

- supported by
- Visegrad Fund
-
-



Embedding Gender Dimension in Institutional Setting and in Research Proposals

Andjela Pepic, University of
Banja Luka

V4+WB Network of
Research Managers and
Administrators (RMAs)



STU

SLOVAK UNIVERSITY OF
TECHNOLOGY IN BRATISLAVA



CHARLES
UNIVERSITY



CENTER FOR
THE PROMOTION
OF SCIENCE



UNIVERZITET U BANJOJ LUKI
UNIVERSITY OF BANJA LUKA

Bringing about institutional change



GEP at the University of Banja Luka (UNIBL):

- An instrument of addressing the gender equality issues and bringing institutional change
- First gender audit conducted at UNIBL: quantitative check and qualitative interviews accompanied by legal analysis
- First Gender Equality Plan at UNIBL adopted

GEP at the University of Banja Luka (UNIBL)



How?

- Setting up a „task force” for GEP audit and development
- Obtaining funding from the Ministry of Civil Affairs of B&H through grant (support to ongoing H2020 project WBC-RRI.NET)
- Exploring the landscape and useful examples/tools (GEAR, SAGE, PLOTINA)
- Obtaining advice and support – Centre for Social Innovations (ZSI), Vienna
- Taking part at events to exchange knowledge and experience (Gender Equality Event, July 2021, WBC-RRI.NET)

GEP at the University of Banja Luka (UNIBL)



What?

- Decision to focus on 5 key areas for GEP audit
 - Governance bodies, key actors and decision-makers
 - Recruitment, retention and career progression
 - Work and personal life integration
 - Researchers and Research: gender equality among researchers and gender perspective/sex in research
 - Integration of gender/sex dimension in teaching curricula

GEP at the University of Banja Luka (UNIBL)



Details?

- Diving into the current state of affairs at UNIBL:
 - Starting point: UNIBL already had an adopted Guidelines for Prevention of Sexual and Gender Based Violence (2020)
 - Exploring the numbers (statistics) for 5 key areas (digging into the institutional data) (ref. PLOTINA tools)
 - Exploring the story behind the numbers (interviews with admin, vice-deans and researchers/teaching staff = 57 persons) (ref. SAGE tools)
 - In 2021, UNIBL has appointed the Gender Equality Advisory Board (UNIGEM project)

GEP at the University of Banja Luka (UNIBL)



In a nutshell...

- Institutional setting
- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment

GEP at the University of Banja Luka (UNIBL)



In a nutshell...

- Institutional setting
- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment

GEP at the University of Banja Luka (UNIBL)



Next steps (2022):

- Promotion of GEP at all UNIBL faculties and departments
- Implementation of GEP in line with the designed activities
- Participating in knowledge & experience sharing through Community of Practice (WBC-RRI.NET)

How this relates to research proposals?



- It's not just about the Horizon Europe requirement!
- Having GEP brings about institutional change
- Implementing GEP ensures that researchers are becoming more aware of the importance of gender dimension in research
- Advising researchers on integrating gender dimension (beyond mere percentages of female/male team members) supported by the institutional document such as GEP

Invitation to join and share experiences

WBC-RRI.NET Working Groups ([join](#)):

- WG1 – Gender and Ethics
- WG2 – Science Education and Public Engagement
- WG3 – Open Access and Open Science

Building a Community of Practice –
[Call for Good Practices in RRI](#)

Events – sharing experiences and
knowledge ([GE event](#))

Useful resources:

[Why should you be dealing with Gender Equality in your research organisation?](#)

[Gender dimension in R&I landscape: An overview with a special focus on the Western Balkans](#)

Call for Submission of Good Practices in RRI

WBC-RRI.NET is seeking good practices of Responsible Research and Innovation (RRI) from and for the Western Balkans.

WBC-RRI.NET and its working groups need your input and enthusiasm, so get involved now!

Responsible Research and Innovation deals with:

- Gender equality in research and innovation (R&I),
- Ethics in R&I,
- Public Engagement (for R&I),
- Science Education,
- Open Access, Open Science, Open Data and
- RRI Governance.

Thank you for the attention!



Contact details:

ANĐELA PEPIĆ

Head of the Centre

Entrepreneurship and Technology Transfer Centre

University of Banja Luka

E-mail: andjela.pepic@unibl.org

Tel. +387 51 349 972

Web: <http://www.unibl.org/>

