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# ACADEMIC STAFF AT INSTITUTIONS OF HIGHER EDUCATION, 2024/2025 ACADEMIC YEAR

In the 2024/2025 academic year, there are **19 594** members of academic staff working at institutions of higher education on employment contract or contractual agreement basis. Expressed by the full-time equivalent, the total number of members of academic staff amounts to **13 594.3**, out of which the share of those working on the employment contract basis is **81.7%** and of those working on the contractual agreement basis it is **18.3%**.

Out of the total number of academic staff working on the employment contract basis, there were 72.2% of doctors of science and 15.9% of masters of science and masters/specialists. The share of women in the total number of academic staff working on the employment contract basis is 51.9% (the share of women holding a degree of doctor of science is 72.1%, while 15.4% of women hold a degree of masters of science and masters/specialists).

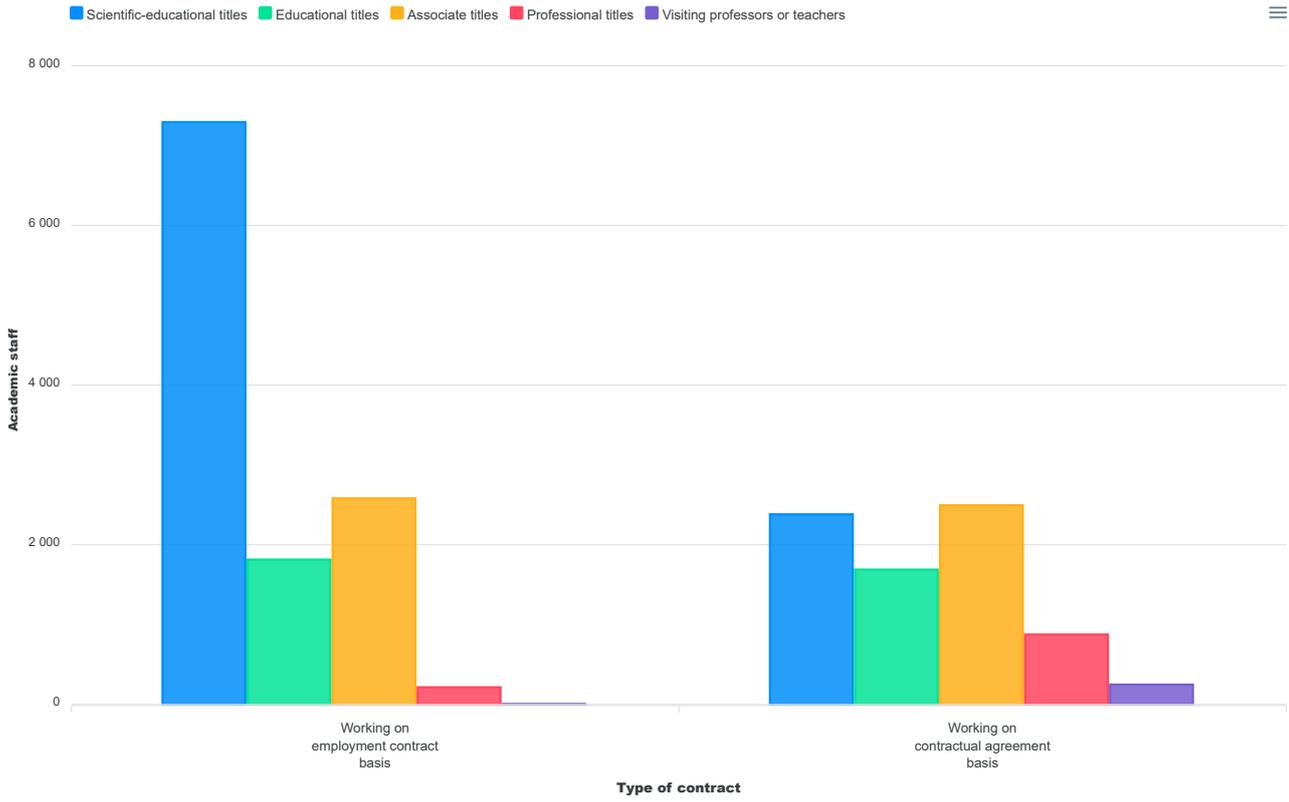
The share of women in the total number of academic staff working on the contractual agreement basis is 53.5%. There are 49.9% of doctors of science among academic staff working on the contractual agreement basis (the share of women holding a degree of doctor of science is 48.0%), while 21.5% of them hold a degree of masters of science and masters/specialists (the share of women is 17.2%).

