

D1.2 Report on the mapping of national gender policies in energy sector-Croatia





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1 INTRODUCTION

The main claim of this Report is that the energy sector is burdened with a significant gender disparity where women are still greatly underrepresented. That same claim is at the basis of the *Empowering underrepresented women in the energy sector* (EUWES) project, the aim of which is to identify current obstacles women are facing in the energy sector: from accessing education and labour market to their ascension to higher management positions in energy companies. Therefore, the goal of the EUWES project is the promotion of gender inclusive policies and practices by utilising evidence-based advocacy. Throughout the project, partners will work on empowering women and fostering opportunities for active participation and contribution of women to decision-making processes within the energy sector (energy sector companies, energy-related committees, research and higher education organisations, and energy-established study programs).

This Report provides an overview of the national situation which includes the identification of the most relevant national gender and gender-related policies as well as employment policies in the energy sector, access to education, access to equal work conditions, promotion opportunities, and salaries. The Report will also include some key recommendations from identified key stakeholders from the energy and higher education sectors, as well as some references to other projects and organisations active in the energy sector. In conclusion, we also explore the past periods and try to scratch the surface of the influence it has on the current position of women in the society in general and energy sector in particular.

2 METHODOLOGY

The term "policy" here refers to public policies led by public bodies (i.e., national ministries, local authorities, and municipalities). Policy mapping is a systematic content analysis technique whereby researchers track and analyse policy content in a topical area. As a methodology, researchers can use policy mapping to evaluate the policy responses to a particular problem or issue, and advocates can use it to inform policy change efforts¹.

Mapping examines the extent to which public policies in the energy sector correlate with gender policies as well as possible overlaps of policies related to labour and higher education and policies related to or within the energy sector.

The report examines national gender equality policies and legislation, gender equality plans and ethical codes adopted by selected higher education institutions and energy companies. A simple content analysis of different documents was applied to get a broad overview of which documents include the following terms: gender, sex, woman, women, female, equality, equal, women, discrimination, human rights, justice. The report also examines the gender pay gap in the energy sector.

For the purposes of this report, Croatian term "spol" is translated as "sex" while Croatian term "rod" is translated as "gender". That is, wherever original texts and documents use the terms "spol" and "rod", these terms are translated in the report as "sex" and "gender". The report stresses this distinction because of its political connotations: from the wariness towards the sex/gender distinction by some political movements in the context of gender policies to the outright denial of the existence of gender as such by conservative political movements.

In official English translations of Croatian names of specific institutions or legislation term "gender" is often used whereas in Croatian the term "spol" is used, as shown in the table below. However, this is applied consistently.

Name of the institution/act in Croatian language	Official translation	Translation used in this report
Zakon o ravnopravnosti spolova	Act on Gender Equality	Sex Equality Law
Pravobraniteljica za ravnopravnost spolova	Ombudsperson for Gender Equality	Ombudsperson for Sex Equality
Ured za ravnopravnost spolova	The Office for Gender Equality	The Office for Sex Equality

Even though the Sex equality Law in Croatian consistently uses the term "spol" to define equality based on gender, official English translation which can be found on the webpage of Ombudsperson for sex equality² is not as consistent and it uses almost randomly both terms sex and gender.

¹Mapping Methodology, Deliverable 1.1, for the project EUWES, WECF, 2023 <https://euwes.door.hr/wp-content/uploads/sites/15/2024/01/D1.1-Mapping-Methodology.pdf> (accessed on January 8th, 2024)

²Act on Gender Equality (Official Gazette, number: 82/08, 67/17), <https://ravnopravnost.gov.hr/UserDocImages/dokumenti/Zakoni/2018/Act%20on%20Gender%20Equality%20EN.G.pdf> (accessed to December 29, 2023)

Thus, in the Article 1 the English translation by the Ministry of Foreign and European Affairs defines the following: “This Act lays down a general framework for the protection and promotion of gender equality as a fundamental value of the constitutional order of the Republic of Croatia and it defines and regulates the method of protection from discrimination on grounds of sex and establishment of equal opportunities for women and men.”

While at the same time Croatian version³ reads as follows: “Ovim se Zakonom utvrđuju opće osnove za zaštitu i promicanje ravnopravnosti spolova kao temeljne vrednote ustavnog poretka Republike Hrvatske, te definira i uređuje način zaštite od diskriminacije na temelju spola i stvaranje jednakih mogućnosti za žene i muškarce.”

As we can see original Croatian version uses only the term “spol” in describing equality and for the basis for the avoidance of discrimination. The translation, however, uses interchangeably the terms gender and sex.

The same could also be noticed in the English translation of the Croatian Constitution⁴ – in translated text gender equality is one of the highest values of the constitutional order of the Republic of Croatia (Article 3) while original text of the Constitution⁵ uses terms “ravnopravnost spolova”.

³ Zakon o ravnopravnosti spolova (Narodne novine, broj: 82/08, 67/17), <https://ravnopravnost.gov.hr/UserDocsImages/dokumenti/Zakoni/2018/Zakon%20o%20ravnopravnosti%20spolova%20HRV.pdf> (accessed to December 29, 2023)

⁴ The Constitution of the Republic of Croatia (Official Gazette, number: 56/1990, 135/1997, 8/1998, 113/2000, 124/2000, 28/2001, 41/2001, 55/2001, 76/2010, 85/2010, 5/2014), <https://www.sabor.hr/en/constitution-republic-croatia-consolidated-text> (accessed to December 29, 2023)

⁵ Ustav Republike Hrvatske (Narodne novine, broj: 56/1990, 135/1997, 8/1998, 113/2000, 124/2000, 28/2001, 41/2001, 55/2001, 76/2010, 85/2010, 5/2014), <https://www.sabor.hr/hr/o-saboru/vazniji-propisi/ustav-republike-hrvatske-narodne-novine-broj-561990-1351997-81998-1132000> (accessed to December 29, 2023)

3 GENERAL OVERVIEW OF GENDER LEGISLATION

3.1 Legislation and policy framework

On September 2, 1992, by notification of succession the Republic of Croatia became a party to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)⁶. This Convention has a legal position above the law and is a powerful instrument for the legal regulation of the position of women in the Republic of Croatia. In 1994, the Government submitted to the Committee on the Elimination of Discrimination against Women (CEDAW) an initial report on the application of the Convention. The report covered the period from 1990 to 1994 with an oral supplement to the report regarding the application of the Convention from 1994 to 1998. CEDAW considered the report in January 1998 and adopted Recommendations for the further application of the Convention in the Republic of Croatia. In January 1995, at the request of CEDAW, the Government also submitted a Special Report on the suffering of women in war.

When considering gender equality on a national level, it is guaranteed by the Constitution of the Republic of Croatia (Official gazette, number: 56/90, 135/97, 08/98, 113/00, 124/00, 28/01, 41/01, 55/01, 76/10, 85/10, 05/14) where Article 3 states that “Freedom, equality, national equality and sex equality, [...] are the highest values of the constitutional order of the Republic of Croatia and the basis for interpreting the Constitution”. Article 14 additionally guarantees freedom to everybody in the Republic of Croatia regardless of their race, skin colour, sex...

The most important legislative act regarding gender equality in Croatia is the Sex Equality Law (*Zakon o ravnopravnosti spolova*; Official Gazette, number 82/08, 69/17). The Law was initially adopted in 2008 and amended in 2017 due to compliance with EU directives on equal treatment of men and women, among others, in the labour market and employment and access to goods and services. It constitutes the legal framework for gender equality in Croatia and establishes the protection and promotion of gender equality as a fundamental value. It prohibits discrimination based on sex, marital or family status and sexual orientation.

Further on, Anti-Discrimination Law (Official Gazette, number 85/08, 112/12) defines sexual harassment and proscribes instances of penalization for sexual harassment. The law describes in more detail the prevention of discrimination based on sex or sexual orientation and preferences, and it proscribes policies which positively discriminate based on sex and sexual orientation to provide health and social benefits for individuals. This Law also proscribes collecting gender-disaggregated data to public ombudsman (and other specifically appointed ombudsmen).

Criminal Code (Official Gazette, number: 125/11, 144/12, 56/15, 61/15, 101/17, 118/18, 126/19, 84/21, 114/22, 114/23) defines different criminal acts that include attacks, among others, based on sex or

⁶Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), <https://www.unwomen.org/en/digital-library/publications/2016/12/cedaw-for-youth#:~:text=The%20Convention%20on%20the%20Elimination,women's%20and%20girls'%20equal%20rights> (accessed on December 29, 2023)

sexual orientation.

The Labour Law (Official Gazette, number: 93/14, 127/17, 98/19, 151/22, 64/23) in Article 91 defines that an employer must pay the same compensation to both male and female workers for the same work or work of the same value. The equality principle also needs to be abided in the instances when different sex employees are employed, and their relation is defined by an employment contract. The same Law also prohibits sexual harassment in the workplace and defines that employers who employ more than 75 employees need to appoint two employees of different sexes who are in charge of solving potential harassment claims and protecting the dignity of employees. The contract with the employee found guilty of sexual harassment in the workplace can be terminated based on the violation of employment conditions. This Law additionally prescribes that employees can form employment committees whose role is to safeguard the employees' rights. This committee must take care of equal representation of both male and female workers in the committee.

In 1996, the Government established the Commission for Equality Issues as an advisory body of the Government composed of representatives of ministries and other state bodies, with the secretariat of the commission in the Ministry of Labor and Social Welfare. Based on the Beijing Platform for Action, the Commission drafted the National Policy for the Promotion of Equality, which was adopted by the Government in December 1997. This Policy, among others, recognized "insufficient participation of women in public and political life" as one of the major challenges. It should be noted that after the parliamentary elections in January 2000, the number of women representatives in the Croatian Parliament increased significantly (from 5.7% in the previous convocation of the Parliament to 22.5% in the convocation of the parliament in the period 2000-2003). This also resulted in the establishment of the Parliamentary Committee for Gender Equality. Although the increase in the number of women could probably be partially attributed to the implementation of the equality policies, it is mainly due to the fact that the elections in 2000 were pivotal regarding the change in the Parliamentary majority – it was the first time that the coalition led by previous opposition party won the majority in the Parliament and the majority of the women representatives were representatives of the coalition.

