconditions for other related actions:



- establishment of a gender equality body,
- reporting on the status of gender equality,
- pilot programme to strengthen the role of female researchers.

3.1 Establishment of a gender equality body

The measure provides for the establishment of appropriate administrative mechanisms for gender equality. The implementation of this measure will contribute to strengthening the culture of gender equality at the institution.

The main tasks of the body are to disseminate and revise the Gender Equality Plan, monitor the status of gender equality, collect relevant data and prepare annual reports on gender equality, organise gender equality training for employees, promote equal treatment of women and men, and actively participate in relevant activities at FER and the University of Zagreb.

Timeframe for the implementation of the measure

- October 2022 – December 2025

Objectives

- short-term: establishment of a gender equality body
- medium-term: implementation of the Gender Equality Plan and monitoring the status of gender equality
- long-term: strengthening the culture of gender equality at the institution

Planned Activities

- definition of duties, assignments, and objectives of the body
- establishment of a gender equality body and appointment of members
- regular work of the body according to the defined tasks

Institutional Resources

- responsible bodies: Dean and Faculty Council
- implementing bodies: Dean and Faculty Council

Indicators

- short-term: established body for gender equality
- medium-term: meetings organised and activities implemented within the remit of the board
- long-term: a report on the long-term impact of the activities carried out

Mitigating and aggravating factors

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

3.2 Reporting on the status of gender equality

FER employs a general system for data collection and analysis. Gender data is collected for all students at enrolment. For all employees, the institution collects gender data at the time of recruitment.

The implementation of this measure will establish appropriate administrative mechanisms for collecting and analysing data and reporting on the status of gender equality. It will also strengthen institutional awareness and commitment to a culture of gender equality.



Timeframe for the implementation of the measure

- October 2021 – December 2025

Objectives

- short-term: establishment of appropriate administrative mechanisms for the collection and analysis of data on gender equality
- medium-term: preparation of regular annual reports on the status of gender equality
- long-term: raising institutional awareness and commitment to a culture of equality

Planned Activities

- organisation of a system for collecting relevant data on the status of gender equality
- collection of relevant data
- preparation of regular annual reports on the status of gender equality
- dissemination of reports to employees

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: an established institutional collection of data on the status of gender equality
- medium-term: report on the status of gender equality
- long-term: regular annual reports on the status of gender equality

Mitigating and aggravating factors

No aggravating 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 collecting and analysing data on employees and students. Gender data is collected for all students at enrolment. For all employees, the institution collects gender data at the time of recruitment.

3.3 Pilot programme to strengthen the role of female researchers

In line with modern trends, there is a strong need to introduce a programme to support young female researchers.

The implementation of this measure will provide specific professional development for young female researchers and raise awareness of the need to remove barriers to the inclusion of women in the fields of research and innovation. The long-term goal of this measure is to remove barriers to women's appointment to leadership and scientific-teaching positions and to reduce the impact of the *leaky pipeline* phenomenon, which describes how women become an underrepresented minority in STEM fields.

Timeframe for the implementation of the measure

- October 2021 – September 2022

Objectives

- short-term: specific professional development for young female researchers
- medium-term: attracting and retaining talented female researchers
- long-term: removing barriers to appointing women to leadership and scientific-teaching positions



Planned Activities

- designing a one-year pilot programme to empower young female researchers
- identification and engagement of women mentors, female role models who are leaders in higher education, science, and business
- the organisation of workshops with female mentors on leadership

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: number of workshops, number of female mentors, number of female participants
- medium-term: a report on the medium-term effects of the implemented pilot programme on female mentors and participants
- long-term: a report on the long-term effects of the implemented activities

Mitigating and aggravating factors

No aggravating factors for the implementation of this measure have been identified. The measure will be implemented in cooperation with stakeholders from higher education, science, and business in which the female mentors hold leadership positions.



4 Institutional communication

The accelerated development of modern technology, the increasing digitalisation of society, and the creation of jobs for the future have led to a change in the perception of FER as a Faculty that educates students exclusively for so-called "men's jobs".

Efforts to use **gender-neutral language** whenever possible are visible on the internet, social media, and other internal documents. The Public Relations Department pays special attention to promoting successful women on social media and in the national media.

