

## 04 University of East Sarajevo

GEP: [Decision: Gender Equality Plan at University of East Sarajevo](#)

Website: <https://www.ues.rs.ba/wp-content/uploads/2021/12/Odluka-o-usvajanju-GAP.pdf>

**Appreciation:** This GEP is presented as a table with key measures in each of the areas. There is no separate analysis provided or reference to a gender equality audit made, so there are no separate parts addressing legal issues or an analysis of available data. The document is only available in local language.

The GEP addresses the main points such as work-life balance and organisational culture explicitly in different goals such as 'Harmonization of Private Life and Work Obligations', 'Institutional Culture of Gender Equality' (which addresses gender balance in leadership more specifically under the respective aim 'Removing the gender based stereotypes, prejudices and practices resulting in gender inequality' with an indicator related to 'equal gender representation in the decision-making bodies'. It is planned to improve gender-relevant data collection on the publishing activities and scientific/artistic outputs, as well as to include the maternity and parental leave as well as motherhood in evaluation procedures for career progression of academic staff. Other plans are to ensure consideration of gender equality in appointments of members of evaluation bodies and supporting women in STEM and men in SSH. Further aims include increasing gender sensitive research and research on gender issues through defining the status of such research in arts and sciences, inclusion of institutional recognition of gender perspective integration in research, and by encouraging the scientific and artistic projects on gender issues. The aim is also to encourage teaching on gender equality by introducing the educational and lifelong learning programmes on gender equality. In respect to gender-based violence and sexual harassment, the aim is to ensure the UES to be the place with "zero tolerance" by adopting a special policy on the matter and raising awareness in educational programmes. There is an Office for Gender Equality at UES identified as the implementing body for the measures. The GEP was adopted by the Senate and signed by Rector Milan Kulic. Support was also provided through the UNIGEM project.