As a continuation of previous national policies on equality, in December 2001 Croatian Parliament adopted the National policy for the promotion of sex equality, with the implementation program of the national policy for the promotion of sex equality in the Republic of Croatia from 2001 to 2005⁷. The introductory part of the document claims that this Policy should read as "a functional policy for the promotion of women's rights". Its purpose is to "redefine the work program of the Commission of the Government of the Republic of Croatia for Sex Equality and it is based on the premise of establishing a national network of bodies for the promotion of women's rights". It also listed different priorities that the Policy will cover, among which was to adopt specific laws on sex equality. Which was done in July 2003. Croatian Parliament consistently adopted new national policies on sex equality for the period 2006-2010

⁷ Nacionalna politika za promicanje ravnopravnosti spolova, s programom provedbe nacionalne politike za promicanje ravnopravnosti spolova u Republici Hrvatskoj od 2001. do 2005. Godine (Official Gazette, number: 112/01) (accessed on December 29, 2023.)

(October 2006)⁸, and the period 2011-2015 (July 2011)⁹. No new national policies on sex equality have been adopted between 2016 and 2020. In 2020, Government officially started the process of developing the National Plan for sex equality and accompanying Action Plan. The National Plan for Sex Equality for the period until 2027¹⁰ and Action Plan for the Implementation of the National Plan for the period until 2024, were adopted at the beginning of 2023.

In 2015, the Government submitted *The combined fourth and fifth periodic reports of Croatia* to the CEDAW committee.¹¹ In CEDAW recommendations to the Republic of Croatia, it is particularly interesting that the Committee once more states “That women remain underrepresented in management and leadership positions in State-owned and private enterprises”¹²; The new National Plan for sex equality, for the period until 2027 is a medium-term policy, and its goal is to reach the EU average on the Gender Equality Index (EIGE), 7.2 points. According to the Gender Equality Index (EIGE) in 2023 Croatia ranks 20th (with 60.7 points) in the EU.

The Action plan for implementation of the National Policy for Gender Equality by 2024 explains the measures and expected results for 2024. It is worth mentioning that the budget for the implementation of the Action plan by 2024 is 36.551.748,00. The action plan and the budget for the period 2025 – 2027 have not been developed yet.

3.2 Institutional mechanisms at the national level

The Government recognized the importance of establishing separate offices that deal with specific underrepresented groups, partially due to the accession process to the EU. In 2004, the Government established the Office for Sex Equality - an expert service of the Government of the Republic of Croatia. The Office's main role is to advocate for gender equality in the Republic of Croatia and to perform professional and administrative tasks related to the realization of gender equality. The Office for Sex Equality is responsible for providing expert service to the Government. It oversees the development of the National Policy for the Promotion of Sex Equality and it monitors its implementation as well as the implementation of different laws and other documents related to gender equality concerning EU directives and regulations. It is also responsible for the preparation of national reports on the fulfilment of international standards.

⁸ Nacionalna politika za promicanje ravnopravnosti spolova 2006.–2010. (Official Gazette, number: 114/06)

⁹ Nacionalna politika za promicanje ravnopravnosti spolova 2011.–2015. (Official Gazette, number: 88/11)

¹⁰ Nacionalni plan za ravnopravnost spolova za razdoblje do 2027. godine i Akcijski plan za provedbu nacionalnog plana za razdoblje do 2024. Godine (Official Gazette, number: 28/23), <https://ravnopravnost.gov.hr/nacionalni-plan-za-ravnopravnost-spolova-za-razdoblje-do-2027-godine/3442>, (accessed on January 8, 2024)

¹¹ Četvrto i peto periodičko izvješće za Hrvatsku, <https://mup.gov.hr/UserDocsImages/PDF/Ravnopravnost%20spolova/CEDAW%20zaklju%C4%8Dne%20primjedbe%20o%204%20i%205%20periodi%C4%8Dnom%20izvje%C5%A1%C4%87u%20za%20RH.pdf> (accessed on December 29, 2023)

¹² Committee on the Elimination of Discrimination against Women Concluding observations on the combined fourth and fifth periodic reports of Croatia, https://www.roda.hr/media/attachments/udruga/programi/tip/CEDAW_Final_Report_Croatia_2015.pdf (accessed on December 29, 2023)

According to the fact sheet for Croatia collected by European Institute for Gender Equality in 2021 as part of data collection on institutional mechanisms for the promotion of gender equality and gender mainstreaming¹³ the Office for Gender Equality submits annual written activity reports to the government by the end of each April regarding the previous year, but the government has no reporting duties to the parliament on issues related to gender equality. There is a special parliamentary committee for gender equality, but there is no obligation for the governmental gender equality body to regularly report to this committee.

3.2.1 Ombudsperson for Sex Equality

The basis for establishing the Ombudsperson for Sex Equality office was set in the Sex Equality Law (Official Gazette, number 116/03) back in 2003. Based on the Law, the Ombudsperson should act independently, and it should independently monitor the implementation of the Sex equality Law and other regulations concerning gender equality. Ombudsperson is obligated to report to the Croatian Parliament at least once a year on gender equality and possible issues that arise concerning the violation of gender equality.

The Ombudsperson investigates cases of infringement of the principle of gender equality, cases of discrimination against individuals or groups of individuals by public bodies, units of local or regional self-government or other bodies with public authority, by employees of these bodies or other legal or natural persons. Everybody has the right to address the Ombudsperson office on the count of any infringements of the Sex Equality Law regardless of whether he or she has suffered direct injury from such infringement, or is filing a complaint in somebody's name, provided that the injured party is not expressly opposed.

Projects related to gender equality in the labour market implemented by the Ombudsperson office:

Project name (Croatian language)	Project name (English language)	Aim of the project	Duration	Link
Jednaka prava – jednake plaće – jednake mirovine” – Širenje opsega implementacije akcija i zakonskih standarda rodne ravnopravnosti s ciljem dostizanja rodne	Equal rights – Equal Pay – Equal Pensions” – Expanding the scope of implementation of gender equality actions and legal standards towards achieving gender equality and	The project is aimed at ensuring standards, measures and actions that will contribute to raising awareness about the problem of pay and pension gaps between men and women with a view to reducing the risk of	1 October 2018 - 30 September 2020	https://gppg.prs.hr/?page_id=1733&lang=en

¹³ Fact sheet for Croatia collected by European Institute for Gender Equality in 2021 https://eige.europa.eu/gender-mainstreaming/countries/croatia?language_content_entity=en (accessed on January 8, 2024)

ravnopravnosti i sprječavanja siromaštva u Hrvatskoj	combating poverty in Croatia	poverty for women.		
Prema stvarnoj ravnopravnosti muškaraca i žena: usklađivanje profesionalnog i obiteljskog života	In Pursuit of Full Equality between Men and Women: Reconciliation of Private and Family Life	Tackling gender stereotypes; Maintaining work-life balance for men and women, raising awareness among employees about motherhood, promoting the role of the father in child development	1 January 2016 – 31 December 2018	https://rec.prs.hr/
Uklanjanje staklenog labirinta – jednakost prilika u pristupu pozicijama ekonomskog odlučivanja u Hrvatskoj	Dismantling the Glass Labyrinth – Equal Opportunity Access to Economic Decision-making in Croatia	Raising awareness about equal representation of women and men in managerial positions in companies in Croatia	10 October 2013 – 9 October 2015	https://staklenilabirint.prs.hr

3.2.2 Croatian Parliament Sex Equality Committee

The Croatian Parliament Sex Equality Committee was established as one of the permanent Parliamentary committees whose role is to establish and monitor the implementation of policies and promote and monitor the application of the principles of gender equality in the legislation of the Republic of Croatia. Besides monitoring gender equality and ensuring that gender equality is being included in national legislation one of the Committees' biggest roles in the political and public policy domain is the ability to organise Committee meetings dedicated to specific topics of importance for political and public policy development. For instance, in the current period from 2020 to 2023 Committee organised several thematic meetings the last one in 2023 on the topic "How to improve women's labour rights"; in 2022 the meetings were dedicated to the topic of Femicide, and on the topic of the mental health of children and young people, held together with the Committee for Family, Youth and Sports, and topic of integration of refugees from Ukraine in Croatia. In 2021 they discussed the results of the World Bank's report on the effect the COVID pandemic had on Women in Croatia, and also report on menstrual poverty. Even though the number of thematic meetings could be higher, and meetings could be more inclusive and open to higher numbers of experts and stakeholders, the topics they are discussing are important, especially given the fact that the majority of the Parliament are white conservative men.

It is worth noting that, when describing the role of the Ombudsperson, Sex Equality Law proscribes that the Ombudsperson and its deputy will be persons of different sexes so that in all instances persons of different sexes would be represented equally by the Office. In the case of the Parliamentary Committee, out of 16 current members in the period 2020-2023 only one person is male. It is also interesting that both the president of the Committee and its deputy are female.

It is further interesting that in the previous period, the Committee had five male members, and in the period 2011-2015 only two. It should also be noted that maybe further comparison could be made by looking into the membership of other committees as well and see gender distribution in each Committee. (See Annex 2). When looking just at the distribution of female and male members in different Committees, one can observe another interesting fact - the Defence Committee could be seen as the total opposite of the Sex Equality Committee considering that out of a total number of nineteen members, only one is female. On the surface, without going into any kind of deeper analysis, it seems that the Sex Equality Committee is only dealing with women and women-related issues whereas the Defence Committee is dealing only with men and men-related issues. The reasons behind the low numbers of female members, in the Defence and other Committees as well can partially be attributed to patriarchy, but they run much deeper and are more systemic and not only related to basic inequality but rooted in an inability to achieve basic equity. The same reasons are behind the low number of women whose names are being listed on the election lists, and the low number of women being elected to the Parliament. And again, we can find the same reasons behind the low number of women who significantly participate in the decision-making process of parties whose members they are. These reasons could also be found contributing to the explanation of a low number of women who are awarded higher ranks in the military. In the end, these reasons could be found behind unequal access to education and unequal opportunities for women to pursue careers in technical fields. We cannot discuss gender issues without discussing the financial and monetary implications and freedom and societal roles that these kinds of power bring. One of the reasons behind the lower number of women discussed above is a lack of financial independence, social marginalisation, and inability to participate in all aspects of society, education, and power as such. So, when we are discussing the number of women in different Parliamentary Committees and other power-related positions we need to remember that for each woman who fight her way to gain some level of power there are still thousands more who are being marginalised and underpaid every day.

3.2.3 Energy legislation and gender

The laws (see Annex 1) that are relevant for the energy sector and the shape of energy policies in Croatia, are by no means relevant to gender policies nor are they in any measure influencing or mentioning gender policies as such. The policies continue to be designed for a “gender-neutral” energy consumer. Croatian legal framework relevant to the energy sector also does not mention or define specific measures aimed at gender equality.