Finally, the complaints 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 dedicated digital communication channel,
- gender-sensitive language in legal documents.

4.1 Establishment of a dedicated digital communication channel

The measure provides for the establishment of a digital communication and information channel for the dissemination of relevant information on gender equality and the promotion of female researchers. The implementation of this measure will contribute to transparency and make the institution's commitment to gender equality visible. Communication campaigns are also planned, e.g., on International Day of Women and Girls in Science, Girls in ICT Day, etc., which will help to break down stereotypes regarding technical professions. In the long term, this measure aims to encourage and attract new female students, empower female students, and retain women in the higher education and science system.

Timeframe for the implementation of the measure

- October 2021 – December 2025

Objectives

- short-term: establishment of a communication and information channel dedicated to gender equality
- medium-term: dissemination of relevant information on equality and implementation of communication campaigns
- long-term: attracting new female students and researchers

Planned Activities

- establishment of a digital communication and information channel
- dissemination of relevant information on equality
- promotion of female researchers
- appropriate communication campaigns (on International Day of Women and Girls in Science, Girls in ICT Day, etc.)

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan



Indicators

- short-term: established communication and information channel dedicated to gender equality
- medium-term: implemented activities, number of users, media coverage of posts
- long-term: a report on the long-term impact of the activities carried out

Mitigating and aggravating factors

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

4.2 Gender-sensitive language in legal documents

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

Timeframe for the implementation of the measure

- October 2023 – September 2024

Objectives

- short-term: better understanding of institutional legal documentation and the experiences of the people to whom these documents are addressed
- medium-term: revision of language practices in a smaller part of the legal documentation
- long-term: revision of language practices in all legal documents

Planned activities

- study of relevant legal acts to understand the legal framework in which the measure is adopted
- review of practices in legal documents
- implementation of review conclusions

Indicators

- short-term: report on relevant legal acts regarding language in legal documents
- medium-term: experimental application of new language practices in a smaller part of legal documentation
- long-term: change of language practice in all legal documents

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Mitigating and aggravating factors

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



5 Teaching and research

The concepts of **integrating the gender dimension** in the development of curriculum and gender-sensitive teaching are not yet sufficiently recognised in the Croatian higher education system. This approach to teaching includes consideration of gender differences in the development of curriculum and teaching behaviour. In addition, it also ensures equal opportunities for teachers and promotes appropriate interest in the subject matter by students of both genders. Currently, there is no guidance, no available literature, no checklists, and no teacher training on the integration of the gender dimension in the curriculum.

We say that research integrates the gender dimension when it takes into account the differences between women and men in all aspects of the research, from the initial idea, the formulation of the research questions, the objectives and the methodology, to the results and the presentation of the findings. In addition to integrating the gender dimension into the content, a gender-sensitive approach aims to ensure the equal participation of women and men in scientific work. There are no institutional guidelines for **integrating the gender dimension into research**. FER provides practical support to researchers without interfering in the content of research and has no direct influence on how research is conducted; this depends on the international scientific community. Research involving human subjects is conducted according to the highest ethical principles, which include proportional representation of both genders.

There are informal **support mechanisms for female researchers when returning to work after maternity leave**. The findings of the study suggest that maternity leave may be the cause of stagnation in the careers of female researchers, as they are less likely to publish papers after returning from leave.

The following data was collected as part of the research.

