

GENDER EQUALITY PLAN of the  
INTERNATIONAL CENTRE FOR  
SUSTAINABLE DEVELOPMENT OF  
ENERGY, WATER AND  
ENVIRONMENT SYSTEMS

According to Article 11 of the Gender Equality Act of the Republic of Croatia (Official Gazette 82/08, 69/17) and Article 25 of the Statute of the Association International Centre for Sustainable Development of Energy, Water and Environment Systems, the Management Board of the International Centre for Sustainable Development of Energy, Water and Environment Systems, at its session held on February 16, 2024, adopted

## **GENDER EQUALITY PLAN of the INTERNATIONAL CENTRE FOR SUSTAINABLE DEVELOPMENT OF ENERGY, WATER AND ENVIRONMENT SYSTEMS**

### **Article 1**

According to the Gender Equality Act of the Republic of Croatia, gender equality means that men and women are equally present in all segments of public and private life, that they have an equal status, equal access to all rights and equal benefits from achieved results.

### **Article 2**

Discrimination on the grounds of sex (hereinafter referred to as „discrimination“) refers to any difference, exclusion or restriction made on the grounds of sex with the effect or purpose to jeopardise or frustrate recognising, benefiting from or exercising human rights and fundamental freedoms in the political, economic, social, educational, cultural, civil or other area on the grounds of equality between men and women.

There shall be no discrimination on the grounds of marital or family status. Less favourable treatment of women for reasons of pregnancy and maternity shall be deemed to be discrimination.

There shall be no discrimination based on sexual orientation.

There shall be no discrimination with regard to access to and supply of goods and services.

An instruction to discriminate, if it is done intentionally, shall be deemed to be discrimination within the meaning of the Gender Equality Act of the Republic of Croatia.

### **Article 3**

Direct discrimination is any treatment where, on the grounds of sex, one person is treated or has been treated or might be treated less favourably than another in a comparable situation.

Indirect discrimination occurs where a neutral legal provision, criterion or practice puts persons of one sex at a disadvantage compared to persons of the other sex, unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

### **Article 4**

Harassment and sexual harassment shall be considered discrimination under the Gender Equality Act of the Republic of Croatia.

Harassment is any form of unwanted behaviour conditioned by the person's gender, which aims at or actually constitutes violation of the personal dignity and creates an unpleasant, unfriendly, humiliating or insulting atmosphere.

Sexual harassment is any form of unwanted verbal or non-verbal, that is physical behaviour of sexual nature, which aims at or actually constitutes violation of the personal dignity and creates an unpleasant, unfriendly, humiliating or insulting atmosphere.

#### **Article 5**

International Centre for Sustainable Development of Energy, Water and Environment Systems (hereinafter: SDEWES Centre) continuously carries out activities aimed in achieving goals related to gender equality:

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 SDEWES Centre;
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**

SDEWES Centre 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 SDEWES Centre's work;
2. promoting the culture of gender equality among SDEWES Centre 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 president of SDEWES Centre shall decide on the appointment of the Supervisory Commission to oversee the implementation of the Gender Equality Plan. The Commission consists of three employees or regular members, respecting the principles of gender equality. The Commission will meet once a year to fulfil its monitoring tasks of the evaluation process and will submit their report to the SDEWES Centre Assembly.

#### **Article 8**

This Plan determines the activities that will be carried out in the period from 2022 to 2027:

1. Seminars and workshops for all employees of SDEWES Centre:

Name of activity	Competent authority for the implementation of activities	Target group	Implementation Term
Education (seminar, webinar, applications)	The Management Board  Supervisory Commission	All employees  <ul style="list-style-type: none"> <li>• Transfer of general and work experiences, knowledge, social norms and values to reduce unintentional mistakes when selecting new employees</li> <li>• Raising awareness of the culture of gender equality</li> <li>• Highlighting examples of good practice in gender-balanced work environments</li> </ul>	Continuous

2. Preparation of documents:

Name of activity	Competent authority for the implementation of activities	Target group	Implementation Term
Strategy for strengthening the culture of gender equality in the institution	The Management Board  Supervisory Commission  All employees and regular members	All employees  <ul style="list-style-type: none"> <li>• Gender distribution analysis in job applications</li> <li>• Ensuring a code of conduct for employee selection committees (equal rights of all candidates in the selection)</li> <li>• Monitoring the retention and promotion rate in the</li> </ul>	Start of 2023 and continuous update

		<p>institution / reasons for leaving the institution of gender underrepresented employees</p> <ul style="list-style-type: none"> <li>• Promoting the visibility of the underrepresented group through appropriate communication campaigns</li> <li>• Changing language practices in legal documents (use of gender-inclusive language in written documents and in written and oral communication)</li> </ul>	
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### 3. Tasks of the Commission:

Name of activity	Competent authority for the implementation of activities	Target group	Implementation Term
Establishment of a website dedicated to the strategy for gender equality	Commission	All employees and regular members	End of 2022
Annual reports and transmission of information on the state of gender equality (digital channels, at the meetings of The Management Board and the Assembly)	Commission	All employees and regular members	Continuous
Establishment of institutional services for employee support after absence from work (leave, professional training, sick leave etc.)	The Management Board Commission	All employees and regular members	Continuous

Emphasizing the success of the institution in achieving gender equality practice through the media, social networks and organized promotional activities	The Management Board  Commission  All employees and regular members	All employees and regular members	Continuous
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### Article 9

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

### 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 the President of the SDEWES Centre signed the document and must be posted on the SDEWES Centre website.

Zagreb, 16.02.2024.

President of the SDEWES Centre



Prof. Neven Duić, PhD