

09 Sarajevo School of Science and Technology

GEP: [Gender Equality Plan Sarajevo School of Science and Technology](#)

Website: <https://ssst.edu.ba/page/766/gender-equality-plan>

Appreciation: The SSST Gender Equality Action Plan is based on various analytical steps and on the methodology developed in the SAGE project. The plan is mainly a set of tables, which focus on Actions in four general fields: Career Progression, Work-Life Balance, Institutional Governance, Engendering Knowledge. The private higher education institution, outlines that various statistical data is missing, but that national statistical benchmarks were used where organisational data is not available. Apart from primary data collection based on the SAGE tools collecting gender-segregated data from various activities, quantitative and qualitative studies were executed. These results are not included in the GEP document per se, but references are provided as sources for the respective measures named in the tables.

Work-life balance and organisational culture are addressed explicitly in a dedicated table. The proposed Actions include for example plans to avoid late afternoon meetings, development of support for employees with care obligations, development and improvement of maternity and paternity leave policies and increased transparency and fairness in workload allocation. Gender balance in leadership and decision making is addressed as part of the table on career progression in terms of the glass ceiling at associate professor level, aiming to create policies for recruiting and examining the promotion procedures for gender biases. Additional training for women (academic leadership programme) is also planned. Recruitment and career progression is addressed in the same table stating for example that early career research support shall address the lack of information for calls for externally funded projects, leadership programmes targeting women shall raise their profiles to attract more students and avoid that they spend too much of their time working on administrative duties. The gender dimension in research and teaching is – together with some other aspects – addressed as part of the table on engendering knowledge: in general the integration of gender knowledge into all teaching disciplines (as required courses) is planned and staff shall be encouraged to do gendered research. Furthermore, unconscious bias training shall be implemented and increased visibility of female role models ensured. Measures against gender-based violence incl. sexual harassment are addressed partly in terms of the issue of "women observed and experienced sexist remarks" which shall be addressed via gender-proof policies to be developed and followed.

In terms of implementation, this Action Plan stands out with plans for various institutional changes, e.g. continuation of the work of a Gender Advisory Board team, appointment of a Gender Equality role and also a Gender Equality Office (GEO), establishment of a university equality policy is planned, collection of gendered data shall be improved during hiring processes and at all grades, annual gender pay gap review, improved staff induction processes and procedures to learn about reasons for staff departures (and associated gender differences) and unconscious bias trainings shall be implemented.

SSST profited of the participation in the SAGE project and the development of the Action Plan and analysis built on these models which are in line with EC guidelines, but seem to have an increased emphasis on institutional governance.