# 1 ACADEMIC STAFF, BY UNIVERSITY TITLES, WORKING ON EMPLOYMENT CONTRACT AND CONTRACTUAL AGREEMENT BASIS, AND BY SEX, 2024/2025 ACADEMIC YEAR

	Total		FTE <sup>1)</sup>		Working on employment contract basis				Working on contractual agreement basis			
					Total		FTE <sup>1)</sup>		Total		FTE <sup>1)</sup>	
	All	Women	All	Women	All	Women	All	Women	All	Women	All	Women
Total	19 594	10 294	13 594,3	7 101,6	11 905	6 178	11 107,9	5 788,0	7 689	4 116	2 486,4	1 313,6
Full professors	3 471	1 549	2 856,2	1 295,7	2 822	1 291	2 653,0	1 221,6	649	258	203,2	74,1
Associate professors	3 056	1 557	2 466,7	1 270,3	2 476	1 274	2 296,8	1 194,1	580	283	169,9	76,2
Assistant professors	3 149	1 678	2 125,0	1 145,4	1 997	1 080	1 785,4	969,1	1 152	598	339,6	176,3
College professors	439	198	316,1	154,0	303	151	277,4	142,9	136	47	38,7	11,1
Senior lecturers	1 173	617	850,6	468,4	758	437	720,9	419,4	415	180	129,7	49,0
Lecturers	1 648	800	837,7	390,7	578	273	524,5	246,8	1 070	527	313,2	143,9
Senior language instructors	123	81	120,4	78,4	98	71	98,0	71,0	25	10	22,4	7,4
Language instructors	52	40	48,4	36,7	46	35	46,0	35,0	6	5	2,4	1,7
Senior artistic associates	15	5	14,1	4,1	14	4	14,0	4,0	1	1	0,1	0,1
Artistic associates	53	27	40,2	19,3	17	7	17,0	7,0	36	20	23,2	12,3
Senior assistants	861	472	708,6	395,1	668	376	643,7	362,0	193	96	64,9	33,1
Assistants	4 049	2 363	2 647,9	1 517,5	1 836	1 016	1 740,2	952,1	2 213	1 347	907,7	565,4
Senior professional associates	166	105	97,2	61,7	77	49	77,0	49,0	89	56	20,2	12,7
Professional associates	908	514	301,8	152,8	131	52	130,0	52,0	777	462	171,8	100,8
Professional advisers	182	143	112,8	85,7	83	62	83,0	62,0	99	81	29,8	23,7
Visiting professors or teachers	249	145	50,6	25,8	1	-	1,0	-	248	145	49,6	25,8

1) Since members of academic staff may teach at two and more institutions of higher education, the number presented in full-time equivalent approximately corresponds to the actual number of natural persons. Data were obtained as a calculation of members of academic staff expressed by a full-time unit.