It could be claimed that the Energy Law (Official Gazette, number: 120/12, 14/14, 95/15, 102/15, 68/18) and Integrated National Energy and Climate Plan for the period 2021-2030 implicitly mention gender dimension by mentioning a category of vulnerable consumers – if we set aside the fact that women are vulnerable category under vulnerable consumers category.

Vulnerable consumers defined by the law are consumers from the household category who, due to their social status and/or health condition, have the right to energy supply under special conditions. These consumers are usually deemed to be energy-poor as well.

3.2.4 Women in relevant public institutions

In the current Parliamentary convocation out of 151 Parliamentary members, only 50 are female. Which is just about 1/3 of the members.

Out of 18 members of the current Government¹⁴, only 4 are women, one being deputy prime minister, one being the minister of agriculture, one being minister of sports and tourism, and one being the minister of culture and media.

A deeper look into the structure of several ministries that are either in charge of energy or energy efficiency and buildings or transport sector all relevant areas for energy in general, reveals that higher managerial positions are occupied by men and lower ones are usually reserved for women.

The minister of the Ministry of Economy and Sustainable Development currently has three state secretaries – all are men.

The minister of the Ministry of Spatial Planning, Construction, and State Property currently has four state secretaries, two are men and two are women.

The minister of the Ministry of Maritime Affairs, Transport, and Infrastructure has three state secretaries, and all are men.

In the structure of the ministries, state secretaries oversee directorates which are further divided into sectors branching into services and departments. In the table below, listed are the number of heads in the Ministry of Economy and Sustainable Development, the Ministry of Spatial Planning, Construction and State Property and the Ministry of Maritime Affairs, Transport and Infrastructure. In total, the number of women is higher the lower the level of responsibility is.

¹⁴ Government formed in 2020, after the elections held on July 5, 2020, still being active in 2023 at the time of writing of this Report.

	Ministry of Economy and Sustainable Development			Ministry of Spatial Planning, Construction and State Property			Ministry of Maritime Affairs, Transport, and Infrastructure			total		
	Number of units	Number of men	Number of women	Number of units	Number of men	Number of women	Number of units	Number of men	Number of women	Number of units	Number of men	Number of women
Directorate	11	5	6	8	4	4	12	5	7	31	14	17
Sector	29	10	19	22	8	14	7	6	1	58	24	34
Service	61	17	44	7	3	4	12	4	8	80	24	56
Department	54	15	39	0	0	0	2	1	1	56	16	40

The Environmental Protection and Energy Efficiency Fund was established by the Government with the specific role of funding energy projects aimed at citizens and the private sector. The Fund also manages most of the funds that are being earned by the ETS. The Fund has a Management Board and a Director. The current director is a man, and the members of the management board are 2 women and 5 men.

It could be concluded that all relevant managerial positions in ministries and Fund related to energy policies are occupied by men. It could be further implied that the reason behind it is the simple fact of ratio between men and women among technical studies graduates and that the workforce pool is just broader for men than it is for women. Nonetheless, the share of women in the workforce occupying lower positions seems equal to men. Are there any additional reasons behind it, for example, the popular one - women are less ambitious in comparison to men or are the realistic one there is an invisible glass ceiling that prevents women from climbing the proverbial ladder, or even the one we do not talk about but could not be louder – positions that are holding any power are still being divided and ruled based on informal and deeply rooted patriarchy – where informal connection in a form of male bonding alliances are still dominated and preferred way of sharing the power positions?

The analysis of 20 counties, excluding the city of Zagreb (which is analysed separately) showed that they do not always have sector for energy organised separately. It is likely that activities related to the energy sector within a county are distributed across various administrative departments. These departments may include economy and sustainable development, infrastructure, or environmental protection. Out of 20 counties, only two women are elected as county's prefect's, namely Karlovac County and Požega-Slavonia County.

Like the analysis of counties, a simple analysis of 128 cities shows that cities neither have sector for energy organised separately. It is likely that activities related to the energy sector within the city are dispersed across various administrative departments. These departments may include economy and sustainable development, infrastructure, or environmental protection. Only 18 women have been elected as mayors at the last regional elections held in 2021. The cities with female mayors are listed as Čakovec, Delnice, Komiža, Korčula, Ilok, Mali Lošinj, Novska, Ozalj, Pakrac, Pazin, Petrinja, Pleternica, Samobor, Sisak, Slunj, Supetar, Varaždinske Toplice, and Zlatar. This information highlights a gender disparity in the leadership of cities, with a relatively low number of female mayors compared to the total number of analysed cities.

When mapping the civil society and non-governmental organisation – only 15 organizations are active in the energy sector. 8 organisations have female directors, and 7 have male directors. Energy Agency on the other hand, all 6 of them have male directors, out of 9 Energy Cooperatives 5 have male directors and for 4 data is not available. The analysis of 30 organisations is detailed in Annex 5.

Energy field	Number of organisation	Number of directors Male	Number of directors Female	No data
Civil Society	15	7	8	/
Energy agency	6	6	0	/
Energy cooperative	9	5	0	4
Total	30	18	8	4

3.2.5 Women and labour market

As described above, the Labour Law explicitly prohibits discrimination based on compensation for equal work and work of equal value. The same Law also explains what in terms of labour is meant by the salary which is described as basic or minimum and all additional benefits of any kind that the employer directly or indirectly, in cash or nature, based on employment contract, collective agreement, labour regulations or other regulation pay to the employee for the work performed.

Article 91 of the Law determines the conditions under which it is considered that two persons of different sexes perform equal work and work of equal value “1) if they perform the same work in the same or similar conditions or could replace each other concerning the work they perform; 2) if the work performed by one of them is similar in nature to the work performed by the other, and the differences between the work performed and the conditions under which each of them performs their work are irrelevant to the nature of the work as a whole or occur so infrequently that they do not affect the nature of work and 3) if the work performed by one of them is of the same value as the work performed by the other, taking into account criteria such as education, skills, responsibility, conditions in which the work is performed and whether the work is of a physical nature. Finally, any provision of an employment contract, collective agreement, rulebook, or other legal act that is contrary to the employer’s obligation to pay equal salary to male and female employees for equal work and work of equal value, is considered null and void.”

and industries with the largest gender pay gaps is not explained and needed measures are missing. According to the Labour Force in the Republic of Croatia, 2022 – Annual Average Report done by Croatian Bureau of Statistics (2022)¹⁵ in 2022 the number of unemployed decreased by 7.6% as compared to 2021. The referenced period is January -December 2021, 2022.)

¹⁵ Labour Force in the Republic of Croatia, 2022 – Annual Average, <https://podaci.dzs.hr/2023/en/58058> (accessed on December 19, 2023)

When disaggregated by gender the unemployment rate for the working-age population was 7,2% (2019), 7,6% (2020), 8% (2021), and 7,9% (2022) for women, and 6,2% (2019), 7,5% (2020), 7,3% (2021) and 6,1% (2022) for men. It is noticeable that the unemployment rate for women is still higher. A particularly interesting part of statistical data on labour force is the one on persons in employment, according to NKD 2007, and by sex (Table 6 in the Report) where we can see that no data on the employment of women is available for the area of *Electricity, gas, steam, and air conditioning supply*, and even data on men are just unreliable estimates. The table also shows that in other, what one could call male-dominated areas, data on women are scarce or unreliable estimates. *Water supply; sewerage, waste management and remediation activities* data for men are presented but for women are unreliable estimates, the same is the case for the following areas as well: *Construction, Transportation and storage, Information and communication, Financial and insurance activities*. In several other categories data are equally unreliable for both men and women. Even though this is not a sufficient body of evidence to draw any certain conclusions, the fact that for certain areas there are statistical data for men but not for women (and vice versa) should be accounted for by further inquiry. At the same time, according to the publication *Women and Men in Croatia*¹⁶ published by the Croatian Bureau of Statistics *Electricity, gas, steam, and air conditioning supply* sector employed 21,7% of women and 78,3 of men) (2019) and 22,1% of women and 77,9% of men (2020). One must again wonder, how accurate are this data, and how is it possible that we do not have employment data in one report, but we do have it in another, especially considering that the data show a slight increase of employed women in the energy sector in 2020 comparing it to 2019. This data might not have raised a question mark if 2020 had been just an average year but considering that the most significant event that occurred in 2020 was the global pandemic which, among others, caused an increase in the unemployment rate and increase in the percentage of participation in unpaid work for women.

In the latest available number of *Women and Men in Croatia*, for 2021 average monthly gross earnings of persons in legal entities, by activity, in 2019 were 1.263,91 EUR (men) and 1.101,59 EUR (women). The average woman's salary amounts to 87,2 % of the average man's salary according to the Croatian Bureau of Statistics. Even though in the *Electricity, gas, steam, and air conditioning supply* sector the average woman's salary amounts to 101,3 % of the average man's salary, and in the *Construction* sector is even higher and amounts to 109,9%

Despite the regulated legislative framework, women in the Republic of Croatia still face multiple discrimination in the labour market and the salary gap is just the most obvious one. Even in the case of achieving fair and stimulating working conditions, due to the high burden of family and parental duties and the lack of institutional support for balancing private and working life, women fail to achieve maximum financial gain, i.e. they receive lower financial compensation for their work which, ultimately, reflects in their lower pensions on average.

¹⁶ Women and men in 2022, Croatian Bureau of Statistics, https://podaci.dzs.hr/media/04pff1do/women_and_man_2022.pdf (accessed on December 19, 2023)

According to Eurostat, the unadjusted gender pay gap, in 2021 (difference between average gross hourly earnings of male and female employees as % of male gross earnings) for Croatia is 11,1% while the gender pay gap in the EU is 12,7%. The highest gender pay gap in Croatia is in financial and insurance activities (23,5%) and manufacturing (23,6%).¹⁷

Causes of the gender pay gap¹⁸:

- Part-time work: Many women are not working full-time as more women than men have a part-time job. Due to gendered social norms, women do more household work and provide more family care than men. This leaves less time for paid work.
- Career choices influenced by family responsibilities: Women face choices between career and family more often than men. Career development is very often influenced by the expectations of women in the family. Women's traditional role is to take care of the family and they must adjust their career according to family duties. Women take career breaks during their professional lives for several reasons, predominantly because of family responsibilities. Also, women's career choices are made career choices are and to look after a home and family.
- More women in low-paying sectors: About 24% of the total gender pay gap can be explained by an overrepresentation of women in relatively low-paying sectors, such as care, health, or education. Women's work is undervalued. As women are not supported and encouraged in career development and their decisions are influenced by gender role socialization and expectations, they are more likely than men to take a lower paying job.
- Fewer and lower-paid female managers: Women are underrepresented in management roles, especially in male-dominated sectors. If we look at the gap in different occupations, female managers are at the greatest disadvantage: they earn 23% less per hour than male managers.

