

**INSTITUTE'S FOR POLITICAL ECOLOGY GENDER EQUALITY PLAN
FOR PERIOD 2022 - 2027**

ABOUT IPE

Mission

Institute for Political Ecology (IPE) is a research and educational organization that designs alternative development models and innovative institutional frameworks for democratic political and economic transformation of society.

The Institute addresses contemporary ecological changes as social phenomena that reduce or magnify social inequalities and influence power relations.

IPE carries out transdisciplinary research and educational programs in cooperation with domestic and international institutions and organizations. Based on these, IPE provides expert analyses and a discussion platform for social movements and political and economic actors in Croatia and abroad that advocate ecologically sustainable, just and democratic society.

Vision

Institute for Political Ecology is working towards an ecologically sustainable, just and democratic society.

IPE:

- produces relevant and applicable research in the sphere of ecological transition and commons-based governance models;
- participates in several international scientific, expert and civil society projects that frame post-growth debate in Europe and its semi-periphery;
- aims to politicize the public discourse related to climate justice and social inequalities in Croatia and Europe;
- produces studies that contain applicable ecological transformation scenarios in targeted sectoral policies;
- develops and delivers curricula and educational modules in the sphere of climate science, post-growth debate and various spheres of political ecology interests;
- provides analysis, data and expertise for initiatives, movements and organizations in Croatia, SEE region and Europe;
- actively shapes participative models and developing collaborative practices with organizations, movements and donors in Croatia and beyond;
- regularly publishes academic and scholarly work that explores transformative potential of different economic models and social practices;
- engages in building and co-creating epistemic communities around areas of programmatic interest;
- provides networking platforms and discussion forums like Green Academy to empower both movements and experts thus catalyzing change and transformation;
- organizes seminars and other events relevant from perspective of political ecology.

Gender equality is one of the key principles of the European Union, and it is stated in the basic provisions of the Constitution as one of the highest values of the constitutional order of the Republic of Croatia. Normatively, the term is further elaborated by the Gender Equality Act, which also prohibits any discrimination based on sex, sexual orientation, marital and family life, in its direct and indirect form.

OBJECTIVES AND EXPECTED RESULTS OF THE PLAN

The expected result of this Plan is the implementation of gender equality in the incentivizing and affirmative working environment of the Institute through the achievement of the following objectives:

ORGANIZATIONAL LEVEL

- Developing the institutional framework to promote and ensure gender equality.
- Promoting a culture of gender equality among IPE workers and raising workers' awareness by regular monitoring, implementation and revision of this plan and by providing education and / or discussions on gender topics such as gender bias and social constructions of gender roles and stereotypes.
- Ensuring access to relevant information.
- Empowering and supporting women in their participation in management and leadership positions.
- Active management of working time in order to harmonize personal, family and working life for all workers.
- Clear and unambiguous condemnation of sexism and sexual harassment in the workplace, accompanied by raising awareness of the inadmissibility of such behaviour, and setting up mechanisms to protect victims of sexual harassment when and if it occurs.

ON PROGRAMME LEVEL

- To include gender equality as a cross-cutting focus.
- Carry out research with a gender and diversity focus.
- Strive to ensure a good gender balance and transnational diversity in selecting speakers for public events organized by the Institute.
- Deliberately seek out women experts and researchers for our panels and reports.

ON COOPERATION LEVEL

- Assess collaborations with other organizations based on shared values, including commitments and practices with respect to gender and diversity.
- Increase programmatic and other forms of cooperation with women-led and feminist groups.
- Plan, monitor and evaluate gender strategies applied in projects implemented through our alliances, with data collected in internal monitoring systems.

- Raise awareness of the importance of gender policies and representation with key partners and allies.

ACTIVITIES AND INDICATORS FOR ACHIVING THE OBJECTIVES

- Delivery of the plan and progress against its aims and objectives are regularly assessed and reported on Board meetings and Assembly of the Institute.
- Plan is reviewed, if necessary, in annual Assemblies of the Institute for Political Ecology.
- Ensuring the access to the relevant information by regularly informing the team on their rights to report any form of harassment at work or work-related activities and the rights of victims of harassment. Giving the information on maternity and parental benefits, and maternity, parental and paternity leave, according to the existing legislative framework. Informing employees on opportunities for funding research and development at work.
- According to financial and time capacities, (but at least once in 2 years) organizing workshops and discussions relevant to raising awareness of gender equality:
 - on sexual and other forms of harassment and the rights and opportunities of victims of harassment,
 - results of scientific research on gender equality, gender-based violence and other related topics addressed by researchers of the Institute.
- Organizing workshop on equality in career progress and visibility of women scientists in management and management positions
- Reconsidering systematization of work palaces and operative plans to ensure effective working time management in order to harmonize personal, family and working life for all workers.
- Increasing the number of women in the Board and on managerial functions.
- Increasing the number of women-led and feminist organisations cooperating with IPE.
- Increasing the number of outputs that specifically address advancing gender equity and diversity.
- No all-male panels intentionally organised in the name of the Institute.

The monitoring and analysing the implementation of the plan is revised quarterly in Board meetings and reported annually on Institute general Assembly.

Zagreb, 17th October 2022

For Institute for Political Ecology

Vedran Horvat, Managing Director

