

University of Zagreb
Faculty of Veterinary Medicine



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| 174091 | REPUBLIKA HRVATSKA | |
| Veterinarski fakultet u Zagrebu | | |
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**GENDER EQUALITY PLAN OF THE FACULTY OF VETERINARY MEDICINE
OF THE UNIVERSITY OF ZAGREB**

FOR THE PERIOD FROM 2023 TO 2027

This proposal has been developed by the Quality Management Committee
of the Faculty of Veterinary Medicine of the University of Zagreb

INTRODUCTION

The Faculty of Veterinary Medicine of the University of Zagreb (hereinafter: VEFUNIZG) aims to position itself as an equal-opportunity environment. In such an environment, pluralism, and non-discrimination concerning sex, race, ethnicity, nationality, language, religion, convictions, functional capabilities, sexual orientation, gender identity and age need to prevail. It is an environment where mutual respect and justice are to be observed.

Gender equality is one of the key principles of the European Union, and it is also included in the fundamental provisions of the Constitution of the Republic of Croatia.

The European Commission has passed several strategies for the equality of men and women over the years. The latest Gender Equality Strategy, which covers the period from 2020 – 2025, presents policy objectives and actions to make significant progress towards a gender-equal Europe by 2025.

Gender equality, as one of the 20 key principles of the European social rights pillar, aims to achieve the following:

- Equal pay for equal work or work of equal value
- Equal treatment and opportunities for women and men in all areas, including:
 - Labour market
 - Employment conditions
 - Career path.

In its Gender Equality Strategy 2020 – 2025, the European Commission refers to the need to adopt and implement institutional gender equality plans for research as one of the measures to guarantee the respective institution's commitment to promoting gender equality. This is, among others, a precondition to ensure financing from the framework programme for research and innovation – Horizon Europe.

Therefore, the Faculty of Veterinary Medicine of the University of Zagreb hereby adopts its Gender Equality Plan 2023 – 2027 (hereinafter: Plan) to align its institutional activities with the policy guidelines of a gender-equal Europe, taking into account the internal capabilities of VEFUNIZG and the national legal framework for science and education. We are aware of the currently unequal gender representation in certain areas of VEFUNIZG's activity and we will endeavour to boost a culture of gender equality in the upcoming period. We will also try to improve our organisational culture and activities aiming to facilitate the work-life balance for our employees and students.

The Plan includes measures and activities that will contribute, to the extent possible, to the fulfilment of the goals of the European Commission's Gender Equality Strategy 2020 – 2025.

The key strategic areas of VEFUNIZG's Gender Equality Plan are the following:

1. Gender equality in institutional processes

2. Gender equality in research
3. Institutional gender equality culture with the balance of one's personal life and business obligations

Several goals have been chosen for each of the strategic areas, with proposed activities and responsibilities for implementation as well as the planned implementation deadlines.

The terms used in this Plan denoting any gender, apply equally to female and male gender.

STRATEGIC GUIDELINES

EU – Gender Equality Strategy 2020 – 2025

EU – Gender Equality Strategy 2018 – 2023

Horizon Europe Programme

European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and Human Resources Strategy for Researchers (HRS4R)

Global Gender Gap Report (World Economic Forum) (2023)

UN's Global Sustainable Development Goals until 2030 (Goal 2: Zero hunger, Goal 5: Gender equality; Goal 8: Decent work and economic growth; Goal 10: Reduced inequalities)

International Labour Organisation's Convention on Combatting Violence and Harassment at Work – a new document is in preparation

Strategy of Education, Science and Technology of the Republic of Croatia (2014)

National Development Strategy of the Republic of Croatia until 2030

National Plan of the Republic of Croatia for the Fight Against Discrimination for the period from 2017 to 2022

Development Strategy of the Faculty of Veterinary Medicine of the University of Zagreb for the period from 2022 – 2027

The Code of Ethics of the University of Zagreb (2007)

The Constitution of the Republic of Croatia (Article 3) (Official Gazette of the Republic of Croatia, Nos. 56/90, 135/97, 08/98, 113/00, 124/00, 28/01, 41/01, 55/01, 76/10, 85/10, 05/14)

Discrimination Protection Act (Official Gazette of the Republic of Croatia, Nos. 85/08, 112/12)