The gender pay gap has impact on gender pension gap. Pension pay gap in Croatia (2019) was 27,6¹⁹. Factors that have impact on gender pension gap are lower participation of women in the labour market, +high representation of women in feminized sectors with low salaries, low representation of women in management, "motherhood penalty" (women who have children, as opposed to those who do not, earn less)²⁰.

¹⁷ Eurostat: Gender pay gap statistics, https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics#Highest_gender_pay_gap_in_financial_and_insurance_activities (accessed on January 8, 2024)

¹⁸ Understanding the gender pay gap: definition and causes, European Parliament, News, <https://www.europarl.europa.eu/news/en/headlines/society/20200109STO69925/understanding-the-gender-pay-gap-definition-and-causes#:~:text=Some%20of%20the%20reasons%20for,the%20adjusted%20gender%20pay%20gap> (accessed on January 8, 2024)

¹⁹ Eurostat, Gender pension gap by age group – EU-SILC: survey https://ec.europa.eu/eurostat/databrowser/view/ILC_PNP13_custom_470372/bookmark/table?lang=en&bookmarkId=ca6425d8-bd3e-4a09-b6d8-c181ea76bc6a (accessed on January 8, 2024)

²⁰ Guidelines for the National Legislative Framework for Equal Pay and Pensions, The Ombudsperson for gender equality, 2020, <https://gppg.prs.hr/wp-content/uploads/2021/02/guidelines-for-the-national-legislative-framework-for-equal-pay-and-pensions.pdf> (accessed on January 8, 2024)

Measures

The Ministry of Labour, Pension System, Family and Social Policy and the Croatian Employment Service are implementing several active employment policy measures to encourage employment, additional employee training and preserving jobs.²¹

Gender-specific measures to promote the participation of women in the labour market are not developed and implemented. Gender-specific measures are usually reserved for victims of domestic violence.

In 2022 Croatian Employment Service introduced Green and digital jobs²², which include: mitigating climate change, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, prevention and control of pollution, and protection and restoration of biodiversity and ecosystems.

3.2.6 Analysis of energy sector companies

The analysis of the energy sector companies had several major challenges, the most important one being the criteria for the analysis. In the end, this report focused only on companies listed in the Register of Permits for performing energy activities²³ on the web page of the Croatian Energy Regulatory Agency and that have active permits for performing energy activities.

In total Register lists a total of 32 different types of possible permits. The complete list is available in the Annex 4. The number of companies in each category varies and some companies have more than one permit, for example, thermal energy facilities often have permits for both production and distribution of energy. It is important to emphasize that these are not the only companies that are active in the energy sector and that some of these companies have more than one sector that they cover. However, it would be impossible to do an exhaustive analysis of all the companies and organisation that are active employers in the energy sector.

The second criterion of the report is the managing structure of these companies conducted through a basic search of publicly available data. It should be considered that for some companies' data on managing structure is not available, (whether because they don't have it or because the internet source used did not list it), members listed below could only be seen as an approximation based on the publicly available data. The report counted the number of directors divided by gender, vice directors (if listed), and members of managing and steering committees (if listed). The report did not discriminate based on the size of the companies – some companies have several hundred employees, and some may just

²¹ Employment policy measures are Employment Aid, First Employment / Traineeship Aid, Training Aid, Self-Employment Aid, Education of Unemployed Persons, Education of Employed Persons, On-the-Job Training, Education for the Completion of Primary School and Acquisition of First Employment, Public Works, Job Preservation Aid, Permanent Seasonal Worker, <https://mjere.hr/katalog-mjera/mjere-aktivnog-zaposljavanja/> (accessed on December 19, 2023)

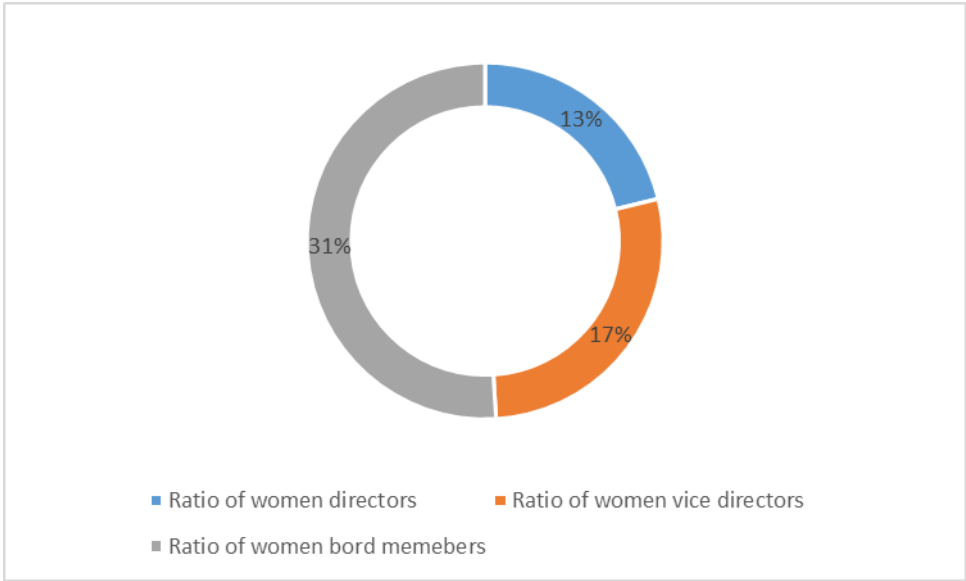
²² Zelena i digitalna radna mjesta <https://mjere.hr/katalog-mjera/zelena-i-digitalna-radna-mjesta/> (accessed on January 8, 2024)

²³ Zbirni pregled Registra dozvola za obavljanje energetske djelatnosti, https://www.hera.hr/hr/html/registar_dozvola.html (accessed on December 30, 2023)

have a director. The report further divided the companies into just five major groups electric energy, gas, thermal energy, biofuel and oil companies.

The results are as follows:

Energy field	Number of companies according to the Registry	Number of directors Male	Number of directors Female	Number of vice directors Male	Number of vice directors Female	Number of Managing board/steering committee members Male	Number of Managing board/steering committee members Male
Electric energy	176	127	13	12	3	186	49
Gas	120	51	6	7	1	80	14
Thermal energy	91	44	8	16	2	43	12
Biofuel	18	8	0	4	0	7	4
Oil	74	30	6	3	1	100	48
Total	479	260	33	42	7	416	127



It can be seen that, based on the public data, women are greatly underrepresented in managing structures of the energy companies. The table and picture above depict the ratio of women in comparison to men in the positions of directors 13% of women, vice directors 17% of women, and board members 31% of women.

We can see that in all ministries, men are in leading managing positions such as ministers or state secretaries, but when it comes to lower positions ratio is turned in favour of women. Data on labour market shows that women take up to approximately 30% of active labour force in the energy sector. However, these numbers do not show why are women dominant in lower positions in the ministry structures and why are they employed in lower positions in energy companies. The number of approximately 30% of the female workforce just corresponds to a number of female students enrolled

in technical studies, as the tables below demonstrate – but again it tells nothing about the potential obstacles women face in the labour market in general and then specifically in the energy sector. The glass ceiling effect is the dominant reason for women to be held down in many sectors. Women often face barriers and biases that make it harder for them to be promoted to managerial positions – which is probably the dominant reason in energy sector as well.

Some companies have codes of ethics that outline, besides different ethical aspects and guiding principles, that outline gender, gender equality, anti-discrimination and similar concepts. While searching companies' website, we have found that 16 of 479 companies have ethical codex. These 16 documents include prohibiting and preventing discrimination based on race, colour, gender, age, language, religion, political or other opinion, ethnic or national or social origin, property, union membership, education, social status, marital and family status, age, health condition, disability, birth, sexual orientation, gender identity or any other status including matrimonial or parental status. Also providing equal opportunities and the right to equal pay for equal work are mentioned in one document. The analysis of 16 ethnic codes, detailed in Annex 6, offers valuable insights into how companies are addressing gender equality issues within their organizational frameworks. This analysis serves as a crucial tool for assessing gender equality practices in corporate settings and represents a good source of data for creating recommendations.

3.2.7 Analysis of the higher education sector – enrollment in study programmes

Available public data from the Croatian Bureau of Statistics (DZS) on the enrolment of new students in the first year of studies show a clear underrepresentation of women in study programs in the technical sciences where approximately only one-third of students are female. This supports the claim that technical studies are still not only perceived as male-dominant but also attended mostly by male students.

Although doctoral studies show a slight increase in the percentage of enrolled female students, the gender gap in undergraduate and graduate studies remains significant as female students make up only 28% of the enrolled students.

Students enrolled in undergraduate and graduate programmes in technical studies, disaggregated by sex 2020/2021²⁴

	Total	Women	Men	Sex distribution	
				Women	Men
Technical studies	40 301	11 267	29 034	28%	72%

Students enrolled on postgraduate doctoral programmes in technical studies, disaggregated by sex,

²⁴ Croatian Bureau of Statistics, *Students, 2020/2021 Academic Year*, Statistical reports ISSN 1845-9927

2020/2021²⁵

	Total	Women	Men	Sex distribution	
				Women	Men
Technical studies	845	297	548	35,1%	64,9%

University specialists in technical studies, disaggregated by sex 2021²⁶

	Total	Women	Men	Sex distribution	
				Women	Men
Technical studies	38	14	24	36,8%	63,2%

Doctors of science in technical studies, disaggregated by sex 2021²⁷

	Total	Women	Men	Sex distribution	
				Women	Men
Technical studies	140	44	96	31,4%	68,6%

In Croatia, there are 9 public universities (constituted of 84 faculties), 13 public polytechnic schools, 1 public college, 3 private universities, 5 private polytechnic schools, and 13 private colleges. According to the Agency for Science and Higher Education's database, there are 290 study programs in technical sciences, and many of these are closely related to the energy sector.²⁸ Study programs that are connected to the energy sector (based on their curriculum) are dispersed across 5 universities and 1 public polytechnic school. Some institutions offer specific study programs that are directly connected to the energy sector in research, public policies, and labour market. Others, however, are more indirectly related to the energy sector. The criterion used to categorize a study programme as related to the energy sector in this report is that it has at least one study course on energy sources, networks, grids or infrastructure per academic year.

