

03 University of Sarajevo

GEP: [GEP UNSA 2022 – 2023 \(BS\)](#) / [GEP UNSA 2022 – 2023 \(EN\)](#)

Website:

- https://www.unsa.ba/sites/default/files/inline-files/GEP%20UNSA_usvojeni.pdf

- https://www.unsa.ba/sites/default/files/inline-files/GEP%20UNSA_eng_final.pdf

Appreciation: The "Operative Plan of the Gender Equality Plan of the University of Sarajevo (GEP UNSA) for the period 2022-23" is a document referencing the relevant university strategy documents and guidelines (e.g., statute of the university, code of ethics, development strategy, human resources strategy) and also addresses gender sensitive language use. Relevant statistics have been analysed such as enrolment by gender per organizational units or teaching staff composition by gender and appointments, while it is planned to deepen the analysis and raise awareness when it comes to gender gaps in appointments, etc.

Key parts of the strategy address the support to parents. Training activities are mentioned, e.g. in relation to methods of gender mainstreaming of curricula, programs and project proposals in the different research areas. Furthermore, there is a plan to develop protocols / guidelines for gender mainstreaming in research and to work towards increasing the number of student works, scientific publications and works of art with integrated gender perspective. Furthermore, protocol on procedure related to Gender-based Violence is mentioned and a Gender Equality Council established in October 2021.

The GEP is structured along specific goals focused also on specific target groups (e.g., teaching staff, students). It is an interesting example as it explicitly also addresses the arts and artistic projects.

The GEP was adopted by the Senate and developed by a team including the Centre for Research and Development, UN Women, the UNSA Gender Equality Council and TPO Foundation as stakeholders of the UNIGEM project.

