

08 University of Tuzla

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

Website: https://unitz.ba/wp-content/uploads/2022/02/GEP_UNTZ_2022_2025_januar2022.pdf

Appreciation: The GEP of the University of Tuzla is an example of an analysis and needs-based plan of actions that were carefully developed, however it is available in local language only. The document presents the methodology used for gender equality data collection and analysis, followed by the analysis of gender-disaggregated statistical data on the enrolment by gender (per organizational units), teaching staff composition by gender and appointments, administrative staff composition by gender and offices. Furthermore, the document provides an analysis of policies and strategies relevant for gender equality, including the Tuzla Canton Gender Equality Strategy, the University's rulebooks and strategy, Guidelines of the European Commission, etc.

The GEP covers all relevant aspects in a quite thorough and detailed manner. The University of Tuzla aims at ensuring work-life balance through specifically targeting the introduction of new and improving existing relevant legal documents and measures. Measures are directed towards the analysis of the satisfaction of employees with their work-life balance and providing support mechanisms, analyzing the legal and institutional possibilities for ensuring the work-life balance in terms of the leaves in relation to parental or family-members care, ensuring flexible work-time etc. Gender balance in leadership and decision-making at University of Tuzla is specifically addressed through measures to improve the current representation of women in decision making bodies by at least 15% compared to the current status. Furthermore, the promotion of good practices of activities for women are planned and to make women's engagement at the University more visible. Another goal is to integrate gender equality aspects in enrollment and employment policies. This is to be achieved through a set of measures in terms of new rules and procedures, recommendations for ensuring gender equality, including gender equality of committees and boards for selection and recruitment etc. The University aims at ensuring gender equality in career progression through increasing opportunities and capacities, and particularly through promoting and supporting successful teachers and researchers from the underrepresented gender in the respective fields.

Furthermore, the gender dimension in research and teaching is aimed through establishing formal mechanisms ranging from introducing new rules and guidelines; supporting the underrepresented gender in particular areas of research while applying for funding; ensuring gender dimension in selection procedures for mobility; introduction of specific programmes for popularizing citizen science based on gender equality; development of education materials on gender equality; fight against gender based violence and sexual harassment for all study programmes, employees and students; introducing additional/extra-curricular training and education on gender equality.

The University will work on establishing effective mechanisms and protocols for sanctioning gender-based violence and sexual harassment, i.e., introduction of "zero tolerance" policy, adopting protocols and



guidelines, as well as continuous education and training for employees and students; including the promotion of gender-sensitive language in all areas. Several internal and external stakeholders are identified as implementers of the different measures (rector, vice-rectors, deans, researchers, admin staff, legal department, but also ministries etc.) as well as an appointed Gender Equality Council. The development of the GEP at the University of Tuzla was supported by the UNIGEM project.

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