

**GENDER EQUALITY
PLAN
2026–2030**

Croatian Academy of Sciences and Arts

Zagreb, April 28, 2026

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1. Introduction and purpose

The Croatian Academy of Sciences and Arts (hereinafter: the Academy) is the supreme scientific and artistic institution in the Republic of Croatia. Since its foundation by the decision of the Croatian Parliament on 29 April 1861 at the initiative of Bishop Josip Juraj Strossmayer, the Academy has remained the leading power in the enhancement of the Croatian science, art and culture for more than 160 years.

In the context of its dedication to institutional excellence and harmonisation with the European standards, the Academy has issued this Gender Equality Plan (GEP) for the period 2026–2030. The Academy recognises gender equality not only as a legal and institutional obligation, but also as a fundamental value that enhances the quality of research, stimulates innovations, and ensures the development of scientific and artistic excellence without any bias or discrimination.

The GEP ensures systematic integration of the gender equality principle in the policy, structure and daily practice of the Academy, with an emphasis on:

- enhancing gender balance in all employment categories and leading positions
- supporting all employees in achieving work–life balance
- equal pay for equal work guarantee
- promoting gender equality in recruitment, career progression and research content
- implementing measures against gender-based violence, including sexual harassment.

Gender equality in research and innovations is one of the priorities of the European Research Area (ERA). European Commission has set three aims for the European countries and institutions: gender equality in scientific careers, gender balance in decision-making, and integration of gender perspective in research and innovations content. This Gender Equality Plan prescribes measures that may, to the possible extent, contribute to the realisation of these general aims.

Mission and values of the Croatian Academy of Sciences and Arts. The mission of the Academy is to stimulate and organise scientific work, develop artistic and cultural activities, take care of the Croatian cultural heritage and its affirmation in and outside Croatia, publish the results of scientific research and artistic creation, and provide proposals and opinions regarding the enhancement of science and art. Genuine dedication to gender equality adds value to the Academy's leading postulates of excellence, integrity, openness and inclusion.

2. Institutional framework

2.1. European Union

Gender equality is one of the fundamental principles of the European Union. The EU legal system guarantees protection against discrimination in the Treaty on European Union and the Treaty on the Functioning of the European Union, as well as in a set of directives, including Directive 2006/54/EC on equal opportunities and equal treatment of men and women in matters of employment and occupation; Directive 2004/113/EC on equal treatment between men and women in the access to and supply of goods and services; Council Directive 2010/18/EU on parental leave; and Directive 2000/78/EC on equal treatment in employment and occupation.

The Charter of Fundamental Rights of the European Union prohibits any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation. It furthermore prescribes that equality between men and women must be ensured in all areas, including employment, work and pay.

The Council of the European Union has adopted the European Pact for Gender Equality (2011–2020), followed by the Gender Equality Strategy 2020–2025, which sets political objectives related to achieving considerable progress towards gender-equal Europe. Though gender-related inequalities still exist, the EU has achieved considerable progress in the context of gender equality by the implementation of the legislation on equal treatment and gender-aware creation of policies and special measures for the advancement of women.

2.2. Republic of Croatia

The Republic of Croatia has a comprehensive framework supporting gender equality. The Constitution of the Republic of Croatia defines gender equality as one of the highest values of the constitutional order, in addition to freedom, rule of law and respect for human rights.

The key Croatian legal acts include the following:

- **Gender Equality Act** (NN 82/2008, 125/2011, 20/2012, 138/2012, 69/2017), which establishes general basis for the protection and promotion of gender equality, defines and stipulates the protection against gender-related discrimination, sets creating equal opportunities for women and men, and emphasises the obligation of all public bodies to assess and evaluate the effects of their operation on gender equality
- **Anti-Discrimination Act** (NN 85/08, 112/12), which prohibits discrimination in all social domains, including work, education, science, and approach to goods and services

- **Labour Act** (NN 93/14, 127/17, 98/19), which prescribes the employer's obligation regarding equal pay for equal work, and includes provisions regarding the protection of pregnant women, parents and the employees' dignity against discrimination and harassment
- **Maternity and Parental Benefits Act** (NN 85/08, 110/08, 34/11, 54/13, 152/14, 59/17, 37/20), which guarantees paid parental leave, supports paternal leave and promotes joint parental responsibility
- **Criminal Code**, which defines sexual harassment, mobbing and hate crime as criminal offences
- **Whistleblower Protection Act**, which provides protection against retaliation to whistleblowing employees
- **Scientific Activity and Higher Education Act**, which lists the respect for and affirmation of human rights among its fundamental principles, and foresees the suspension of career advancement deadlines during parental leave
- **Croatian Academy of Sciences and Arts Act**, which defines the structure, mission and functioning of the Croatian Academy of Sciences and Arts
- **Basic Collective Agreement for Public-Sector Employees** (NN 29/2024), which stipulates labour-related rights and obligations of employees in the public sector, including the protection of the employees' dignity and the prohibition of harassment.

