

05 University of Herzegovina

GEP: [Gender Equality Plan at University of Herzegovina](#)

Website: <https://hercegovina.edu.ba/hr/wp-content/uploads/3.-Gender-Action-Plan.pdf>

Appreciation: This GEP is presented as a table with key measures in each of the areas. Surveys have been designed for different target groups (students, teaching staff, administrative staff) but unfortunately not available online. Support for this GEP was also received through the UNIGEM project and inspiration was taken from the GEP of the University of Rijeka. The legal issues and available data are not separately analysed. The main aspects for the GEP are addressed and key measures include for example on 'Harmonization of Private Life and Work Obligations' an analysis of financial viability and development of support services system (such as a kindergarten on campus, summer camps for children etc.) as well as providing support to employees with children of pre-school age and first-graders, ensuring breastfeeding places etc. In relation to gender balance in leadership and decision making, a similar approach as University of East Sarajevo was taken, planning to improve gender-relevant data collection on the publishing activities and scientific/artistic outputs and financed projects, as well as to include the maternity and parental leave as well as motherhood in evaluation procedures for career progression of academic staff. The university aims to ensure consideration of gender equality in appointments of members of evaluation bodies and supporting men in SSH (as the university does not have STEM sciences covered). Further aims are for example to increase gender sensitive research and research on gender issues, to encourage teaching on gender equality by introducing generic educational materials and educational programmes on gender equality. Furthermore, the university aims to developing guidelines for teaching staff on how to integrate the gender equality and inclusiveness topics within curricula and teaching methods. Also, University of Herzegovina aims for "zero tolerance" for gender-based violence including sexual harassment by adopting special policy, awareness raising and the provision of psychological support to victims. There is an Office for Gender Equality at University of Herzegovina identified as the implementing body for the measures.