University of Zagreb
Faculty of Electrical Engineering and Computing
Faculty of Chemical Engineering and Technology
Faculty of Mechanical Engineering and Naval Architecture
Faculty of Forestry and Wood Technology
Faculty of Geotechnical Engineering
Faculty of Mining, Geology and Petroleum Engineering

University of Split
Faculty of Electrical Engineering, Mechanical Engineering and Naval Architecture
Faculty of Chemistry and Technology

²⁵ Ibid.

²⁶ Ibid.

²⁷ Ibid.

²⁸ <https://mozvag.srce.hr/preglednik/> (accessed on December 21, 2023)

The University Department of Professional Studies
University of Rijeka
Faculty of Engineering
University of Slavonski Brod
Mechanical Engineering Faculty
University of Osijek
Faculty of Electrical Engineering Computer Science and Information Technology
Zagreb University of Applied Sciences
Electrical Engineering

The numbers of female students enrolled in higher education institutions with study programmes related to the energy sector show an interesting and unequal composition. Faculty of Engineering and Computing at the University of Zagreb has a long-lasting reputation as a particularly male-dominated higher education institution. The numbers in the table below show that in the 9-years span, from the academic year 2013/2014 to the academic year 2021/2022, the share of female students in the Faculty has increased by only 6%. The share of female students at the Faculty has changed in 9 years from representing a fifth of the total student body to a quarter of the total student body, which can hardly be interpreted as progress.

The situation is even worse at another traditionally male-dominant faculty at the University of Zagreb – the Faculty of Mechanical Engineering and Naval Architecture (FSB). In the same period, FSB has seen an increase of only 1% in the overall enrolled female students which represents only one-fifth of the total student body. Although having substantially better numbers, a negative trend is present at the Faculty of Forestry and Wood Technology at the University of Zagreb too, where the share of female students has fallen from 42% in the academic year 2013/2014 to 36% in the academic year 2021/2022.

Nonetheless, some faculties that provide study programmes or study courses related to the energy sector show high numbers of female students. Here, the Faculty of Chemical Engineering and Technology at the University of Zagreb with 76%, the Faculty of Geotechnical Engineering Varaždin at the University of Zagreb with 62%, the Faculty of Chemistry and Technology at the University of Split with 87%, and Mechanical Engineering Faculty at the University of Slavonski Brod 50% of female students in the academic year 2021/2022 should be singled out as positive examples.

Share of female students per academic year and higher education institution with study programmes related to the energy sector, from the academic year 2013/2014 to 2021/2022 (source: AZVO 2023)²⁹

Education provider	2013 /2014	2014 /2015	2015 /2016	2016 /2017	2017 /2018	2018 /2019	2019 /2020	2020 /2021	2021 /2022
Faculty of Electrical Engineering and Computing (University of Zagreb)	19%	21%	23%	17%	22%	22%	22%	26%	25%

²⁹ <https://www.azvo.hr/hr/visoko-obrazovanje/statistike> (accessed on December 21. 2023)

Faculty of Mechanical Engineering and Naval Architecture (University of Zagreb)	20%	18%	18%	19%	16%	15%	13%	26%	21%
Faculty of Chemical Engineering and Technology (University of Zagreb)	71%	70%	70%	72%	71%	71%	70%	71%	76%
Faculty of Forestry and Wood Technology (University of Zagreb)	42%	39%	36%	35%	37%	44%	37%	33%	36%
Faculty of Geotechnical Engineering Varaždin (University of Zagreb)	47%	51%	53%	55%	57%	53%	52%	52%	62%
Faculty of Mining, Geology and Petroleum Engineering (University of Zagreb)	27%	28%	33%	33%	35%	34%	31%	43%	41%
Faculty of Electrical Engineering, Mechanical Engineering and Naval Architecture (University of Split)	24%	23%	23%	24%	27%	27%	27%	26%	24%
The University Department of Professional Studies (University of Split)	41%	42%	42%	39%	39%	35%	42%	42%	41%
Faculty of Chemistry and Technology (University of Split)	84%	80%	80%	81%	81%	82%	82%	85%	87%
Faculty of Engineering (University of Rijeka)	15%	15%	15%	14%	15%	17%	13%	15%	15%
Mechanical Engineering Faculty (University of Slavonski Brod)	/	/	/	/	/	/	/	26%	50%
Faculty of Electrical Engineering Computer Science and Information Technology (University of Osijek)	8%	17%	8%	14%	11%	13%	10%	12%	14%
Zagreb University of Applied Sciences	10%	10%	11%	11%	18%	19%	15%	15%	15%

An increase in the enrolment of female students (as a result of one or the other policy) is only one of the indicators (or outcomes) of successful gender equality policies. Successful graduation and transfer to labour market present another set of obstacles and, ipso facto, a distinct set of policies and mechanisms installed to secure the implementation of such policies.

One way of securing successful graduation for enrolled female students is to establish functional and supportive mechanisms that ensure gender equality throughout their studies. This, however, can hardly be done without an official gender or sex equality plan, devised, adopted, and implemented either at the level of a university's constituent or at the level of the university.

Since 2020, the **Faculty of Electrical Engineering and Computing (FER)** has been a member of the project CALIPER funded by the HORIZON 2020 program. The CALIPER project lasts until 2024 and aims to increase the number of female researchers in STEM, improve their career prospects, and integrate a gender dimension in research. Within the project, FER has adopted in September 2021 one of the earliest gender equality plans among Croatian higher education institutions – Gender Equality

Plan 2021-2025³⁰. The plan presents timeframes, objectives, activities, resources, and indicators of fourteen measures encompassing six areas: *human resources*, *institutional management*, *institutional communication*, *teaching and research*, *student services*, and *sexism and sexual harassment*. The objectives and indicators are separated into short-, medium-, and long-term. Although the document is in general well developed, most activities lack precision and are rather vaguely described. In addition to the Gender Equality Plan, FER has launched a web page Ravnopravnost@FER dedicated to gender equality and a podcast *ŽensCast* offering future female students stories of women who started their professional careers at the Faculty. The idea is to encourage female students of enrolling into FER.

Faculty of Mechanical Engineering and Naval Architecture³¹ at the University of Zagreb, as the numbers from AZVO and DZS indicate, is a very male dominant higher education institution. The Faculty has adopted a Gender Equality Plan 2022-2024³² in March 2022. Together with the adoption of the plan, a Committee for the implementation and monitoring of the plan has been founded. Although being very short, the plan has set elaborate and ambitious objectives. It identifies seven areas of objectives of gender equality at the Faculty: equal opportunity principle in all fields of work of the Faculty, promotion of gender equality culture, guaranteeing of equal opportunities in access, training and development of professional careers, empowerment of women scientists to actively participate in management and leading positions, increasing the knowledge about gender issues, management of the work load favoring a work-life balance for both parents, fight against sexism and sexual harassment at the work place and support to victims of sexual harassment. To ensure its implementation, the plan proscribes an action plan comprised, among others, online seminars, implementation of policies and protocols, continuing monitoring.

Faculty of Chemical Engineering and Technology³³ at the University of Zagreb adopted a Gender Equality Plan in January 2022 for the period 2022-2026 to comply with the eligibility criterion of the European Commission's Directorate General for Research and Innovation and Horizon Europe programme. For these purposes, the Faculty founded the Gender Equality Commission. The document presents a substantial overview of gender distribution among staff and students of the faculty. As indicated in the table above, the share of female students at the Faculty is among the highest of faculties with study programmes or study courses related to the energy sector. Similarly, women held 60% of position at the Faculty purpose. The plan proscribes five areas for improvement of gender equality, each with its own objectives which are in turn accompanied by measures, indicators, responsible positions, implementation bodies and timelines. These areas are *Professional-private life balance and*

³⁰ [https://www.fer.unizg.hr/_download/repository/UNIZG-FER-Gender-Equality-Plan-2021-2025\[2\].pdf](https://www.fer.unizg.hr/_download/repository/UNIZG-FER-Gender-Equality-Plan-2021-2025[2].pdf) (accessed on January 8, 2024)

³¹ Plan rodne ravnopravnosti 2022. - 2024.
https://www.fsb.unizg.hr/index.php?fsbonline&o_fakultetu&zastita_osobnih_podatka&pravilnici (accessed on December 29, 2023)

³² Ibid

³³ Gender Equality Plan of the Faculty of Chemical Engineering and Technology
https://www.fkit.unizg.hr/images/50012484/Gender_Equality_Plan.pdf (accessed on December 29, 2023)

organisational culture, Gender balance in leadership and decision-making, Gender equality in recruitment and career progression, Integrating the gender dimension in research and teaching content and Measures against gender-based violence, including sexual harassment. The objectives, measures and indicators are fairly well described and for most of them, the plan proscribes some support mechanism, whether in the form of funding, education of staff, awards or something else. In general, the plan is a commendable document, however, it remains to be seen how much and how vigorously the plan has been implemented in practice.

Faculty of Forestry and Wood Technology³⁴ at the University of Zagreb has also adopted an equality plan titled „Sex Equality Plan“ in January 2022 for the period 2022-2027. Though the document is titled „Sex Equality Plan“, at least at one place it is also titled „Sex Equality Plan (Gender Equality Plan)“ without further explanation regarding the incoherency or difference in terminology. The Faculty founded a Working group comprised of two male vicedeans, two female professors and a female secretary of the Faculty. The working group set five areas for improvement of women representation at the Faculty: *human potentials, management of the Faculty, teaching and students, research and scientific work, and prevention of sexism, sexual harassment and sexual abuse.* For each area, there are proscribed objectives, measures, timelines, responsible authorities and indicators. Although the plan is set to increase participation of women at key position at the Faculty and in the student body, it is abundant with claims of peculiar language with unclear meaning and without much explanation for such claims. For example, at one place, the plan states that there is „a necessity of introducing dimension of sex into teaching and creation of teaching content, which would surely lead to an increase of interest of persons of female sex for studying at the Faculty.“³⁵. It is unclear what the dimension of sex is, how it can be added to teaching and the content, and how or why will this increase women participation. It should also be added that funding of a Sex Equality Committee which should oversee the implementation of a plan is set as one of the measures in the management of the Faculty area, however, without no set term or deadline. In a nutshell, the document does not present a clearly defined and consistent strategy for gender equality and therefore it is questionable whether it can secure goals and objective it has proscribed.

Faculty of Geotechnical Engineering Varaždin at the University of Zagreb, as far as the research for this report has shown, does not have a document regarding equality of sexes or genders.