Croatia has adopted the Gender Equality National Plan until 2027 and the accompanying Action Plan, whose main objectives include raising public awareness on gender equality, improving the position of women in the labour market, enlarging the share of women in public and political decision-making, and introducing gender equality perspective in public policies.

3. Current state analysis

According to the newest data available to the public (April 2026), the Croatian Academy of Sciences and Arts employs 205 persons, out of which 83 Doctors of Science. Academy employees operate in Zagreb and in 14 other Croatian cities in scientific research units of the Academy, museums and galleries, the Academy Library and the Archives, the Trsteno Arboretum, and administrative departments.

Scientific research units in and outside Zagreb include the following:

- Institute for Historical and Social Sciences in Zagreb
- Adriatic Institute in Zagreb
- Institute for the History and Philosophy of Science in Zagreb

- Institute for Quaternary Palaeontology and Geology in Zagreb
- Institute for the History of the Croatian Literature, Theatre and Music in Zagreb
- Ornithology Institute in Zagreb
- Linguistic Research Institute in Zagreb
- Cabinet for Architecture and Urban Planning with Fine Arts Archives in Zagreb
- Immunology and Tumour Genetics Institute in Zagreb
- Anthropological Centre in Zagreb with Regional Unit in Dubrovnik
- *Juraj Križanić* Cabinet for Legal, Political and Sociological Sciences and their Application
- Institute for Historical and Social Sciences in Rijeka with Regional Unit in Pula
- Institute for Biomedical Sciences in Rijeka
- Institute for Historical Sciences in Zadar
- Institute for Scientific Research and Artistic Work in Split
- Institute for Historical Sciences in Dubrovnik with Regional Unit in Cavtat, *Baltazar Bogišić* Museum and Collection
- Centre for Advanced Technologies in Dubrovnik
- Institute for Scientific Research and Artistic Work in Osijek
- Centre for Scientific Research in Vinkovci
- Institute for Scientific Research in Varaždin
- Institute for Scientific Research and Artistic Work in Bjelovar
- Institute for Scientific Research and Artistic Work in Požega
- Institute for Scientific Research and Artistic Work in Vukovar
- Institute for Scientific Research and Artistic Work in the Koprivnica–Križevci County in Križevci
- Institute for Scientific Research and Artistic Work in Đakovo
- Institute for Scientific Research and Artistic Work in Velika Gorica.

Museums and galleries of the Croatian Academy of Sciences and Arts are as follows:

- Strossmayer Gallery
- Department of Prints and Drawings
- Glyptothèque
- Croatian Museum of Architecture
- Croatian Museum of Medicine and Pharmacy.

Administrative services of the Academy include the following:

- Cabinet of the Academy President
- Academy Secretariat
- Division of General, Administrative, Legal and Personal Affairs
- Division of Financial and Economic Affairs and Public Procurement
- Department of Technical and Operational Affairs, Protection at Work and Fire Protection
- Division of Restoration and Real Estate Management
- Publishing Department
- Public Relations and Media Department
- Department of International Cooperation and EU Programmes and Projects
- Library
- Archives
- Arboretum
- Department of Information Technologies
- Protocol, Interinstitutional Scientific Cooperation and Administration Department.

Gender-based starting data. The following table shows what the gender structure of the Academy employees was like when this Plan was issued. Women evidently prevail in nearly all categories, with a share of approximately 68 % of the total workforce. These data may serve as the starting point for monitoring the progress in the coming years.

Category	Total	Men	Women	% of women
Total number of Academy employees	205	63	139	67.8 %
Researchers (scientists)	69	24	45	65.2 %
Doctors of Science (total)	83	28	55	66.3 %
Leading positions				
Academy Secretary	1	0	1	100 %
Assistants to Academy Secretary (division heads)	3	0	3	100 %
Head of Public Relations and Media Department	1	0	1	100 %
Department heads	5	1	4	80 %
Heads of scientific research units	19	7	12	63.2 %
Heads of museums and galleries	4	0	4	100 %
Administrative staff	108	37	71	65.7 %
Out of which: working in museums, the Library and the Archives	32	9	23	71.9 %
Out of which: working in administrative units	76	28	48	63.2 %

The data show there is a strong female majority in the total number of Academy employees (67.8 %). This applies to researchers (65.2 %), Doctors of Science (66.3 %), and administrative staff (65.7 %). Women are particularly present in leading positions: all Assistants to Academy Secretary (heads of divisions), all heads of museums and galleries, as well as the Academy Secretary are female. Out of 19 heads of research institutes, 12 are female (63.2 %). Such distribution indicates to the fact that in the Academy, unlike in numerous comparable institutions, the glass ceiling issue is not present. Rather than that, the GEP concentrates on maintaining such positive trends, ensuring thereby gender-equal opportunities, and strengthening data collection and monitoring to support proof-based decision-making.