# G-1 ACADEMIC STAFF, BY UNIVERSITY TITLE, WORKING ON EMPLOYMENT CONTRACT AND CONTRACTUAL AGREEMENT BASIS, 2024/2025 ACADEMIC YEAR



2 ACADEMIC STAFF WORKING ON EMPLOYMENT CONTRACT BASIS, BY TYPE OF WORKING HOURS AND BY SEX, BY UNIVERSITIES AND TYPE OF INSTITUTIONS OF HIGHER EDUCATION, 2024/2025 ACADEMIC YEAR

	Working on employment contract basis									
	Total				Full-time		Part-time			
	Total		FTE <sup>1)</sup>				Total		FTE <sup>1)</sup>	
	All	Women	All	Women	All	Women	All	Women	All	Women
Institutions of higher education – total	11 905	6 178	11 107,9	5 788,0	10 719	5 611	1 186	567	388,9	177,0
Universities – public	10 686	5 568	10 009,1	5 230,5	9 676	5 077	1 010	491	333,1	153,5
Faculties	8 552	4 500	8 003,3	4 216,7	7 718	4 083	834	417	285,3	133,7
University departments	309	177	277,0	156,6	263	148	46	29	14,0	8,6
University centre	5	3	5,0	3,0	5	3	-	-	-	-
Universities	1 257	638	1 163,2	606,1	1 131	596	126	42	32,2	10,1
Art academies	563	250	560,6	248,1	559	247	4	3	1,6	1,1
University of Dubrovnik	140	85	131,9	80,1	130	79	10	6	1,9	1,1
University	140	85	131,9	80,1	130	79	10	6	1,9	1,1
University North, Koprivnica	233	93	170,0	73,8	151	68	82	25	19,0	5,8
University	233	93	170,0	73,8	151	68	82	25	19,0	5,8
University of Osijek	1 388	785	1 190,0	675,5	1 137	645	251	140	53,0	30,5
Faculties	1 145	651	950,0	543,0	900	514	245	137	50,0	29,0
University departments	125	71	123,5	70,5	122	70	3	1	1,5	0,5
Art academy	118	63	116,5	62,0	115	61	3	2	1,5	1,0
University of Pula – Pola	177	96	175,0	96,0	173	96	4	-	2,0	-
University	177	96	175,0	96,0	173	96	4	-	2,0	-
University of Rijeka	1 336	787	1 135,9	674,7	1 055	631	281	156	80,9	43,7
Faculties	1 271	751	1 072,2	639,5	992	596	279	155	80,2	43,5
University	12	9	10,7	8,2	10	8	2	1	0,7	0,2
Art academy	53	27	53,0	27,0	53	27	-	-	-	-
University of Slavonski Brod	91	43	90,4	43,0	90	43	1	-	0,4	-
University	91	43	90,4	43,0	90	43	1	-	0,4	-
University of Split	1 323	664	1 215,0	616,9	1 160	591	163	73	55,0	25,9
Faculties	1 050	523	972,5	495,8	930	478	120	45	42,5	17,8
University departments	168	94	137,5	74,1	125	66	43	28	12,5	8,1
University	13	6	13,0	6,0	13	6	-	-	-	-
Art academy	92	41	92,0	41,0	92	41	-	-	-	-
University of Zadar	472	293	453,2	286,0	445	283	27	10	8,2	3,0
University department	16	12	16,0	12,0	16	12	-	-	-	-
University	456	281	437,2	274,0	429	271	27	10	8,2	3,0
University of Zagreb	5 526	2 722	5 447,7	2 684,5	5 335	2 641	191	81	112,7	43,5
Faculties	5 086	2 575	5 008,6	2 538,4	4 896	2 495	190	80	112,6	43,4
University centre	5	3	5,0	3,0	5	3	-	-	-	-
University	135	25	135,0	25,0	135	25	-	-	-	-
Art academies	300	119	299,1	118,1	299	118	1	1	0,1	0,1
Schools of professional higher education	3	1	3,0	1,0	3	1	-	-	-	-
Polytechnics	920	461	845,5	435,3	812	422	108	39	33,5	13,3
Universities – private	296	148	250,3	121,2	228	111	68	37	22,3	10,2

1) Since members of academic staff may teach at two and more institutions of higher education, the number presented in full-time equivalent approximately corresponds to the actual number of natural persons. Data were obtained as a calculation of members of academic staff expressed by a full-time unit.