The **Faculty of Mining, Geology and Petroleum Engineering** at the University of Zagreb has adopted an Action Plan for Gender and Sex Equality in December 2021³⁶. Interestingly, the Action plan starts with a glossary of terms including gender („rod“), sex („spol“), gender roles („rodne uloge“), gender identity („rodni identitet“), etc. The plan proscribes actions, responsible bodies, timeframes, and

³⁴ Plan ravnopravnosti spolova 2022.-2027.

https://www.sumfak.unizg.hr/site/assets/files/3498/plan_ravnopravnosti_spolova_fsd.pdf (accessed on December 29, 2023)

³⁵ Ibid pp. 10

³⁶ Akcijski plan o rodnoj i spolnoj ravnopravnosti Rudarskogeološko-naftnog fakulteta https://www.rgn.unizg.hr/images/interni_dokumenti/Akcijски_plan_o_rodnoj_i_spolnoj_ravnopravnosti_RGNF.pdf (accessed on December 29, 2023)

indicators separated into four strategic areas: employment criteria, career advancement monitoring, prevention of sex/gender discrimination at the study/workplace and guidelines for complaints, sex/gender discrimination at the faculty positions, boards, committees, and other management positions. Most of these areas, however, have only one proscribed action which is usually concerned only with the gathering of data. The concrete actions, such as education or workshops for employees, are sparse and it is doubtful whether they can achieve the goals set at the beginning of the document.

Faculty of Electrical Engineering, Mechanical Engineering and Naval Architecture, Faculty of Chemistry and Technology and the **University Department of Professional Studies** at the University of Split do not have official documents proscribing plans for sex or gender equality. Nonetheless, such document does exist at the level of the university and has been adopted by the **University of Split**.

The Gender Equality Plan³⁷ of the **University of Split** has been adopted in November 2021 and it proscribes action plan for gender equality at the University for the period of 2021-2027. The plan recognizes four strategic areas which, as the document argues, arise from data and European Commission guidelines: gender equality in institutional processes, gender equality in research, gender equality in studying and teaching, and institutional culture of gender equality by favoring work-life balance. The document acknowledges gender inequality (of both women and men) in various fields of teaching and research and proscribes activities, responsibilities, and implementing bodies or positions. Activities are described in detail, and many require their integration into certain university projects and programmes both at the university level and EU level. Perhaps the least developed part of the plan is the one concerned with the institutional culture since for the most part, it only proscribes encouraging certain activities rather than their implementation into already ongoing inter and intra-university processes.

Faculty of Technology at the University of Rijeka does not have a plan for sex or gender equality. But such a plan does exist at the level of the **University of Rijeka**³⁸. It is the first higher education institution in Croatia that has adopted such a plan. The plan was developed and adopted as a part of the project SPEAR which was specifically aiming to increase the number of higher education institutions and research institutions with developed and implemented gender equality plans and to remove the overall barriers and obstacles for women in academia. Gender Equality Plan at the University of Rijeka has identified four areas of interest: *institutional culture of gender equality*, *gender equality in scientific and artistic research*, *gender equality in teaching and training* and *harmony between personal life and professional commitments*. The areas of interest are distinguished by the well-developed goals, indicators, and measures together with the proscribed implementing and responsible bodies. Besides ensuring the university as a place of equal opportunities, the plan claims to position the university in its national and international surroundings based on positions in gender equality ranking systems, European certificates, and similar. The plan has a goal of acting to reduce income inequality by collecting

³⁷ Sveučilište u Splitu plan rodne ravnopravnosti 2021.-2027. https://arhiva.unist.hr/DesktopModules/Bring2mind/DMX/API/Entries/Download?language=hr-HR&EntryId=1970&Command=Core_Download&PortalId=0&TabId=1515 (accessed on December 29, 2023)

³⁸ https://uniri.hr/wp-content/uploads/2022/05/UNIRI_plan_rodne_ravnopravnosti_ENG_2022_final.pdf (accessed on December 29, 2023)

data on gender inequality and developing corresponding action plans. Interestingly, the University already has several bodies which can ensure the implementation of such activities, for example, the University Gender Equality Committee or University Centre for Women's Studies/Gender Equality Lab. In a nutshell, University of Rijeka's gender equality plan is one the most well-defined strategies and documents for gender equality in Croatia. The document *University of Rijeka – a safe space without sexual harassment*³⁹ is another set of guidelines developed by the University which can be seen as complementing the strategy developed in the Gender Equality Plan. This set of guidelines offer both the guidelines for action in cases of sexual harassment and for preventive action in order to make the University of Rijeka a safe place of study and work for all. As the document claims, the guidelines are intended for all students, employees, business partners, and visitors of any component of the University of Rijeka to help them more easily recognize sexual harassment act.

Mechanical Engineering Faculty at the University of Slavonski Brod does not have a gender equality plan but there is one at the level of the university. The **University of Slavonski Brod** has adopted *Gender Equality Plan 2022. – 2026*⁴⁰. in April 2022 based on the analysis conducted throughout the academic year 2021/2022. It defines the four „strategic goal of the plan“: *gender equality in scientific careers, gender balance in decision making and integration of gender equality dimension into research and innovation*. As with similarly developed plans at higher education institutions in Croatia, the plan provides goals, measures, indicators, implementing bodies and timelines. Although there are not many goals, measures and indicators in the document, they are still fairly well developed and defined, with a range of activities and analysis provided for each of the four strategic goals.

The **Faculty of Electrical Engineering Computer Science and Information Technology** at the University of Osijek does not have a gender equality plan, but there is one at the level of the University – Gender Equality Plan of **Josip Juraj Strossmayer University of Osijek 2022 - 2026**⁴¹. It is one the earliest adopted plans in Croatia (December 2021). The four strategic objectives of the Plan are *development of the gender equality system at the University, Gender equality in research and in teaching process, Balance between work obligations and private life, Zero tolerance for gender-based discrimination and violence*. The plan has a well-developed tasks, measures, indicators, responsible bodies and timelines, and in general is a commendable strategy for gender equality. The activities of each of the objectives are, as it is claimed in the Plan, are aligned with the UN objectives of sustainable development for the period until 20230 (quality education, gender equality, decent work and economic growth, peace, justice and strong intuitions). In addition, the objectives of the Plan are reinforced by the

³⁹ Sveučilište u Rijeci — sigurno mjesto, bez spolnog uznemiravanja; Smjernice za prevenciju i djelovanje https://uniri.hr/wp-content/uploads/2021/07/UNIRI_sigurno-mjesto_smjernice.pdf (accessed on December 29, 2023)

⁴⁰Gender Equality Plan of University of Slavonski Brod 2022. – 2026 <https://unisbhr.sharepoint.com/sites/WebRepozitorij/Zajednicki%20dokumenti/Forms/AllItems.aspx?id=%2Fsites%2FWebRepozitorij%2FZajednicki%20dokumenti%2FDokumenti%2FAktiSveucilista%2FPravilnici%2FPLAN%20RODNE%20RAVNOPRAVNOSTI%20UNISB%202022%2D2026%2Epdf&parent=%2Fsites%2FWebRepozitorij%2FZajednicki%20dokumenti%2FDokumenti%2FAktiSveucilista%2FPravilnici&p=true&ga=1> (accessed on December 28, 2024)

⁴¹ Gender Equality Plan of Josip Juraj Strossmayer University of Osijek <https://www.ferit.unios.hr/about-ferit/documents#dokument-gender-equality-plan-of-the-universitypdf> (accessed on January 8, 2024)

university's signing and joining the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.

Zagreb University of Applied Sciences does not have a gender equality plan.

4 CONCLUSION

The modern Republic of Croatia is a relatively young country – an independent and sovereign democracy not much older than 30 years. In that context, it should not be surprising that gender equality is a new topic on the political agenda. In these 30 years of independence and democracy, Croatia underwent some major changes and policy documents referring to gender equality and different committees and institutions have been (re)built. This analysis concentrated on the position of women in modern Croatian society. However, it must be noted that the modern state was built on the remains of the Socialist Republic of Croatia. As the example of CEDAW (signed by Yugoslavia in 1979 and ratified in 1981) demonstrated, modern Croatia inherited by succession several obligations to civil liberties and gender equality.

In giving the overview of the feminist movement in Yugoslavia, Nađa Bobić⁴² stated the following: *“The thesis that there was no feminism in socialism at all, usually without the idea of numerous differences in countries with socialist systems, or of the totalitarian approach of “communism” towards everything, including women, had absolute hegemony in the period of the so-called the end of history. As it became clear in the middle of 2000 that that end was not even in sight, and that the countries in the so-called prosperity did not come to the transition as soon as they passed into capitalism.”*

The complex position of women in the modern Croatian state could not be fully understood without an attempt to grasp the position of women in society throughout the history of the 20th century, and especially without putting an emphasis on the period before, during, and after the end of the Second World War. In those years, the changes in the role of women closely followed the changes in the role of workers. It might be noticed that this close linkage of a position of women as workers in society with the same rights and opportunities as male workers in many aspects defined the role of women in modern Croatian society and contributed to the challenges to which resolution we are also trying to contribute to through this project.

In the process of joining the EU, Croatia needed to adapt its legislation system to be compatible and comparable with the EU, but in many aspects regarding gender that only meant that gender equality needed to be repacked. The basis was already there, but that also unfortunately meant that a lot of challenges that were there before, are still very much active.

In the text “Women in socialism - from accelerated emancipation to accelerated repatriarchalization”⁴³ authors referred to the research done in 1980 according to which “almost 80% of employees in social services were women, and that almost 75% were medical officers. Women were also the majority of workers in the hotel industry, tourism, leather industry, and primary schools, while there were very few

⁴² “Jugoslovenska – socijalistička – feministička istorija”, Nađa Bobić, 28. prosinca 2021., <https://slobodnifilozofski.com/2021/12/jugoslovenska-socijalisticka-feministicka-istorija.html> (accessed on December 29, 2023)

⁴³ Žene u socijalizmu – od ubrzane emancipacije do ubrzane repatrijarhalizacije, <https://6yka.com/kolumne/zene-u-socijalizmu-od-ubrzane-emancipacije-do-ubrzane-repatrijarhalizacije> (accessed on December 29, 2023)

female journalists, professors and judges”.

They also cite authors of the original research who, when exploring the reasons why women are employed predominantly in these sectors claim the following “the risk that the employment of women in certain workplaces would lead to the dismissal of the male workforce, which would cause conflicts in the family.” The authors also point out that even though the “*new socialist order nominally equalized male and female workers in wages, but still supported the division of professions into so-called male and female*”.