4. Aims and priority areas of the Gender Equality Plan

4.1. Work–life balance and organisational culture

The Croatian Academy of Sciences and Arts is dedicated to promoting a working environment that provides support to balance between professional and personal obligations, enhancing thereby employees' satisfaction and well-being. The Academy provides continual communication and transparent approach to information on the rights related to personal and family matters. These rights are guaranteed to all

employees regardless of gender; the execution thereof has no negative impact on the working status, career development or advancement opportunities.

Measure	Activities	Period	Assigned resources
Support to work–life balance	<ul style="list-style-type: none"> • ensure meetings and events within regular working hours to support family duties • ensure equal rights to time off and leave for all employees • stimulate both women and men to use parental leave • foster a culture of work–life balance throughout the Academy 	continually	Division of General, Administrative, Legal and Personal Affairs

4.2. Gender balance in leadership and decision-making

The Croatian Academy of Sciences and Arts is dedicated to promoting gender balance at all leadership and decision-making levels within its workforce. The Academy will ensure transparent and inclusive election and appointment procedures, monitor gender representation in managing structures, and actively support professional development of the under-represented genders. The Academy thereby attempts to strengthen diversity in leadership as originator of excellence, innovations and institutional integrity.

Measure	Activities	Period	Assigned resources
Gender equality in leadership	<ul style="list-style-type: none"> • ensure equal opportunities for career advancement regardless of sex/gender • transparently implement election procedures and appointments to leading positions • monitor gender representation at leading positions in all Academy units 	continually	Cabinet of the Academy President; Academy Secretariat; Division of General, Administrative, Legal and Personal Affairs

4.3. Gender equality in recruitment and career advancement

The Croatian Academy of Sciences and Arts is dedicated to ensuring gender equality in all recruitment and career advancement procedures. The Academy is obliged to announce gender-neutral and gender-inclusive job advertisements, implement transparent and just election criteria, and promote balanced recruitment commissions. Career development opportunities, including education, tutorship and advancement,

will be equally available to all employees, regardless of gender. The Academy attempts to prevent bias and ensure that career advancement is based exclusively on merit and excellence by conducting systematic monitoring of data related to recruitment and advancement.

Measure	Activities	Period	Assigned resources
Gender-neutral recruitment	<ul style="list-style-type: none"> • use gender-neutral and gender-inclusive language in all job advertisements • announce job advertisements via all channels (web page, social networks) • implement transparent and gender-neutral election and advancement criteria • annually monitor gender representation in new recruitments 	continually	Division of General, Administrative, Legal and Personal Affairs; Public Relations and Media Department
Education and awareness raising	<ul style="list-style-type: none"> • organise education for employees involved in recruitment to reduce unconscious bias • raise awareness of gender-equality culture in all Academy units • emphasise examples of good practice in gender-balanced working environments • provide career-related support to beginner researchers, regardless of gender 	2027–2030	Division of General, Administrative, Legal and Personal Affairs; external experts

4.4. Integrating the gender perspective in research and scientific content

The Academy recognises the importance of integrating gender perspective in research and scientific content as means for enhancing scientific excellence, relevance and social influence. The Academy is obliged to systematically analyse the aspects of sex and gender in the design of research, methodology, analysis and dissemination, where applicable. Researchers will be provided support via education and approach to professional knowledge and guidelines on gender-sensitive issues. The Academy ensures that the results are inclusive, just and corresponding to various needs of the society by including gender perspectives in research and innovations.

