

# The Book of abstracts

## International Conference BEYOND FEAR AND SILENCE: UNIVERSITIES AGAINST VIOLENCE

6th and 7th May 2022  
Sarajevo





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## **International Conference**

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Fondacija

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## IMPRESSUM

### **The Book of Abstracts International Conference „Beyond Fear and Silence: Universities against Violence“**

Scientific Committee: Prof. Dr Zilka Spahić Šiljak, Prof. Dr Jasmina Husanović, Prof. Dr Jasna Kovačević, Prof. Dr Duško Trninić, Prof. Dr Rebeka Kotlo, Prof. Dr Antonija Petričušić, Prof. Dr Davorka Topić – Stipić, Prof. Dr Nerzuk Ćurak and Assist. Prof. Dr Karolina Lendak-Kabok

Organizers: University of Sarajevo (UNSA) and TPO Foundation

Co-organizers: Džemal Bijedić University of Mostar (UNMO), International University of Travnik (IUT), University of Banja Luka (UNBL), University of Bihać (UNBI), University of Donja Gorica (UDG), University of East Sarajevo (UES), University of Hercegovina (SVEHER), University of Montenegro (UCG), University of Mostar (SVEMO), University of Novi Sad (UNS), University of Zagreb (UNIZG), University of Zenica (UNZE)

Translation: Aida Spahić  
DTP Design: Neven Misaljević

Place: Sarajevo



This is the inaugural conference of the University and Gender Mainstreaming Project (UNIGEM) that gathers eighteen universities from the Balkans region and brings together regional and international scholars researching gender-related issues in the field of higher education. The aim of the conference is to develop and encourage scholarship committed to the politics of gender equality that aims to end gender-based violence in academia, focusing on the Balkans region and comparative examples internationally.

The University and Gender Mainstreaming (UNIGEM) Project  
is supported by the UK Government



## AGENDA

**International Conference „Beyond Fear and Silence: Universities against Violence“  
The Rectorate, University of Sarajevo  
6th and 7th May, 2022**

### **06.05.2022 Friday**

09.30 - 10.00 Registration

10.00 - 10.30 Welcome addresses

Zilka Spahić Šiljak, Scientific committee chairperson

Rifat Škrijelj, Rector of the University of Sarajevo

Matthew Field, British Ambassador to Bosnia and Herzegovina

*Moderation: Jasna Kovačević*

10.30 - 11.30 Kirsten Campbell (Goldsmiths, University of London, UK)  
On Violence as a Feminist Problem: Producing Knowledge on Sexual and Gender-Based Violence

11.30 - 12.00 Coffee Break

### **12. 00 - 13.30 PANELS 1 and 2**

#### **Panel 1: Gender and Language (small hall)**

- Daniela Jurčić and Ružica Ljubičić, Gender Inequality in Language - How to Bring About Change?
- Aleksandra Savić and Dalibor Kesić, Language Policy at the University as Part of Gender Sensitive Policies
- Emir Muhić, Nomen Est Omen? – (Re)interpretation of Gender Signifiers Through the Lens of Cognitive Linguistics
- Dijana Vučković, Veselin Mićanović and Milica Drašković, Attitudes of Future Teachers Towards Gender-Sensitive Language and Its Use

*Moderation: Ajla Demiragić*

## Panel 2: Gender, body and violence (big hall)

- Branko Velov, Female students 'attitude towards the instrumentalization of female body and reasons for transforming their own body
- Amer Kurtović and Irena Žarić, Determinants of Student Perceptions on Gender Based Violence
- Zlatan Hrnčić, Impact of Pregnancy on Abusive Behaviour Patterns in Employment Relations

*Moderation: Jasmina Husanović*

## **13.30 – 15.00 Lunch**

## **15.00 – 16.30 PANEL 3 and 4**

### Panel 3: Gender stereotypes in culture and education (big hall)

- Dragana Pejović, Promotion of gender stereotypes in higher education institutions - obstacle in the fight against violence
- Sanela Šadić, Lejla Osmić, Amila Ždralović, Amer Osmić and Enita Čustović, Representation and Scope of Curriculum Content on Gender Based Violence and Domestic Violence at the University of Sarajevo
- Marjana Harcet, Gender equality at University of Ljubljana
- Jadranka Rebeka Anić, Gender Stereotypes and Religion: Attitudes of the Catholic Church and Believers in Croatia

*Moderation: Nerzuk Ćurak*

Panel 4: Theoretical and methodological challenges in gender research (small hall)

- Zilka Spahić Šiljak, Feminist critical approaches in gender-based violence research
- Jasmina Husanović, The Challenges of Intersectionality: Researching Equality in Higher Education
- Jasna Kovačević, Theoretical and methodological challenges in investigating gender discrimination and gender-based violence at universities
- Ajla Demiragić, On the importance of gendering of academic programs in literature

*Moderation: Amila Ždralović*

16.30 – 17.00 Coffee Break

17.00 – 18.00 Anna Bull (Department of Education, University of York, UK)  
Tackling faculty/staff sexual misconduct in higher education in the UK

**07.05.2022 (Saturday)**

**09.00 – 10.30 PANELS 5 and 6**

Panel 5: Media, education and gender-based violence (small hall)

- Viktorija Car and Barbara Ravbar, Mediated Blame-Game: Media Reporting on Gender-Based Violence
- Daria Heljić, Online harassment and cyber violence in higher education
- Sanja Grbović, Gender Based Violence in Montenegro During the Covid-19 Pandemic: Causes, Consequences and Responsibility Issues
- Hristina Cvetinčanin Knežević, Mechanisms for the Prevention and Protection Against Sexual Harassment Committed Using Information and Communication Technologies During the Covid19 Pandemic - a Case Study at the University of Belgrade

