

07 University of Zenica

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

Website: <https://unze.ba/wp-content/uploads/2022/04/Gender-Action-Plan.pdf>

Appreciation: The GEP of the University of Zenica is presented as a table with key measures in four areas. Although the Sustainable Development Goals (UN SDGs), the Committee on the Elimination of Discrimination against Women (CEDAW) and two national laws are mentioned at the end of the document, there is no legal analysis or data available neither in the GEP nor in a separate analytical document which would be publicly available. Support for this GEP was received through the UNIGEM project.

The aspect of “work-life balance and organizational culture” is addressed in the GEP of the University of Zenica through measures for support to ‘Harmonization of private and professional life’, such as: inspiring and supporting entrepreneurial spirit among students; reducing the gender pay gap among employees through measures such as analyzing the pay gap in non-salary related income (honoraria received through projects), or decreasing the invisible work through transparent paid additional work etc. The University of Zenica aims to ensure equal gender representation in the decision-making bodies by measures targeted at removing gender-based stereotypes, prejudices and practices resulting in gender inequality, as well as ensuring consideration of gender equality in appointments of members of evaluation bodies.

University of Zenica is taking a similar approach comparable with other universities supported through the UNIGEM project. Measures linked as well with recruitment and career progression are 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. Further aims are to increase gender sensitive research and research on gender issues through defining the status of such research in arts and sciences, institutional recognition for integrating the gender perspective in research, and by encouraging scientific and artistic projects on gender issues in general. Another aim is to encourage teaching on gender equality by integrating the gender dimension into the study programmes at all study levels/cycles and ensuring the recognition and valorization for the teaching staff that has completed the education/training on introducing the gender dimension in curricula.

The University of Zenica is also dedicated to be the place with "zero tolerance" for gender-based violence and sexual harassment which will be achieved by adopting a special policy on the matter and raising awareness through educational programmes, as well as the provision of psychological support to the victims.

As implementing and supporting bodies, the GEP mentions the Centre for Gender Equality at University of Zenica and the Coordinator of the Centre who is in charge of preparing and implementing the GEP, conducting research on gender based violence and sexual harassment among employees and student population, as well as an Advisory Board for Gender Equality.