Gender Equality Act (Official Gazette of the Republic of Croatia, Nos. 82/08, 69/17)

Labour Act (Official Gazette of the Republic of Croatia, Nos. 93/14, 127/17, 98/19, 151/22, 64/23)

Act on Higher Education and Scientific Activity (119/22)

Act on Pay for Public Services (Official Gazette of the Republic of Croatia, Nos. 27/01, 39/09)

National Plan of Fight Against Discrimination for the period from 2017 – 2022

Collective Agreement for Science and Higher Education (2019) – a new document is in preparation

Basic Collective Agreement for Civil Servants and Employees in Public Services (2022)

Statute of the Faculty of Veterinary Medicine (2023)

Regulations on Internal Systematisation of Employment Positions at the Faculty of Veterinary Medicine of the University of Zagreb (2019)

Regulations on Work (Faculty of Veterinary Medicine, 2015)

1 Gender equality in institutional processes

The goal of this strategic area is to promote gender equality in institutional processes, especially in the management and decision-making processes and in recruitment and promotion. To achieve the above goal, it is crucial to establish a system of monitoring and mechanisms of improvement.

| GOAL | KEY ACTIVITIES | RESPONSIBILITY FOR IMPLEMENTATION | TO BE IMPLEMENTED BY | Implementation deadline |
|---|---|--|--|-------------------------|
| Establish a system of operating capabilities and resources for the implementation and integration of the Gender Equality Plan | Appoint the Gender Equality Committee (consisting of a representative of all employees), and appoint the Gender Equality Officer, for a term of office of three years | Dean, Dean's Collegium | Faculty Council | 2024 |
| | Establish a fund to facilitate the implementation of the Gender Equality Plan | Dean, Vice Dean for Finances and Investments | Gender Equality Committee | 2024 – 2027 |
| | Gender Equality Plan to be integrated into the Quality Assurance System at VEFUNIZG | Dean, Vice-Dean for Quality Control | Gender Equality Committee; Quality Management Committee | 2023 |
| | Continuously monitor and yearly publish the data on gender representation for students and employees | Dean, Vice-Deans, Heads of divisions, Heads of departments/clinics | Legal Affairs and Human Resources Section; Office for Students; Student Affairs Office for Postgraduate Studies; | Continuously |

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| <p>Maintain a system of promoting, recruiting and career development that is sensitive to gender equality</p> | <p>Promote the training of managers at various levels on the policies and implementation of the Gender Equality Plan to boost gender equality in management</p> | <p>Gender Equality Committee</p> | <p>Continuously</p> | | |
| | <p>Based on analyses of the current status, propose plans to the Faculty Council on how to improve gender equality policies and practices at VEFUNIZG</p> | | | <p>Gender Equality Committee</p> | <p>Until 2027</p> |
| | <p>Monitor the composition of the recruitment committee at the institutional level – based on gender representation of its members</p> | | | <p>Legal Affairs and Human Resources Section; Committee for Appointments to Scientific, Scientific-Teaching and Associate Titles; Gender Equality Committee</p> | <p>Until 2027</p> |
| | <p>Continuously monitor the implementation of recruitment and promotion procedures supported by data analysis, and propose activity plans on how to improve these procedures</p> | <p>Legal Affairs and Human Resources Section; Committee for Appointments to Scientific, Scientific-Teaching and Associate Titles; Gender Equality Committee</p> | <p>Until 2027</p> | | |

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| <p>Increase the representation of gender-wise underrepresented groups in the areas with detected underrepresentation</p> | <p>Detect which areas of VEFUNIZG's activities show distinct gender underrepresentation. Based on these results, implement supporting and promotional activities to include students and employees in the detected areas</p> | | <p>Legal Affairs and Human Resources Section; Committee for Appointments to Scientific, Scientific-Teaching and Associate Titles; Office for Career Development, Academic and Psychologic Counselling; Gender Equality Committee</p> | <p>2023 – 2027</p> |
| <p>Improve students' and employees' satisfaction with gender equality at VEFUNIZG</p> | <p>Implement periodical surveys of students and employees about their satisfaction with the status and practices of gender equality implementation at VEFUNIZG. Propose guidelines and action plans to improve gender equality policies and practices at VEFUNIZG</p> | <p>Office for Quality; Vice-Dean for Quality Control; Gender Equality Committee; Gender Equality Officer</p> | <p>Faculty Council</p> | <p>Until 2027</p> |