3 ACADEMIC STAFF, WORKING ON CONTRACTUAL AGREEMENT BASIS, BY TYPE OF ENGAGEMENT AND BY SEX, BY UNIVERSITIES AND TYPE OF INSTITUTIONS OF HIGHER EDUCATION, 2024/2025 ACADEMIC YEAR

	Working on contractual agreement basis									
	Total				Full-time		Part time			
	Total		FTE <sup>1)</sup>				Total		FTE <sup>1)</sup>	
	All	Women	All	Women	All	Women	All	Women	All	Women
Institutions of higher education – total	7 689	4 116	2 486,4	1 313,6	388	165	7 301	3 951	2 098,4	1 148,6
Universities – public	5 170	2 846	1 786,9	956,1	280	123	4 890	2 723	1 506,9	833,1
Faculties	3 606	2 092	1 212,5	698,7	92	43	3 514	2 049	1 120,5	655,7
University departments	458	161	110,0	35,5	17	5	441	156	93,0	30,5
University centre	19	9	4,6	2,3	-	-	19	9	4,6	2,3
Universities	696	374	241,4	110,3	29	8	667	366	212,4	102,3
Art academies	391	210	218,4	109,3	142	67	249	143	76,4	42,3
University of Dubrovnik	101	44	35,8	13,5	-	-	101	44	35,8	13,5
University	101	44	35,8	13,5	-	-	101	44	35,8	13,5
University North, Koprivnica	255	103	116,1	45,6	13	7	242	96	103,1	38,6
University	255	103	116,1	45,6	13	7	242	96	103,1	38,6
University of Osijek	1 177	697	492,9	290,4	76	34	1 101	663	416,9	256,4
Faculties	1 056	634	410,9	252,0	1	-	1 055	634	409,9	252,0
University departments	46	29	7,0	4,4	-	-	46	29	7,0	4,4
Art academy	75	34	75,0	34,0	75	34	-	-	-	-
University of Pula – Pola	191	159	38,2	31,8	-	-	191	159	38,2	31,8
University	191	159	38,2	31,8	-	-	191	159	38,2	31,8
University of Rijeka	820	552	313,9	206,8	2	2	818	550	311,9	204,8
Faculties	801	539	308,3	202,9	2	2	799	537	306,3	200,9
Art academy	19	13	5,6	3,9	-	-	19	13	5,6	3,9
University of Slavonski Brod	70	32	22,7	11,4	-	-	70	32	22,7	11,4
University	70	32	22,7	11,4	-	-	70	32	22,7	11,4
University of Split	1 070	535	337,9	163,4	95	49	975	486	242,9	114,4
Faculties	575	294	189,3	93,2	74	35	501	259	115,3	58,2
University departments	365	166	104,3	44,0	-	-	365	166	104,3	44,0
University	21	14	21,0	14,0	21	14	-	-	-	-
Art academy	109	61	23,3	12,2	-	-	109	61	23,3	12,2
University of Zadar	2	1	0,9	0,5	-	-	2	1	0,9	0,5
University	2	1	0,9	0,5	-	-	2	1	0,9	0,5
University of Zagreb	1 254	654	404,4	194,9	93	38	1 161	616	311,4	156,9
Faculties	1 026	545	266,8	133,0	10	4	1 016	541	256,8	129,0
University centre	19	9	4,6	2,3	-	-	19	9	4,6	2,3
University	16	1	16,0	1,0	16	1	-	-	-	-
Art academy	193	99	117,0	58,6	67	33	126	66	50,0	25,6
Schools of professional higher education	18	3	4,8	0,8	-	-	18	3	4,8	0,8
Polytechnics	1 777	933	543,6	292,0	94	39	1 683	894	449,6	253,0
Universities – private	693	327	131,6	60,2	-	-	693	327	131,6	60,2
Institute	31	7	19,5	4,5	14	3	17	4	5,5	1,5

