

INTERNATIONAL UNIVERSITY OF SARAJEVO
INTERNACIONALNI UNIVERZIET U SARAJEVU
ULUSLARARASI SARAYBOSNA ÜNİVERSİTESİ



Gender Equality Plan

2025-2027

AT THE INTERNATIONAL UNIVERSITY OF SARAJEVO

Gender Equality Plan

International University of Sarajevo (IUS)

Period: 2025–2028

Approved by: University Senate

Date: December 12th 2025

Responsible Unit: HR Office

1. Introduction and Commitment

The International University of Sarajevo (IUS) is committed to promoting gender equality, diversity, and inclusion in all aspects of its academic, administrative, and research activities, in alignment with our institutional strategic plan goals and relevant Sustainable Development Goals. This Gender Equality Plan (GEP) aligns with the requirements of Horizon Europe and the European Research Area (ERA) objectives. It serves as a strategic framework to ensure equal opportunities for all members of the university community, irrespective of gender or personal circumstances.

The GEP is structured around five key dimensions: (1) work-life balance and organizational culture, (2) gender balance in leadership and decision-making, (3) gender equality in recruitment and career progression, (4) integration of the gender dimension into research and teaching, and (5) measures against gender-based violence, harassment, and discrimination.

2. Governance and Structure

The implementation of the GEP is coordinated by the Human Resources (HR) Office and academic leadership. The Rector, Vice-Rectors, and Deans are responsible for ensuring compliance and integration of gender equality actions into their respective units.

3. Key Priority Areas and Actions

3.1 Work-Life Balance and Organizational Culture

IUS will promote flexible work arrangements, foster inclusive communication, and deliver annual diversity training.

3.2 Gender Balance in Leadership and Decision-Making

The University will ensure gender-balanced representation in decision-making bodies and integrate equality goals into leadership evaluations.

3.3 Gender Equality in Recruitment and Career Progression

IUS will apply gender-neutral criteria in hiring and promotion, track gender data annually, train selection committees on bias, and support underrepresented groups' career development.

3.4 Integration of Gender Dimension in Research and Teaching

The University will embed gender perspectives in research and curricula, train staff on gender-sensitive methods, and encourage balanced research teams.

3.5 Measures Against Gender-Based Violence, Harassment, and Discrimination

IUS will implement confidential reporting mechanisms, enforce a zero-tolerance policy, provide prevention training, and regularly update procedures in line with legal standards.

4. Monitoring and Evaluation

The implementation of the GEP will be monitored through annual reports prepared by the HR office. Progress will be evaluated using quantitative and qualitative indicators, including gender-disaggregated data on staffing, leadership positions, recruitment, research participation, and reported cases of harassment.

An annual public report will be shared with the university community and relevant external stakeholders.

5. Resources and Sustainability

IUS will allocate appropriate financial and human resources to support the implementation of the GEP. This includes dedicated staff within the HR office, training budgets, and funding for awareness campaigns and activities.

The GEP will be revised every two years to ensure continuous improvement and alignment with national and European frameworks.

6. Legal and Policy Framework

The GEP is developed in accordance with relevant national legislation of Bosnia and Herzegovina, the Law on Gender Equality, and aligned with the EU Gender Equality Strategy 2020–2025, Horizon Europe eligibility requirements, and the European Charter for Researchers.

For further information, contact: Human Resource Office, IUS

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RECTOR

Prof. Dr. Ali Osman Kuşakcı

Gender Equality Plan Performance Monitoring

	IUS GEP Dimensions	Alignment with IUS Strategic objectives	Measures	Responsible unit	Alignment with SDG
1.	Work-life balance and organizational culture	SG1.i Enrichment of students by academic and administrative excellence	<ul style="list-style-type: none"> - Mapping of any existing issues and collecting gender disaggregated quantitative and qualitative data from IUS students and staff - Based on the outputs derived from mapping, designing any necessary adaptations to University rules and regulations and IUS Strategic Plan in order to implement the GEP - Providing annual diversity training 	Coordinated by HR Office in cooperation with academic leadership.	SDG 5. Gender equality SDG 10. Reducing inequalities
2.	Gender balance in leadership and Decision making	SG1.i Enrichment of students by academic and administrative excellence	<ul style="list-style-type: none"> - Advocating for balanced presence of women and men in leadership positions - Increasing awareness of gender barriers in access to leadership positions 	Coordinated by HR Office in cooperation with academic leadership.	SDG 5. Gender equality
3.	Gender Equality in Recruitment and Career Progression	SG1.i Enrichment of students by academic and administrative excellence	<ul style="list-style-type: none"> - Mapping obstacles to prevent gender equality at work and introducing mitigation plan - Promoting gender sensitivity in all phases of recruitment - Ensuring that internal regulation and processes related to recruitment do not involve any element of direct or indirect discrimination 	Coordinated by HR Office in cooperation with academic leadership.	SDG 5. Gender equality SDG 8. Decent work and economic growth

			<ul style="list-style-type: none"> - Ensuring gender sensitivity in all phases of promotion or career development 		SDG 16. Peace, justice and strong institutions
4.	Integration of Gender Equality in Research and Teaching	<p>SG1.ii Enrichment of students by innovative programs and educational methods</p> <p>SG 2.i Intellectual growth – academic and scientific excellence</p> <p>SG 2.ii Purposeful research to promote regional well - being and harmonization of study programs with</p>	<p><u>TEACHING</u></p> <ul style="list-style-type: none"> - Promoting academic activities for students on topics that address gender equality and diversity - Providing guidelines, workshops and/or training on how to integrate the gender perspective in curriculum design, lectures, learning activities, course structure and teaching methods <p><u>RESEARCH</u></p> <ul style="list-style-type: none"> - Promoting gender diversity within research teams in line with the European Charter for Researchers - Promoting integration of gender equality in projects 	Coordinated by HR Office in cooperation with academic leadership.	<p>SDG 4 Quality education</p> <p>SDG 10 Reducing inequalities</p>

		social and economic needs			
5.	Measures against Gender based Violence, Harassment, and Discrimination	SG3 ii Promoting global multi-cultural values	<ul style="list-style-type: none"> - Mapping the situation by analysing existing incidents and conducting confidential research to identify them. - Raising awareness to prevent and tackle sexist and gender based violence situations in all University activities 	Coordinated by HR Office in cooperation with academic leadership.	SDG 8. Decent work and economic growth SDG 16. Peace, justice and strong institutions