2 Gender equality in research

To increase this dimension at VEFUNIZG, the planned activities need to promote the following:

- Integration of the gender dimension and perspective in research (where applicable)
- Greater representation of underrepresented groups in research

| GOAL | KEY ACTIVITIES | RESPONSIBILITY FOR IMPLEMENTATION | TO BE IMPLEMENTED BY | Implementation deadline |
|---|--|--|---|-------------------------|
| Improve gender equality in the support of scientific work | Monitor and analyse data on research per gender: e.g. the share of women leaders and collaborators in competitive university, national and EU research projects, the number of women with patent applications and other data | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics | Legal Affairs and Human Resources Section; Projects Committee, Vice-Dean for Science and International Cooperation; Gender Equality Committee | 2023 – 2027 |
| | Depending on the results of item 1, propose activity plans to improve gender equality in research | | | |
| | Promote national and European programmes to support women in science (e.g. Women in Adria, National Scholarship Programme 'For Women in Science' 2021, Mamforce and Dadforce) | | Gender Equality Committee | 2023 – 2027 |
| | | | Vice-Dean for Science and International Cooperation; Media Committee; VEFUNIZG's professional services | Until 2027 |

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| | <p>Implement training (elective courses/workshops) at doctoral studies and among the researcher population. This will increase the awareness of gender perspective in research to boost the understanding of its importance for the economic and social development and the innovation culture</p> | | <p>Head lecturers of the already existing elective courses; external associates engaged for this purpose</p> | <p>Until 2027</p> |
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3 Institutional gender equality culture with the balance between one's personal life and business obligations

The goal of this strategic area is to promote the culture of gender equality at VEFUNIZG and achieve a better balance of one's personal and professional life. This includes the removal of gender-based stereotypes that can influence student and employee preferences in their choice of the fields of veterinary activity.

Training is under preparation to raise the awareness of all students and employees on how to recognise discrimination, harassment and sexual harassment, and to know what mechanisms are available to them and to whom they can turn for protection and support.

| GOAL | KEY ACTIVITIES | RESPONSIBILITY FOR IMPLEMENTATION | TO BE IMPLEMENTED BY | Implementation deadline |
|--|--|--|--|-------------------------|
| Training on the consequences of gender-based violence | Encourage the dissemination of scientific and expert material on preventing gender-based violence and domestic violence Encourage organising workshops on gender-based violence and domestic violence | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics | Media Committee; Gender Equality Committee; Office for Career Development and Psychologic Counselling | Until 2027 |
| Remove gender-based stereotypes, prejudices and practices that provoke gender inequality | Promote educational programmes and workshops to raise awareness about gender equality and increase the visibility of institutional good practices Familiarise employees and students with the ways to make complaints against gender discrimination and harassment, and that the provision of psychological support is available to the victims of harassment | | Media Committee; Gender Equality Committee; Office for Career Development and Psychologic Counselling Legal Affairs and Human Resources Section; Officer for the Protection of Employee Dignity; Office for Career Development, Academic and Psychologic | Until 2027 |

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| | Design a system of reporting unacceptable behaviour, improve identity protection for persons who report such behaviours, design sanctions for perpetrators | | | Counselling; Gender Equality Committee Legal Affairs and Human Resources Section; Officer for the Protection of Employee Dignity; Gender Equality Officer; Gender Equality Committee; Employee Disciplinary Committee; Student Disciplinary Committee | |
| Promote diversity and inclusivity in VEFUNIZG's practices | Facilitate the launch of webinars and online training for employees, teachers and managers - yearly | | | Gender Equality Committee; Office for Career Development and Psychologic Counselling | Until 2027 |
| Work environment enabling employees to balance their business and private obligations and commitments | Ensure flexible working conditions at VEFUNIZG | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics; Heads of organisational units | | Until 2027 |
| | Promote practices that neutralise mental health issues caused by stress in the workplace (personal development and training, organisation and offering of programmes to increase physical activity) Improve communication practices and teamwork (e.g. launch regular | | Office for Career Development, Academic and Psychologic Counselling; Chair for Physical Education | | |
| | | | | Heads of divisions; Heads of | |