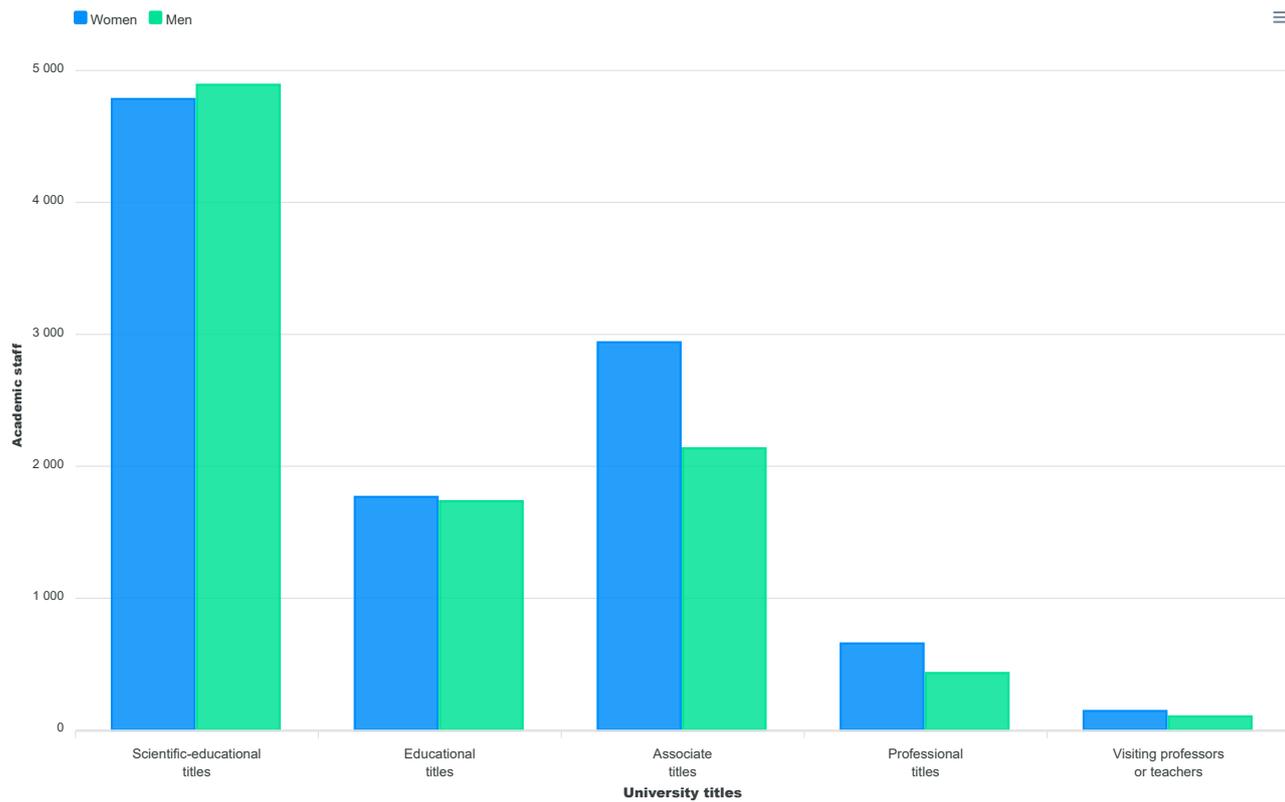
1) Since members of academic staff may teach at two and more institutions of higher education, the number presented in full-time equivalent approximately corresponds to the actual number of natural persons. Data were obtained as a calculation of members of academic staff expressed by a full-time unit.