They also wrote: “*To make the life responsibilities of working women somewhat easier, which primarily refers to their family and domestic responsibilities as well as raising children, which was only a woman's responsibility, the socialist government passed a series of decrees that dealt with the issues of children and motherhood and enable women to regardless of the establishment of families, remain dedicated to activities in the public sphere, but also to make it easier for them to work on physically demanding jobs. [...] Although these decrees aimed to make it easier for women to do business, we cannot help but notice that it still kept them in the shackles of biological frameworks and that the care of children was left exclusively to women.*”

Further on, they wrote that the phrase “a woman as a worker and 'self-manager”” was popular one used in public space to promote the political and social role of women, but authors note, that at the same time, women on average are by less than 15% represented in political processes, in some aspects of political life after Second World War women on average had one or less representatives. If compared to the data from the late 1990s referred to in this Report, we can see that not much has changed in the transition period. Even the situation now, when Croatia is full EU MS, is not radically different, considering that only one-third of current parliamentary members are women. As the authors conclude in their overview *although these decrees aimed to make it easier for women, it still kept them in the shackles of biological frameworks*, one cannot help but use the same conclusion for the current state of the position of women in society.

Analysing the gender and energy nexus in Croatia, the numbers indicate that only about one-third of employees are women and an even lower number of them are in higher managing positions.

Gender concepts (equality, discrimination, representation of women, management, measures...) even though present in the national legislation framework are not part of the energy-related legislation framework.

While interviewing women who are employed in the energy sector or have been educated in the technical field it was revealed that although women in the energy sector in general are still underrepresented, situations are different in different areas of the energy sector. It is more likely that women will be engaged in so-called soft areas such as communication and various positions researching the social aspects of the energy transition, climate change, and renewable energy.

According to our interviewees, men are still perceived to be more educated, reliable, and bigger experts for all things considered “technical”. Technical studies have always been considered male-dominated and in a way “reserved” for male students. There have always been only a handful of female students enrolled in these programs. Consequently, there is a lack of women employees in the industry. Some

even pointed out that there was a time when women weren't allowed to work on oil and gas platforms.⁴⁴ Our interviewees also agree that the academic sector should contribute to the reduction of gender discrimination in the energy sector, but that it sadly does not. There is still a lack of female researchers in the energy sector and the glass ceiling is domineering not only energy sector but science and research as such.

⁴⁴ In 1996 government adopted the ordinance called Ordinance on jobs in which women may not work. the ordinance proscribes the specific conditions under which women cannot work. it was put out of force in 2010. Pravilnik o poslovima na kojima ne smije raditi žena https://narodne-novine.nn.hr/clanci/sluzbeni/1996_06_44_858.html

5 RECOMMENDATIONS

The recommendations will be divided into two sectors: one addressing initiatives for companies to enhance gender equality, and the other focusing on strategies to promote gender equality within educational institutions. This EUWES dual-sector approach aims to create a comprehensive framework for gender equality in the energy sector.

The public awareness campaign will concentrate on raising awareness in both the corporate and educational sectors while simultaneously advocating for enhanced public policies promoting gender equality within the energy sector. This multilevel approach aims to drive societal change by addressing awareness and policy gaps in key areas related to gender equality.

Public policy design – recommendations

1. Work-life balance policies to improve gender equality, and prevent discrimination.
2. Supporting Women-Owned Businesses - financial initiative from the government/local authority to support for women-owned businesses in energy sector

Business sector - recommendations

1. Implementation of policies that ensure equal opportunities for men and women in hiring, promotion, and leadership positions within the energy sector - Ethical codex with gender-responsive policies that address the unique challenges faced by women in the energy sector, such as addressing fair opportunities for promotion within the company hierarchy and ensuring fair pay.
2. Implementation Mentorship and Sponsorship Programs in company - mentorship programs to provide guidance and support for women aspiring to grow their careers in the field

Education sector - recommendations

1. Promotion Women in Leadership - create programs and initiatives that identify women leaders.
2. Stereotypes in education affect students' performance, choices of career and school. Combating gender stereotypes in the education system should be present in curriculum in aim of ensuring gender diversity at workplace, school and occupations.

Synergy of public policy design and the business sector -recommendations

1. Salary transparency measures - information on the criteria and procedures for determining the employer's salaries, regular reports about salaries, and gender pay gap
2. Addressing gender pay gaps by conducting regular pay equity audits, identifying salary difference, and implementing corrective measures

Synergy of education and the business sector -recommendations

1. Implementation Mentorship and Sponsorship Programs in company - mentorship programs to provide guidance and support for women aspiring to grow their careers in the field
2. Fostering partnerships with educational institutions to create pathways for women to enter the energy sector.
3. Facilitating networking opportunities for women in the energy sector to connect with mentors, peers, and industry professionals.

Synergy of Non-governmental organizations, Education sector – recommendations

1. Raising awareness about gender roles, and social and cultural norms in school and labour market from early age.
2. Encouraging and supporting educational programs that promote STEM (Science, Technology, Engineering, and Mathematics) fields among girls and women
3. Encourage collaboration between energy companies, government agencies, and non-governmental organizations to share best practices

Annex 1

List of energy sector relevant laws.

1. Energy law (Official Gazette, No. 120/12, 14/14, 102/15, 68/18),
2. Law on the Electricity Market (Official Gazette, No. 22/13, 102/15, 68/18, 52/19),
3. Law on the gas market (Official Gazette, No. 18/18, 23/20),
4. Law on liquefied natural gas terminal (Official Gazette, No. 57/18),
5. Law on the thermal energy market- (Official Gazette, No. 80/13, 14/14),
6. Law on the market of oil and oil derivatives (Official Gazette, No. 19/14, 73/17, 96/19),
7. Act on biofuels for transport (Official Gazette, No. 65/09, 145/10, 26/11, 144/12, 14/14, 94/18, 52/21),
8. Law on Regulation of Energy Activities (Official Gazette, No. 120/12, 68/18),
9. Law on renewable energy sources and high-efficiency cogeneration (Official Gazette, no. 100/15, 111/18),
10. Law on Energy Efficiency (Official Gazette, No. 127/14, 116/18, 25/20, 41/21),
11. Law on implementation of Council Regulation (EU) 2022/1854 of 6 October 2022 on an emergency intervention to address high energy prices ("Official Gazette", No. 85/10 - consolidated text and 5/ 14 - Decision of the Constitutional Court of the Croatian Republic)
12. Law on Climate Change and Ozone Layer Protection (Official Gazette, No. 127/19),
13. Energy Development Strategy of the Republic of Croatia until 2030 with a view towards 2050 (Official Gazette, No. 25/2020),
14. Integrated National Energy and Climate Plan (NECP) for the period 2021-2030. Years. (Official Gazette No. 123/17, 151/22).

Annex 2

The list of members in Parliamentary Committees in the period 2020-2023 based on gender.

Committees of Croatian Parliament	President	Vice president	Members		Appointed members	
			Male members	Female members	Male members	Female members
Committee on the Constitution, Standing Orders and Political System	Male	Female	9	2	3	3
Legislation Committee	Female	Female	5	5	3	2
European Affairs Committee	Male	Male, Male	10	4	4	2
Foreign Affairs Committee	Male	Female	8	3	2	4
Domestic Policy and National Security Committee	Male	Male	9	2	0	0
Defence Committee	Male	Male	11	0	5	1
Finance and Central Budget Committee	Female	Male	9	2	3	3
Committee on the Economy	Male	Female	6	4	6	0
Tourism Committee	Male	Male	6	5	2	1
Committee on Human and National Minority Rights	Male	Male	8	5	2	2
Judiciary Committee	Male	Male	5	5	4	2
Labour, Retirement System and Social Partnership Committee	Male	Female	6	5	2	2
Health and Social Policy Committee	Female	Female	7	4	6	0

Committee on the Family, Youth and Sports	Female	Male	3	8	2	1
Committee on Croats outside the Republic of Croatia	Female	Male	7	4	4	0
War Veterans Committee	Male	Male	9	2	2	1
Physical Planning and Construction Committee	Male	Female	8	3	2	1
Environment and Nature Conservation Committee	Female	Male	5	6	1	2
Education, Science and Culture Committee	Female	Male	9	2	3	3
Agriculture Committee	Female	Female	8	3	2	1
Committee on Regional Development and European Union Funds	Male	Female	4	7	3	0
Committee on Maritime Affairs, Transportation and Infrastructure	Male	Male	9	2	3	2
Elections, Appointments and Administration Committee	Female	Male	7	3	0	0
Petitions and Appeals Committee	Female	Male	8	3	0	0
Interparliamentary Co-operation Committee	Male	Male	23	16	0	0
Committee on Information, Computerisation and the Media	Male	Female	9	2	4	1
Gender Equality Committee	Female	Female	1	10	0	3

Local and Regional Self-government Committee	Male	Male	9	2	7	2
Credentials and Privileges Commission	Male	Female	3	3	0	0
Total			221	122	75	39

Annex 3

Lists of measures in National plan for gender equality for the period until 2027

Goal	Indicator	Initial value	Target value
Raising awareness on gender equality and multiple discrimination	Share of uninterested respondents for issues gender equality	17%	10%
	Public perception that state is efficient in eliminating any form of discrimination	2%	8%
Improving the position of women in the labour market	Employment rate for women	42,1% (2021.)	60%
	Female activity rate	45,8% (2021)	58%
	Share of women that think they have entrepreneurial competences regarding total number of women in start-up activities	42%	60%
Creating preconditions for eliminating gender-based violence	EIGE Index related to the presence of violence against women (0=absence; 100=high level of violence)	23,2 (2017.)	22
	Number of women killed by intimate partners or family members (on 100 000 citizens)	0,24 (2018.)	0,10
Increasing gender sensitivity in educational system (gender equality and overcoming stereotypes in education choices in preschool, primary and secondary schools)	Share of girls enrolled in industrial and trade schools in total number of girls enrolled in high schools.	16,5% 2019./2020.)	25%
	Share of girls enrolled in high education, information, and communication technology schools, in total number of girls enrolled in high education.	1,8% (2019.)	2,5%
Increasing representation of women in public decision-making	EIGE Index related to the representation of women in decision-making positions (0-100)	49,7 (2022.)	57,2
Introducing gender mainstreaming in public policies	EIGE H3 indicator Index (1-16), measures progress in implementation of chapter H in Beijing Declaration	4,5 (2018.)	9

Increasing visibility of Croatia in promoting gender equality in international relations	Number of annual reviews of obligations and responsibilities of authorities related to international obligations in the field of gender equality	0	6
	Number of projects within international development aid focussed on women empowerment and gender equality	1	7

Annex 4

List of companies listed in the Summary overview of the Register of permits for performing energy activities