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| Develop supplementary systems of services and support to ensure equal career opportunities for women and men | meetings of non-teaching staff to boost mutual relations, develop constructive human relationships and articulate joint interests to improve the quality of work) | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics | departments/clinics; Heads of organisational units | 2023 – 2027 |
| Promote a more gender-balanced division of caregiving services at VEFUNIZG - encourage parental leave for fathers | Promote a more gender-balanced division of caregiving services at VEFUNIZG - encourage parental leave for fathers | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics | Media Committee; Gender Equality Committee | 2023 – 2027 |
| See whether it is necessary to provide additional support to young female employees during their pregnancy (and/or early motherhood) | See whether it is necessary to provide additional support to young female employees during their pregnancy (and/or early motherhood) | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics | Quality Office; Gender Equality Committee | 2023 – 2027 |
| See whether it is necessary to introduce institutional support for parents who have preschool children, children who attend lower grades of elementary school, who have family members with special needs or who are caregivers to their family members | See whether it is necessary to introduce institutional support for parents who have preschool children, children who attend lower grades of elementary school, who have family members with special needs or who are caregivers to their family members | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics | Quality Office; Gender Equality Committee | 2023 – 2027 |
| Enable employees to work from home from time to time | Enable employees to work from home from time to time | Dean; Vice-Deans; Heads of divisions; Heads of departments/clinics | Dean; Gender Equality Committee; Human Resources and Legal Affairs Section | 2023 – 2027 |
| Enable employees (researchers) to start their teaching activities after return from maternal leave in a gradual manner | Enable employees (researchers) to start their teaching activities after return from maternal leave in a gradual manner | Vice-Dean for Science and International Cooperation; Vice-Dean for Teaching; Heads of | Dean; Committee for Integrated Studies and Students; Gender Equality Committee | Until 2027 |

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| | | <p>divisions; Heads of departments/clinics; head lecturers</p> <p>Deans; Vice-Deans</p> | <p>Vice-Dean for Integrated Studies and Students; Quality Management Committee; Gender Equality Committee</p> | <p>Until 2027</p> |
| <p>Assess the needs and improve the measures aimed at ensuring the equal position of female and male students who have children</p> | | | | |

Gender representation of students

| Academic year Students enrolled | 2020/2021 | | 2021/2022 | | 2022/2023 | |
|------------------------------------|-----------|-----|-----------|-----|-----------|-----|
| | Women | Men | Women | Men | Women | Men |
| Integrated CRO | 695 | 184 | 705 | 152 | 717 | 135 |
| Integrated ENG | 72 | 18 | 92 | 31 | 113 | 40 |
| Doctoral study | 30 | 20 | 44 | 19 | 46 | 20 |
| Specialist study CRO | 19 | 25 | 25 | 25 | 25 | 25 |
| Specialist study ENG | 0 | 0 | 0 | 0 | 0 | 0 |

Gender representation per employee categories

| Category of managerial employees | 1.10.2020 | | 1.10.2021 | | 1.10.2022 | |
|--|-----------|-----|-----------|-----|-----------|-----|
| | Women | Men | Women | Men | Women | Men |
| Dean | 0 | 1 | 0 | 1 | 0 | 1 |
| Vice-Deans | 3 | 3 | 3 | 3 | 2 | 3 |
| Head of the University Veterinary Hospital | 0 | 1 | 0 | 1 | 0 | 1 |
| Heads of divisions | 1 | 3 | 1 | 3 | 2 | 2 |
| Heads of departments/clinics | 7 | 18 | 9 | 16 | 9 | 16 |
| Professor Emeritus | 0 | 6 | 0 | 7 | 1 | 7 |

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|------------------------------|----|----|----|----|----|----|
| Full Professor - with tenure | 6 | 20 | 8 | 21 | 10 | 22 |
| Full Professor | 18 | 13 | 17 | 12 | 19 | 13 |
| Associate Professor | 12 | 17 | 13 | 16 | 14 | 16 |
| Assistant Professor | 8 | 10 | 9 | 9 | 9 | 9 |
| Teaching titles | 2 | 0 | 2 | 0 | 2 | 0 |

