

## 02 International University of Sarajevo

GEP: [IUS Gender Equality Plan](#)

Website: [https://sage.ius.edu.ba/sites/default/files/u31/ius\\_gep-2.pdf](https://sage.ius.edu.ba/sites/default/files/u31/ius_gep-2.pdf)

**Appreciation:** This short GEP constitutes of an Executive Summary, a description of the methodology for creating and constructing the GEP and the IUS Gender Equality Plan in tabular format. Data collection, interviews and a survey were implemented, yet are not described in detail in the document. One of the diagnoses that is probably transferable to other institutions is a lack of transparency regarding workload allocation which leads to the situation that junior level female staff spend a higher percentage of their time working on administrative duties. Thus, IUS aims to develop and pilot a Workload Model which is fair and transparent, to be tested in one faculty and later with the inclusion of lessons learnt applied to all faculties. Furthermore, the GEP aims to develop a maternity/paternity leave policy where all genders are represented. Further interesting measures are e.g., to develop a policy to schedule meetings only between 10:00 am – 4:00 pm unless prior notice of at least one week is given; to introduce rooms on campus for expressing milk, baby changing and feeding with some being accessible to all genders; or to consider extending on-campus child care to babies (currently it starts at 1 year old). The glass ceiling is planned to be addressed with an academic leadership programme, media training, peer mentoring and skills enhancement trainings in networking, publishing, etc. The university also aims to address a perceived lack of transparency around promotions by disseminating the promotion policy, making the record of promotions publicly available and monitoring gender ratios on all stages of the promotion process. In order to implement the activities, support capacity building and monitoring, a dedicated GE function is established.

The GEP was established within the IUS SAGE project and the involved researchers also published about the process which is in particular relevant because the GEP itself includes little information about the data collected and methodologies used.