	Type of permit	Number of companies
1.	Proizvodnja električne energije	114
2.	Prijenos električne energije	1
3.	Distribucija električne energije	1
4.	Organiziranje tržišta električne energije	1
5.	Opskrba električnom energijom	11
6.	Agregiranje	4
7.	Trgovina električnom energijom	42
8.	Skladištenje energije	0
9.	Organiziranje energetske zajednice građana	0
10.	Operator zatvorenog distribucijskog sustava	2
11.	Proizvodnja prirodnog plina	1
12.	Transport plina	1
13.	Skladištenje plina	1
14.	Upravljanje terminalom za ukapljeni prirodni plin	1
15.	Distribucija plina	30
16.	Organiziranje tržišta plina	1
17.	Trgovina plinom	41
18.	Opskrba plinom	39
19.	Upravljanje mjestom za opskrbu ukapljenim prirodnim plinom i/ili stlačenim prirodnim plinom	5
20.	Proizvodnja toplinske energije	47
21.	Opskrba toplinskom energijom	44
22.	Distribucija toplinske energije	6
23.	Proizvodnja biogoriva	4
24.	Trgovina na veliko biogorivom	8
25.	Skladištenje biogoriva	6
26.	Proizvodnja naftnih derivata	1
27.	Transport nafte naftovodima	1
28.	Transport naftnih derivata produktovodima	0
29.	Trgovina na veliko naftnim derivatima	53
30.	Skladištenje nafte i naftnih derivata	19

31.	Skladištenje ukapljenog naftnog plina	3
32.	Trgovina na veliko ukapljenim naftnim plinom	14

Annex 5

List of energy related non governmental organisations and energy agencies

Official organisation's name in national language.	Name the organisation or individual in English.	Add the acronym of the organisation (if applicable).	Type of organization	Director M/F
Društvo za oblikovanje održivog razvoja	Society for Sustainable Development Design	DOOR	Civil Society	F
Održivi razvoj zajednice	Sustainable community development	ODRAZ	Civil Society	F
Hrvatski savjet za zelenu gradnju	Croatia Green Building Council	GBC (HSZG)	Civil Society	M
Hrvatska stručna udruga za sunčevu energiju	Croatian solar energy professional association	HSUSE	Civil Society	F
Studentska Udruga za Promicanje Energetske Učinkovitosti i Savjetovanje	Student association for promoting energy efficiency and consulting	SUPEUS	Civil Society	M
Hrvatski poslovni savjet za održivi razvoj	Croatian Business Council for Sustainable Development	HPRSOR	Civil Society	F
Hrvatska udruga energetske certifikatora	Croatian association of energy certifiers	HUEC	Civil Society	F
Hrvatska udruga proizvođača toplinsko-fasadnih sustava	Croatian association of thermal facade system	HUPFAS	Civil Society	M

	manufacturers			
Terra hub	Terra hub	/	Civil Society	F
Zelena akcija	Green action	/	Civil Society	M
Greenpeace Hrvatska	Greenpeace Croatia	/	Civil Society	M
Gospodarsko interesno udruženje Obnovljivi izvori energije Hrvatske	Economic and Interest Association Renewable Energy Sources of Croatia	OIE Hrvatska (RES Croatia)	Civil Society	F
Regionalna energetska agencija Sjeverozapadne Hrvatske	Regional energy agency north- west Croatia	REGEA	Energy agency	M
Istarska Regionalna Energetska Agencija d.o.o.	Istrian Regional Energy Agency	IRENA	Energy agency	M
Međimurska energetska agencija d.o.o. MENE A	Medjimurje Energy Agency Ltd (MENE A)	MENE A	Energy agency	M
Regionalna energetska agencija Sjever	Regional Energy Agency North - Croatia	REA Sjever	Energy agency	M
Regionalna energetska agencija Kvarner	Institution Regional Energy Agency Kvarner	REA Kvarner	Energy agency	M
Dalmatinska energetska agencija	Dalmatian Energy Agency	DEA	Energy agency	M
Zelena energetska zadruga	Green Energy Cooperative	ZEZ	Energy cooperative	M

<u>Energetska zadruga otok Krk</u>	Energy cooperative island Krk	Energy cooperative	Energy cooperative	M
BAN-UNION	BAN-UNION	/	Energy cooperative	x
Energetska zadruga Kaštela	Energy cooperative Kaštela	/	Energy cooperative	x
Energetska zadruga Lug	Energy cooperative Lug	/	Energy cooperative	x
Energetske zadruge Sunčani Hvar	Energy cooperative Sunčani Hvar	EZSH	Energy cooperative	x
Braniteljske zadruge Ka-Solar	Energy cooperative Ka-Solar	/	Energy cooperative	M
Energetska zadruga SPES	Energy cooperative SPES	/	Energy cooperative	M
Energetska zadruga Sunce	Energy cooperative Sunce	/	Energy cooperative	M
Međunarodni centar za održivi razvoj energije, voda i okoliša (SDEWES Centar)	The International Centre for Sustainable Development of Energy, Water and Environment Systems	SDEWES Centar	Civil Society	M
Centar za Edukaciju, Savjetovanje i Istraživanje	Center for Education, Counseling and Research	CESI	Civil Society	F
XEnergy	XEnergy	/	Civil Society	F

Annex 6

Company	Name of code of conduct	Description
Alpiq Holding Ltd	Code of Conduct	The code states a general obligation of the company to prohibit any discrimination. The gender equality is mentioned in language used in official company's documents. Further on, in Chapter 5 „Fairness and protection of personality rights“, code prohibits discrimination „of any kind, in particular on the basis of gender, race, sexual orientation, colour, religion, age, national origin, disability, membership of a trade union or political party, marital or military status...“ The document also has an interesting article which states that the company „ <i>shall endeavour to ensure a reasonable level of diversity in the supervisory and management boards and appoint male and female members with the required skills for the given situation.....</i> “ However, both director and management board are all males.
Gradska toplana d.o.o (Karlovac)	„Etički kodeks“ (Ethical code of conduct)	The code states a general obligation of the company to prohibit any discrimination and gender equality is mentioned in prohibition of discrimination in employment/advancement at the workplace based on, among other things, gender.
HEP	„Etički kodeks“ (Code of conduct)	The document states a general obligation to prohibit any discrimination. Sex or gender equality is mentioned in the Article 9: „...unacceptable discrimination against any person, and employee must not be discriminated against on the basis of race, sex,... sexual orientation, marital status,...“
Hrvatska energetska regulatorna agencija	„Etički kodeks Hrvatske energetske regulatorne agencije“ (Code of conduct of Croatian Energy Regulatory Agency)	The document states a general obligation to prohibit any discrimination, however, sex or gender equality is not directly mentioned. In article 9 under „Equality and fairness“, it is generally stated that workers are obliged to behave in accordance with the principle of equality and fairness, in a way that excludes any discrimination, abuse, harassment or exploitation.
Hrvatski operater tržišta energije	„Etički kodeks“ (Ethical code of conduct)	The document declares that all employees are equal, regardless of gender, age etc. It also states that all workers should be provided with equal conditions for fulfilling their professional obligations and advancement. That is, every employees should have a chance to succeed in the company, and their position depends solely on their work results.
INA Grupa d.o.o.	„Etički kodeks INA Grupe“ (Ethical code of conduct of INA Grupa)	The Ethical code of conduct of INA Grupa has a section on equal treatment and opportunities for everyone. It states that INA Grupa is dedicated to oppose discrimination in all its operations based on multiple characteristics, such as race, sex (it does not mention gender), nationality, ethnicity, religion, sexual orientation etc. The ethical code also dedicates INA Grupa to implement diversity and inclusion programs into its operations.
Komunalac d.o.o. Garešnica	„Etički kodeks za radnike Komunalca d.o.o. Garešnica“ (Ethical code of conduct for the employees of Komunalac d.o.o. Garešnica)	Ethical code of conduct for the employees of Komunalac d.o.o. Garešnica, as its name suggests, proscribes employees' rights and responsibilities in regards to their conduct at the workplace. It proscribes that employees should ensure and respect the rights of other employees and citizens and should not discriminate based on age, nationality, ethnicity, race, religion, sex (but does not mention gender) and sexual orientation.
MFT Energy	Code of Conduct	The code of MFT Energy states it targets to provide an equal opportunity environment for everyone and that it specifically encourages more female representation in, what it claims, is a particularly male-dominated industry
MOL Group	„Etički kodeks“ (Ethical code	Ethical code of conduct of MOL Group defines their „SpeakUp!“ mechanism for dealing with any complaints of

	of conduct)	discrimination and/or harassment. It also declares that MOL Group secures the respect of human rights based on their impact assessments. This, as the documents states, focuses on vulnerable groups such as women, national, ethnic, religious and other minorities. It also prohibits discrimination based on sex (it does not mention gender).
PETROL Group	„THE ENERGY OF OUR ACTIONS – The Petrol Code of Conduct“	The code proscribes equal rights and possibilities for all individuals in all of company's procedures. It declares promotion and employment free of discrimination based on gender, race, skin colour, age, state of health or disability, sexual orientation etc.
Plinacro d.o.o.	„Etički kodeks“ (Code of conduct)	
Podzemno skladište plina d.o.o	„Etički kodeks“ (Code of conduct)	The code states a general obligation of the company to prohibit any discrimination and gender equality is mentioned only in Chapter 5.3 „ <i>Pohibition of discrimination</i> “ which states that it „ <i>is forbidden to put a person who is looking for a job or a person who works for PSP d.o.o. in a disadvantageous position. on the basis of race or ethnicity or skin color, gender, language, religion...gender identity, expression or sexual orientation.</i> “
SHV Energy	„Kodeks ponašanja za poslovne partnere“ (Code of conduct for business associates)	The code prohibits any discrimination or harassment based on sex (not gender). It also states that the company does not prohibit any form of association between or of employees.
TD BROD-PLIN d.o.o.	„Etički kodeks TD BROD-PLIN d.o.o.“ (Ethical code of conduct of TD BROD-PLIN d.o.o.)	The ethical code of conduct of TD BROD-PLIN d.o.o. is categorized by „basic principles“. One of those principles is the principle of equality and recognition of dignity. It states that all employees are equal in regards to sex (not mentioning gender), age, nationality, ethnicity, religion, language, and socioeconomic status and prohibits discrimination based on the aforementioned characteristics.
Zagrebački holding d.o.o.	„Etički kodeks“ (Code of conduct)	The code prohibits any discrimination or harassment based on sex (not gender) and sexual orientation of current and possible employees but also between employees themselves.

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