Measure	Activities	Period	Assigned resources
Promotion of gender awareness in research	<ul style="list-style-type: none"> • raise awareness of researchers regarding the importance of analysing sex 	continually	Department of International Cooperation and EU

<p>Support following maternity/parental leave</p>	<p>and gender in research design and dissemination</p> <ul style="list-style-type: none"> • promote gender balance in research teams and projects in the Academy’s research institutes • follow funded projects in relation to gender integration, where applicable • organise workshops and seminars on integrating gender perspective in research • ensure institutional support after returning to research process after leave, including timely inclusion in work and opportunities for career advancement • facilitate flexible arrangements for researchers returning to work after parental leave 	<p>continually</p> <p>Programmes and Projects; scientific research units</p> <p>Academy Secretariat; Division of General, Administrative, Legal and Personal Affairs</p>
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4.5. Measures against gender-based violence, including sexual harassment

The Academy implements zero tolerance policy in relation to any type of gender-based violence, including sexual harassment. The Academy is dedicated to ensuring a secure, respectful and stimulating working environment, in which dignity is protected and employees feel safe. Pursuant to the Croatian Labour Act, Anti-Discrimination Act, Gender Equality Act and Criminal Code, the Academy conducts transparent procedures related to filing, investigating and solving claims, with full guarantee of confidentiality and protection against retaliation. Relevant Croatian bodies will be entrusted with severe cases pursuant to the national legislation.

Measure	Activities	Period	Assigned resources
<p>Implementation of procedures</p>	<ul style="list-style-type: none"> • regularly appoint person/s authorised for filing and solving claims relating to the protection of an employee’s dignity • establish clear, confidential report channels, ensuring thereby protection against retaliation to the complainant • ensure all cases are approached with 	<p>2026–2027</p>	<p>Academy Secretariat; Division of General, Administrative, Legal and Personal Affairs</p>

	confidentiality, non-bias and timely response		
Educational activities	<ul style="list-style-type: none"> • implement zero tolerance policy towards gender-based violence, sexual harassment and discrimination • ensure regular education for employees (biennially at least) on behaviour at work, respect and prevention of harassment 	continually	Division of General, Administrative, Legal and Personal Affairs; external experts

5. Gender Equality Plan – basic elements and implementation

5.1. Public document

This Gender Equality Plan is an official document approved by the Presidency of the Croatian Academy of Sciences and Arts. It has been published and made available to the public on the Academy's official web page (www.info.hazu.hr). Thereby, every employee may get information regarding their rights, policies in force, and available support measures.

5.2. Assigned resources

The implementation of this Gender Equality Plan coordinates the Academy Secretariat, with operational support of the Division of Financial and Economic Affairs and Public Procurement, the Division of General, Administrative, Legal and Personal Affairs, and in cooperation with the Cabinet of the Academy President. The Academy Secretariat is responsible for the coordination of all measures set by this Plan, the communication with the Academy Presidency and the employees at leading positions, and reporting on the progress.

The funds assigned for the implementation of the Gender Equality Plan have been ensured from the Academy budget, with allocations for education, engagement of external experts, data collection, and monitoring activities. External financing sources (e.g. EU-financed projects) for support to specific activities may be used where applicable.

5.3. Data collection and monitoring

Data according to gender will be collected on an annual basis for all categories of employees and organisational units. The Division of General, Administrative, Legal and Personal Affairs is responsible for the collection and monitoring of the data on the workforce composition according to gender and role; recruitment, advancement and retention rates; parental leave use; and flexible working arrangements.

The Academy Secretariat will prepare the Annual Progress Report and submit it to the Academy Presidency for discussion. The Report will offer an evaluation of the implementation of the planned activities in relation to the indicators defined for every thematic area. The results will be applied for continual updating and enhancement of the Gender Equality Plan. Updates to the Plan will reflect the achieved progress, respond to new challenges, and ensure harmonisation with variable demands by the EU, and with national demands.

The following indicators will be monitored on an annual basis, according to gender:

- number of employees according to seniority role and level
- number of employees according to organisational unit (scientific research units, museums and galleries, administrative services)
- number of employees with doctoral degree in science
- representation in leading positions (Academy Secretary, advisor to the President, assistants to Academy Secretary, section heads within departments, unit heads within departments, etc.)
- data on recruitment, advancement and retention
- use of maternity, paternal and parental leave
- participation in educations regarding gender equality
- number and results of complaints based on harassment or discrimination charge.

5.4. Education and strengthening capacities

The Croatian Academy of Sciences and Arts is dedicated to strengthening organisational capacities by conducting, on a regular basis, awareness-raising education and activities related to gender equality. Education on gender equality, diversity, and unconscious bias will be organised for all employees, including those at leading positions, biennially at least, with engaging external experts where appropriate.

In addition, awareness-raising activities aimed at promoting inclusion practices will be organised within the Academy, ensuring consistent implementation of the gender equality principle in leadership, as well as in human resources and research management.

The Academy will use programmes offered by the Gender Equality Office of the Republic of Croatia, and other relevant national and EU resources.

Croatian Academy of Sciences and Arts



President
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No. 10-194/10-1-2026
April 28, 2026