



**ACADEMY OF SCIENCES AND ARTS
OF THE REPUBLIC OF SRPSKA**

**GENDER
EQUALITY PLAN**

September, 2025.

Based on Article 56 of the Statute of the Academy of Sciences and Arts of the Republic of Srpska, No. 01-176-1 dated May 29, 2014 and No. 01-379/20 dated December 17, 2014, President of the Academy of Sciences and Arts of the Republika Srpska, on September 12, 2025, hereby adopts

GENDER EQUALITY PLAN OF ACADEMY OF SCIENCES AND ARTS OF THE REPUBLIC OF SRPSKA

1. Introduction

Academy of sciences and arts of the Republic of Srpska (hereinafter: ASARS) is dedicated to promoting and ensuring gender equality in all aspects of its work and organization. This plan aims to enhance gender equality in accordance with the requirements of the *Horizon Europe* program, ensuring that gender equality is integrated into all levels of decision-making, research, and organizational processes.

2. Publication

This gender equality plan will be signed by the president of ASARS and published on the ASARS website.

3. Allocated Resources

ASARS will allocate the necessary resources and expertise to implement this plan. This includes financial support, technical resources, and human capacities.

4. Data Collection and Monitoring

ASARS will regularly collect gender-disaggregated data on staff and report annually based on defined indicators. This includes an analysis of employees by gender, salaries, and promotions, as well as monitoring the progress in implementing the plan.

4.1. Current Staff Status

Category	Number of Women	Number of Men
Assembly	3	30
Presidency	1	8
Executive Board of the Presidency	0	4
President	0	1
Head of Department/Secretary	1	0
Other Staff	17	6

5. Training

ASARS will organize training sessions and workshops to raise awareness and provide education on gender equality and gender biases for all staff and decision-makers.

6. Additional Areas

6.1. Organizational Culture

ASARS will work on creating an inclusive organizational culture that supports gender equality and promotes diversity.

6.2. Work-Life Balance

ASARS will introduce flexible working policies that support work-life balance for all employees.

6.3. Gender Equality in Management and Careers Development

ASARS will ensure equal opportunities for career development and advancement for all employees, regardless of their gender.

6.4. Integration of the Gender Perspective in Research

ASARS will incorporate the gender perspective into all research projects and activities, ensuring that gender aspects are considered at all stages of research.

6.5. Measures Against Gender-Based Violence

ASARS will implement policies and procedures to prevent and address cases of gender-based violence, providing support to victims in accordance with legal regulations.

7. Monitoring and evaluation

7.1. Periodic Reviews and Reporting

Establishing a system for periodic monitoring and reporting on the progress of the Gender Equality Plan implementation.

Collecting data and analyses based on which the plan will be reviewed and adjusted.

7.2. Specific Goals and Indicators of Success

Goals

- Increase the representation of women in leadership positions (Presidency/Executive Board of the Presidency/President and Head of Department/Secretary) to at least 50% relative to the leadership staff.
- Ensure equal pay for equal work through annual salary audits and addressing any disparities.
- Organize gender equality training together with occupational safety training for all employees.
- Integrate the gender perspective into at least 80% of all research projects conducted by the ASARS.

Indicators

- Number of women in leadership positions.
- Results of annual salary audits.
- Number of training sessions held and attendance records.
- Percentage of research projects that include the gender perspective.

Timelines

- 2026: Conduct initial salary audit and baseline assessment of gender representation.
- 2026: Develop and deliver the first gender equality training session.
- 2026: Begin integration of the gender perspective into new research projects.
- 2026: Review and report on the progress of the Gender Equality Plan implementation.
- Annually: Conduct salary audits, provide training sessions, and review progress.

Responsibilities and Accountabilities

The following individuals and groups are responsible for the implementation and monitoring of the Gender Equality Plan:

- President: Overall responsibility for the plan and its implementation.
- Presidency: Develops policies, enacts general acts, monitors progress and provides recommendations.
- Department: Conduct salary audits, organize training sessions and ensure compliance with policies.
- Research Department: Ensures the integration of the perspective into research projects.

8. Conclusion

This Gender Equality Plan represents a commitment and strategy to promote and ensure gender equality in all aspects of the ASARS work.

The ASARS staff is dedicated to creating an inclusive and fair working environment that will contribute to our mission and vision,

The Gender Equality Plan was adopted on September 12, 2025, and remains in effect until amended. The plan will be reviewed at least once a year.

No: 01-627/25

Date: September 12, 2025



PRESIDENT OF ASARS

Academician Dragoljub Mirjanić