#### 4 ACADEMIC STAFF, BY ACADEMIC AND PROFESSIONAL TITLE AND ACADEMIC DEGREE, SEX AND TYPE OF CONTRACT, 2024/2025 ACADEMIC YEAR

		Academic and professional title and academic degree					
		Doctors of science		Masters of science and masters/specialists		Holding no academic title and degree	
		All	Women	All	Women	All	Women
Total	All	12 435	6 426	3 544	1 659	3 615	2 209
	FTE <sup>1)</sup>	9 137,4	4 749,0	2 299,9	1 109,2	2 157,0	1 243,4
Working on employment contract basis	All	8 599	4 452	1 891	951	1 415	775
	FTE <sup>1)</sup>	7 945,1	4 149,6	1 844,9	924,9	1 317,9	713,5
Working on contractual agreement basis	All	3 836	1 974	1 653	708	2 200	1 434
	FTE <sup>1)</sup>	1 192,3	599,4	455,0	184,3	839,1	529,9

1) Since members of academic staff may teach at two and more institutions of higher education, the number presented in full-time equivalent approximately corresponds to the actual number of natural persons. Data were obtained as a calculation of members of academic staff expressed by a full-time unit.

#### G-2 ACADEMIC STAFF, BY UNIVERSITY TITLE AND SEX, 2024/2025 ACADEMIC YEAR



# NOTES ON METHODOLOGY

## Sources and methods of data collection

Data are the result of statistical processing of data collected from the institutions of higher education in the Republic of Croatia through the Annual Report on Academic Staff (ŠV-60 form) at the beginning of an academic year.

## Coverage and comparability

The survey covers institutions of higher education in the Republic of Croatia and data are comparable to those from the previous academic years.

## Definitions and explanations

**Institutions of higher education** are universities as well as faculties and art academies as their component part, polytechnics and schools of professional higher education.

Institutions of higher education can be public and private.

**University** is an institution that establishes and conducts university and interdisciplinary studies in at least two areas of scientific or artistic activity in a number of fields, as an autonomous and integrated process, directly or through its faculties, art academies and departments.

University comprises the following: faculties, art academies, departments and institutes and other units according to the law.

Professional studies can also be taught at universities and their units.

**Faculty** is an institution of higher education, a component part of a university, where university studies are organised and conducted and where scientific and professional work in one or more scientific or professional fields are developed. Professional studies can also be conducted there.

**Art academy** is an institution of higher education, a component part of a university, where artistic studies are organised and conducted and where top artistic endeavours and scientific and research activity in the field of art are nourished. Professional studies can also be conducted there.

**University department** is a component part of a university, where university courses are taught and where scientific, artistic or professional work in a particular field of science or an interdisciplinary area is developed.

**Polytechnic and school of professional higher education** are institutions that establish and conduct professional studies. Polytechnic is a school of higher education that conducts at least three different studies in at least three different fields and cannot have schools of professional higher education as its component parts.

**Academic year** starts on 1 October of the current year and ends on 30 September of the following calendar year.

At the institutions of higher education teachers are elected to scientific-educational, artistic-educational, educational, associate and professional titles.

The institutions of higher education may entrust the teaching to visiting professors or teachers without election to the scientific-educational title.

**Scientific-educational titles and artistic-educational titles** are assistant professor, associate professor and full professor.

**Educational titles** are lecturer, senior lecturer, college professor, language instructor, senior language instructor, artistic associate and senior artistic associate.

**Associate titles** are assistant and senior assistant.

**Professional titles** are professional associate, senior professional associate and professional adviser.

**Visiting professors or teachers** are persons (scientists, artists or professionals) that can teach at institutions of higher education without the obligation of concluding an employment contract with them, and in conformity with the provisions of the statute without election to the scientific-educational title.

The total number of teachers is not an actual number of physical persons; the number of teachers expressed as a full-time equivalent would correspond to the actual number of physical persons.

**Full-time equivalent (FTE)** is expressed in person-years and presents time as a share of full working time in which persons in employment are engaged in work.

Data on academic staff teaching foreign languages (Table 4) refer to the previous academic year. The total number of teachers does not represent the actual number of persons; one teacher teaching two or more foreign languages or working, either on employment contract basis or contractual agreement basis, at two or more institutions of higher education counts for two or more.

## Abbreviations

FTE                      full-time equivalent

## Symbols

-                              no occurrence

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