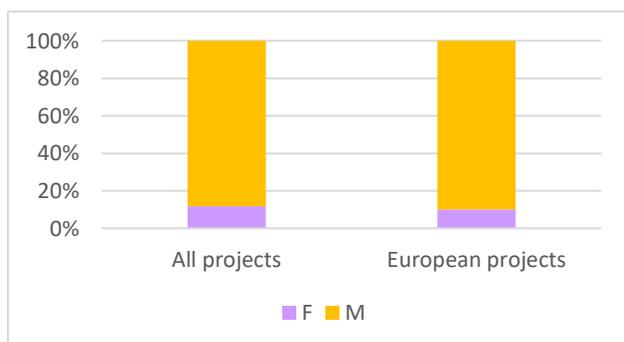


Figure 9. Composition of lead researchers

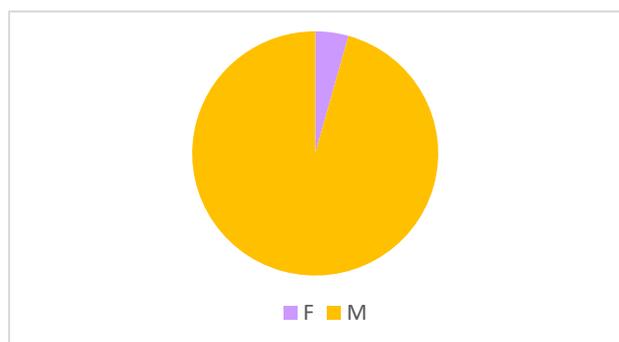


Figure 10. Proportion of patent owners in the period 2017-2020

The findings of the study show that FER implements a small number of projects aimed at women and female students. It was also found that a relatively small number of female researchers are involved in technology transfer.

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

- integration of the gender dimension in teaching,
- promotion campaign for the integration of the gender dimension in research,
- support for female researchers after maternity leave,
- promotion of the principle of gender equality in technology transfer.



5.1 Integration of the gender dimension in teaching

The measure envisages a group of teachers coming together to explore the possibility of integrating the gender dimension into the curriculum. Exploring contemporary approaches to education will strengthen institutional capacity for teaching and raise teachers' awareness of gender equality. In the long term, this measure will increase institutional capacity to integrate the gender dimension in research and innovation and strengthen innovation in research.

Timeframe for the implementation of the measure

- October 2021 – September 2023

Objectives

- short-term: bringing together a group of teachers to explore the possibility of integrating the gender dimension into the curriculum
- medium-term: increasing knowledge about the integration of the gender dimension in the curriculum
- long-term: experimental integration of gender dimension in a smaller number of courses

Planned Activities

- gathering of the analytics and research group of practicing teachers
- organisation of seminars and group meetings
- development of an informal intuitive tool (checklists) on the integration of the gender dimension into the curriculum
- experimental integration of gender dimension in several courses

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: number of seminars held and number of participants
- medium-term: new teaching materials developed
- long-term: integration of gender dimension in 4 courses

Mitigating and aggravating factors

No aggravating factors for the implementation of this measure have been identified. It is planned to involve teachers from other institutions in the system of higher education and science in the group's work.

5.2 Promotion campaign for the integration of the gender dimension in research

The measure provides for the design and implementation of a communication and promotion campaign for scientific results and research groups that successfully integrate the gender dimension into research. In the long term, this measure will contribute to strengthening institutional quality, competitiveness, and innovation, as well as interdisciplinarity in scientific research. The campaign will help increase the visibility of researchers and their results in the media and promote the transfer of knowledge from higher education and science to society and the economy.



Timeframe for the implementation of the measure

- October 2023 – September 2024

Objectives

- short-term: communication campaign for the integration of the gender dimension in research
- medium-term: increasing the visibility of researchers and the results of research with an integrated gender dimension
- long-term: raising awareness of the gender dimension in research

Planned Activities

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

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: communication campaign conducted
- medium-term: availability of the developed communication materials to the interested public
- long-term: a report on the long-term impact of the implemented activities

Mitigating and aggravating factors

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

5.3 Support for researchers after leave

This priority measure aims to implement institutional services to help top researchers adapt to the business environment after maternity leave. The implementation of this measure will help to increase researchers' security and self-confidence, improve job satisfaction, and increase motivation to invest in career development. The institution will provide equal opportunities for women and men to advance in their careers and allow for a better balance between employees' personal and professional lives. In the long term, the implementation of this measure will contribute to increasing institutional research productivity and innovation capacity.

Timeframe for the implementation of the measure

- October 2023 – December 2025

Objectives

- short-term: support for top researchers when they return to work after maternity leave
- medium-term: providing equal opportunities for advancement for men and women and enabling a better balance between the private and professional lives of employees
- long-term: increased productivity of institutional research



Planned Activities

- research of relevant legal acts to understand the legal framework in which institutional services are established
- establishment of institutional services to support female researchers after maternity leave
- collection and analysis of data on the performance of the service
- revision of the service based on the analysis

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: introduction of at least one new institutional service to support female researchers after maternity leave
- medium-term: the number of female researchers who used the support measure
- long-term: the report on the long-term impact of the support measure

Mitigating and aggravating factors

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

5.4 Promotion of the principle of gender equality in technology transfer

The measure provides for promotional activities aimed at the participation of female researchers in technology transfer and the promotion of gender equality towards external stakeholders. In the long term, the implementation of this measure will contribute to a greater mainstreaming of gender equality principles in all aspects of cooperation with stakeholders in the innovation ecosystem and an increase in the number of projects incorporating the gender dimension.

