

**GENDER EQUALITY PLAN OF THE
CROATIAN GEOLOGICAL INSTITUTE**

Pursuant to Art. 11 of the Gender Equality Act (OG 82/08 and 69/17) and on the basis of Art. 21 of Articles of Association of the Croatian Geological Institute, The Management Board of the Croatian Geological Institute at its 8th session held on 2 December 2021 adopts

GENDER EQUALITY PLAN OF THE CROATIAN GEOLOGICAL INSTITUTE

Article 1.

Gender equality under the Gender Equality Act means that men and women are equally represented in all areas of public and private life, have equal status, equal opportunities to exercise all rights, and equal benefit from the results achieved.

Article 2

Sex-based discrimination (hereinafter: discrimination) means any distinction, exclusion or restriction made on the basis of sex which has as a consequence or purpose the threat or obstruction of the recognition, enjoyment or use of human rights and fundamental freedoms in political, economic, societal, educational, social, cultural, civic, or other field on the basis of equality of men and women.

Discrimination on the basis on marital, or family status is prohibited. Less favourable treatment of women on the basis of pregnancy and maternity is considered discrimination.

Discrimination on the basis of sexual orientation is prohibited.

Discrimination in relation to possibilities of obtaining and procuring goods, as well as discrimination in the provision and access to services, is prohibited.

Encouraging another person to discriminate is considered discrimination within the meaning of the Gender Equality Act, if done with intent.

Article 3

Direct sex-based discrimination is any act by which a person is, or has been, placed or could be placed at a disadvantage in regard to another person in a comparable situation.

Indirect discrimination exists when a neutral legal norm, criterion or practice puts persons of one sex at a disadvantage compared to persons of the opposite sex, unless that legal norm, criterion or practice is objectively justified by a legitimate objective, and the means aimed at achieving that goal are appropriate and necessary.

Article 4

Harassment and sexual harassment constitute discrimination within the meaning of the Gender Equality Act.

Harassment is any unwanted sex-based behaviour aiming at, or actually constituting, violation of personal dignity and creating an unpleasant, hostile, degrading or offensive environment.

Sexual harassment is any unwanted verbal, non-verbal or physical conduct of sexual nature that aims at, or constitutes, violation of personal dignity, and the one that creates an unpleasant, hostile, degrading or offensive environment.

Article 5

The Croatian Geological Institute continuously carries out activities aimed in achieving goals related to gender equality.

These activities are:

1. implementation of legislation setting out measures related to gender equality
2. introduction of anti-discrimination legal provisions and measures into by-laws to establish gender equality
3. introduction of gender equality to recruitment notices, employment contracts and other documents issued by the Croatian Geological Institute (hereinafter: Institute)
4. introduction of sliding working hours, which favours the reconciliation of personal, family and working life for everyone, especially parents (mothers and fathers)
5. ensuring equal opportunities in access, training, and professional career development
6. referral of workers to seminars and workshops organized by the competent state body for vocational training.

Article 6

The Institute will continue to work continuously on achieving gender equality goals and improving the work culture by determining the following work directions:

1. inclusion of the principle of equal opportunities in all areas of the Institute's work
2. promoting the culture of gender equality among the Institute's employees
3. guaranteeing equal opportunities in access, training, and professional career development
4. raising awareness of gender issues, such as gender bias, and social constructions of gender roles and stereotypes
5. combating sexism and sexual harassment in the workplace by raising awareness and providing support and advice to victims of sexual harassment.

Article 7

The Director shall decide on the appointment of the Supervisory Commission. The Commission consists of four employees, respecting the principles of gender equality.

The Commission will meet once a year to fulfil its monitoring and evaluation tasks and will submit their report to the Director of the Institute.

Article 8

This Plan determines the activities that will be carried out in the period from 2022 to 2026.

A. SEMINARS / WORKSHOPS WITH ALL EMPLOYEES OF THE INSTITUTE:

Name of activity	Competent authority for the implementation of activities	Target group	Year of implementation
Seminar / workshop on gender awareness and equality	lawyer in cooperation with the State School of Public Administration	all employees	May 2022
Seminar / workshop: Human rights officers	organizational units in cooperation with the State School of Public Administration	all employees	once in 4 years

B. PREPARATION OF DOCUMENTS:

Name of activity	Competent authority for the implementation of activities	Target group	Year of implementation
Protocol and advice for pregnant women regarding laboratory work and safety measures	employer's safety at work representative	women employees working in laboratories	April 2022
Code of conduct - prevention of discrimination and harassment	lawyer	all employees	April 2023
Sexual harassment policy and protocol	lawyer	all employees	May 2024

C. TASKS OF THE COMMISSION:

Name of activity	Competent authority for the implementation of activities	Target group	Year of implementation
Monitoring and analysis of the internal situation regarding gender equality	Committee	all employees	continuously
Monitoring the involvement of both male and female scientists in project teams	Committee	all employees, project managers	continuously

Article 9

Terms used in the Plan, which bear a gender meaning, are used in a neutral form, and refer equally to the male and female gender.

Article 10

The Gender Equality Plan is written in Croatian and English, and the Croatian version is considered original.

Article 11

This Plan shall enter into force on the day following its publication on the Institute's bulletin board.

Chairman of the Management Board

dr. sc. Dragan Krasić, dipl. ing. rud.

This Plan was published on the Employer's notice board on _____ 2021 and entered into force on _____ 2021.

D i r e c t o r

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