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| Assistants | 26 | 10 | 26 | 11 | 28 | 9 |
| Expert Associates | 11 | 15 | 12 | 17 | 12 | 17 |
| Postdoctoral Researchers | 6 | 4 | 8 | 4 | 8 | 4 |
| Students in residency programmes | 3 | 3 | 3 | 4 | 3 | 4 |
| Students at clinical internships | 4 | 0 | 3 | 0 | 3 | 0 |
| Administrative staff (accountants, secretaries, employees of the Student Affairs Office, librarians, IT) | 31 | 6 | 33 | 7 | 33 | 7 |
| Technical staff (chemical technicians and similar) | 33 | 15 | 32 | 15 | 32 | 14 |
| Support staff (cleaners, doorkeepers, maintenance workers, hospital workers) | 18 | 22 | 18 | 23 | 19 | 24 |
| TOTAL | 178 | 135 | 184 | 139 | 192 | 139 |
| SHARE | 56.9% | 43.1% | 57% | 43% | 58% | 42% |

| | 1.10.2020 | | 1.10.2021 | | 1.10.2022 | |
|--------------------------|---|-----|-----------|-------|-----------|-------|
| | Women | Men | Women | Men | Women | Men |
| | Total with voting rights at the Faculty Council | 84 | 84 | 86 | 77 | 86 |
| Share with voting rights | 50% | 50% | 52.8% | 47.2% | 53.4% | 46.6% |

Gender representation in VEFUNIZG's committees

| Committee | 1.10.2020 | | 1.10.2021 | | 1.10.2022 | |
|--|-----------|-----|-----------|-----|-----------|-----|
| | Women | Men | Women | Men | Women | Men |
| Committee for Ethics in Veterinary Medicine | 3 | 4 | 3 | 4 | 4 | 3 |
| Committee for Integrated Undergraduate and Graduate Study | 4 | 3 | 4 | 3 | 6 | 1 |
| Committee for Appointments to Scientific, Scientific-Teaching and Associate Titles | 3 | 4 | 3 | 4 | 3 | 4 |
| Committee for Library and Publishing Activities | 1 | 6 | 1 | 6 | 4 | 3 |
| Awards Committee | 2 | 5 | 2 | 5 | 2 | 5 |

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| Projects Committee | 4 | 3 | 4 | 3 | 4 | 5 | 2 |
| Committee for Implementing the Code of Ethics of the University of Zagreb | 1 | 2 | 1 | 2 | 2 | 2 | 1 |
| Statute Committee | 1 | 6 | 1 | 6 | 1 | 1 | 6 |
| Student Disciplinary Committee | 4 | 3 | 5 | 3 | 2 | 2 | 5 |
| Employee Disciplinary Committee | 2 | 5 | 2 | 5 | 1 | 1 | 6 |
| Quality Management Committee | 6 | 3 | 6 | 3 | 8 | 1 | 1 |
| Media Committee / Media Committee as of 17.2.2021 | 5 | 3 | 7 | 3 | 6 | 3 | 3 |
| Vef.Protokol Committee | 2 | 5 | 1 | 5 | 4 | 5 | 5 |
| IT Committee | / | / | / | / | 0 | 6 | 6 |
| Committee for Life-Long Learning | 2 | 5 | 2 | 5 | 2 | 6 | 6 |
| Committee for Implementing CEEPUS Programme Activities at the Faculty of Veterinary Medicine of the University of Zagreb | 1 | 4 | 1 | 4 | 1 | 4 | 4 |
| Committee for Implementing ERASMUS+ Programme Activities at the Faculty of Veterinary Medicine of the University of Zagreb | 2 | 3 | 0 | 3 | 2 | 3 | 3 |
| Doctoral Study Council | 1 | 6 | 2 | 6 | 4 | 3 | 3 |

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| Specialist Studies Council | 8 | 8 | 8 | 8 | 8 | 8 | 8 |
| Specialist Studies in English Council | / | / | / | / | 6 | 13 | |
| Biosafety Committee | 6 | 3 | 6 | 3 | 8 | 2 | |
| Committee for Implementing Academic Mobility Activities at the University of Zagreb | / | / | / | / | 1 | 2 | |

Pursuant to Article 31 of the Statute of the Faculty of Veterinary Medicine, the University of Zagreb, the Faculty Council at its 1st regular session, held on 25 October 2023, adopted The Gender Equality Plan of the Faculty of Veterinary Medicine of the University of Zagreb.

Dean



Prof. Marko Samardžija, PhD, DVM