Timeframe for the implementation of the measure

- October 2021 – September 2022

Objectives

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

Planned Activities

- organisation of an event to promote the participation of female researchers in technology transfer
- carrying out promotional activities through digital channels and social networks



Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: promotional activities carried out
- medium-term: a promotional event organised, number of participants
- long-term: a report on the long-term impact of the activities carried out

Mitigating and aggravating factors

No aggravating factors for the implementation of this measure have been identified. The measure will be carried out in cooperation with the university, science, and business stakeholders involved in technology transfer.



6 Student services

FER provides a wide range of **organised support for students** concerning student rights, prevention of discrimination, teaching, learning, psychological counselling, etc. Support is provided by services and staff at faculty and university level: Student Administration, Vice Dean for Education, Ethics Committee, Students' Confidant, Advisory Service, Advisory Service of the University of Zagreb, and Student Physician.

It was noted that the percentage of female students in the total student population of FER is low at all levels. Since 2011, FER has been organising a **science popularisation programme** "From school to science and the academic community" (ŠUZA), in which many faculty members participate. Other initiatives providing information and advice to prospective students are also actively implemented (Open Door Day, organised visits to laboratories, etc.). To attract new students to FER, it is desirable to complement the existing activities with special events for female students.

The following data was collected as part of the research.

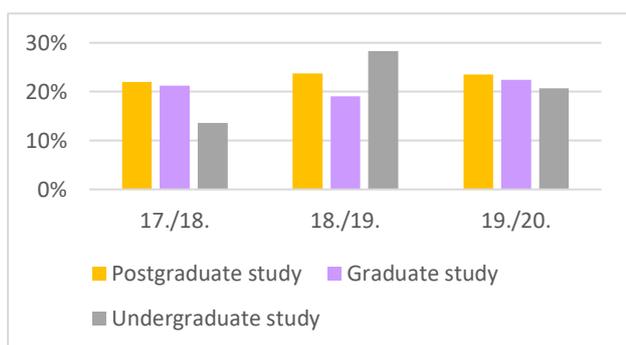


Figure 11. Proportion of first-year female students enrolled for the period 2017-2020

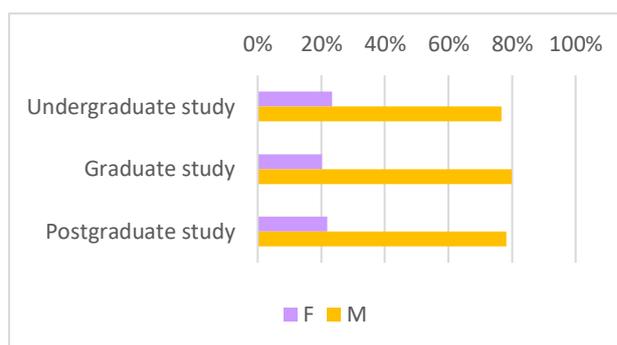


Figure 12. Proportion of students by gender and study programme for 2020

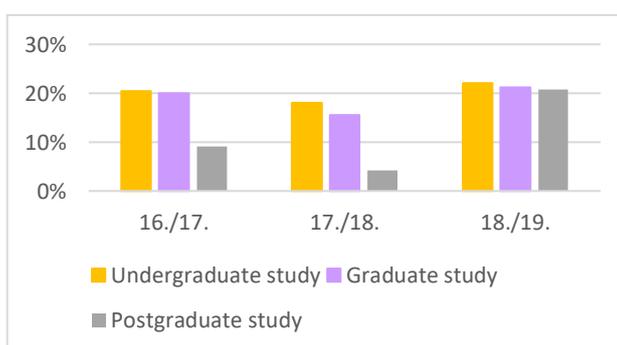


Figure 13. Proportion of female graduates for the period 2016 - 2019

Regarding student services at FER, the following measures will be implemented:

- strengthening the availability of existing student services,
- attracting new female students to the Faculty.

6.1 Improving the availability of existing student services

The implementation of this measure will actively strengthen equal access to information for all students and improve communication and information channels to students. The measure aims to retain and support talented female students. In the long term, the implementation of this measure will also have an impact on the



proportion of women among the scientific and teaching staff, which correlates with the proportion of female students.

Timeframe for the implementation of the measure

- October 2024 – December 2025

Objectives

- short-term: greater clarity regarding student rights and scholarships provided
- 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 the information available on the intranet

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: communication campaign conducted
- medium-term: availability of all relevant information for students via the intranet or appropriate services
- long-term: a report on the long-term impact of the activities carried out

Mitigating and aggravating factors

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

6.2 Attracting new female students to the Faculty

Under this measure, activities will be designed and organised specifically for female students. This measure aims to attract new female students and to raise awareness of stereotypes about technical professions as exclusively male.

Timeframe for the implementation of the measure

- October 2021 – September 2022

Objectives

- short-term: promotion and information campaign with female role models from STEM, aimed specifically at female students
- medium-term: raising awareness of stereotypes about technical professions as exclusively male
- long-term: attracting new female students

Planned Activities

- identification and engagement of female role models from higher education, science, and the economy to participate in activities
- organisation of an event specifically for female students
- organisation of promotional activities to raise awareness of stereotypes about technical professions



Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: implemented promotional activities aimed at female students
- medium-term: organised event for female students
- long-term: a report on the long-term impact of the activities carried out

Mitigating and aggravating factors

No aggravating factors for the implementation of this measure have been identified. Initiatives to provide information and guidance to prospective students are already present. The measure will be implemented in cooperation with stakeholders from higher education, science, and business who employ successful graduates from FER.



7 Sexism and sexual harassment

Sexual harassment, sexism, and discrimination are strictly prohibited, and reports of such acts are handled with the utmost care at FER, with respect for privacy and discretion being paramount. FER has an established system for preventing and sanctioning cases of sexual harassment, which is laid down by law.

In this area, FER will strengthen the system to combat sexual harassment and discrimination.

7.1 Strengthening the system to combat sexual harassment and discrimination

FER will continue to implement, monitor, and improve the existing system to enhance confidence in the institution and provide a safe and dignified environment for all students, staff, and guests. FER will continue to ensure equal access to information for all employees and students.

Timeframe for the implementation of the measure

- October 2022 – September 2023

Objectives

- short-term: strengthening the existing system
- medium-term: prevention of sexual harassment
- long-term: strengthening the confidence of employees and students in the institution

Planned Activities

- review of the effectiveness of the existing implemented and regulated protocols
- empowering managers by informing them about existing protocols and services
- informing new employees and (foreign) students about protocols and services

Institutional Resources

- responsible body: Dean
- implementing body: Working group for the development and implementation of the Gender Equality Plan

Indicators

- short-term: a report on the effectiveness of existing protocols
- medium-term: a report on the implementation of preventive empowerment and information activities
- long-term: a report on the long-term impact of the activities carried out

Mitigating and aggravating factors

No aggravating 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

The plan covers human resources, institutional management, institutional communication, teaching, research, student services, and sexual harassment.

Area	Measures
Human Resources	2.1 Strengthening the availability of existing policies and services for staff 2.2 Attracting and retaining female researchers
Institutional management	3.1 Establishment of a gender equality body 3.2 Reporting on the status of gender equality 3.3 Pilot programme to strengthen the role of female researchers
Institutional communication	4.1 Establishment of a dedicated digital communication channel 4.2 Gender-sensitive language in legal documents
Teaching and research	5.1 Integration of the gender dimension in teaching 5.2 Promotion campaign for the integration of the gender dimension in research 5.3 Support for researchers after leave 5.4 Promotion of the principle of gender equality in technology transfer
Student services	6.1 Improving the availability of existing student services 6.2 Attracting new female students to the Faculty
Sexism and sexual harassment	7.1 Strengthening the system to combat sexual harassment and discrimination



Annex II: Gantt Chart for the period 2021-2025