*Moderation: Valida Repovac-Nikšić*

## Panel 6: Sexual harassment in academic environment (big hall)

- Edisa Gazetić, The Horrors of University Studies: Academic Institutions in the Service of Misogyny
- Dijana Malbaša, Tanja Ignjatović and Mirjana Mitić, Protection of students from sexual harassment at faculties in Serbia - Challenges in establishing regulation and trust
- Karolina Lendák-Kabók, Dragana Vujović, Vladimir Todorović and Johanna Tóth, Why is Abuse an Endemic Phenomenon in Academic Circles?
- Ana Horvat Vuković, Maja Munivrana, Antonija Petričušić and Darija Željko, Combating Sexual Harassment and Other Forms of Gender Discrimination at the Faculty of Law in Zagreb after the Emergence of #nisamtražila Movement

*Moderation: Jasna Kovačević*

10.30 - 11.00 Coffee Break

11.00 – 12.00 Ana Belén Amil (Gender Equality Officer, SUPERA Project, of Central European University, Vienna, Austria) Combating sexual harassment in Higher Education: Policy innovations

## **12.00 - 13.30 PANELS 7 and 8**

### Panel 7: Gender discrimination and institutional policies (big hall)

- Jasmina Bešlagić, Amela Čolić, Albin Muslić and Nikola Findrik, Sexual harassment - terminology related dilemmas and definition problems through the prism of normative regulation
- Nikoleta Đukanović and Milica Kovač Orlandić, Affirmative Measures in Favour of the Underrepresented Sex in Higher Education - the Case of Montenegro



- Lejla Ramić-Mesihović and Adem Olovčić, Domination Techniques that Limit the Gender Mainstreaming of Decision-making Process in the Academic Environment(s) in Bosnia and Herzegovina

*Moderation: Miroslav Živanović*

#### Panel 8: Gender inequality in professional life (small hall)

- Lejla Skopljak, Azra Ahmić and Selma Otuzbir, Women's inequality in employment and career development
- Sanja Podunavac-Kuzmanović, Lidija Jevrić, Jovana Grahovac, Ivana Pažčin, Mila Grahovac, Jovana Milutinović i Nataša Tančić, Gender Balance in the Academia
- Irina Stamatović, Representation of Women in Artificial Intelligence Research
- Jasminka Hasić Telalović and Mirza Rastoder, Gender, University Management and Institutional Culture

*Moderation: Duško Trninić*

#### **13.30 - 15.00 Lunch**

15.00-16.00 Biljana Kašić (full professor, feminist and postcolonial theorist, Zagreb) Epistemic Violence vs. Gender-Based Violence at University: Intersections and Contradictions

16.00 - 16.30 Coffee Break

16.30 - 17.00 Closing session

*Moderation: Zilka Spahić Šiljak*

## Keynote speaker:

### **Kirsten Campbell, Goldsmiths, University of London, UK** **On Violence as a Feminist Problem: Producing Knowledge on Sexual and Gender-Based Violence**

*In 2017 ...we are all still trying to understand how patriarchal power works, and the masks the wielders of it don to escape accountability.*  
Cynthia Enloe, *The Big Push*, 2017, p. 127.

In her recent analysis of the persistence of patriarchy in contemporary social life, Cynthia Enloe describes her experience of fighting against sexual harassment at her university in the 1970s. As Enloe describes, the women's movement named and politicised this then 'unfamiliar form of power abuse'. For Enloe, this experience revealed the value of generating accurate conceptualisations for effective political action, and was crucial for developing her analysis of gendered violence from war to peace. At the same time, she and her feminist colleagues grappled with the challenge of how to conceptualise this 'sexualised abuse'. The questions they confronted, she remarks, will still seem familiar to us today. As Enloe suggests, feminists have named and politicised sexual and gender-based violence, but still confront important conceptual and political questions about these forms of violence. This paper explores these questions by asking how feminist theories have understood sexual and gender-based violence, and examining the challenges of generating accurate conceptualisations for political action. It first examines violence as a problem in feminist thought. The paper then examines different conceptualisations of sexual and gender-based violence in current feminist debates. Finally, the paper looks to strategies for building new concepts of sexual and gender-based violence for effective political action.



Kirsten Campbell teaches sociology at Goldsmiths College, University of London. Kirsten was the principal investigator of the European Research Council funded project, 'The Gender of Justice', which analysed the prosecution of sexual violence in armed conflict through a case study of the International Criminal Tribunal for the former Yugoslavia and the War Crimes Chamber of Bosnia and Herzegovina. Her research on gender, conflict-related sexual violence, and international criminal law has been published in numerous journals and books. She has advised on NGO, United Nations, and British and European policy and justice initiatives in this area, and was a judicial council member of the Women's Court: A Feminist Approach to Justice.

## **Panel 1: Gender and Language**

**Prof. dr Daniela Jurčić, Faculty of Philosophy of the University of Mostar  
Ružica Ljubičić, MA in journalism**

### **Gender Inequality in Language - How to Bring About Change?**

This paper examines feminist linguistics, a new field of research in our area. It asks how feminine gender or women appear in language. Discussions about gender-sensitive language started in the seventies. It was mentioned in the USA, and then spread to Europe and the rest of the world. Today, gender-sensitive language has become a social reality because language contains many examples that can confirm the discriminatory perception of women with regard to men. Bosnia and Herzegovina had three official languages (Bosnian, Croatian and Serbian). Each of these has a category of grammatical gender in certain word types, such as nouns, pronouns, adjectives, verb forms, so it is not possible to use any noun without a grammatical gender attached to it. Gender-sensitive language implies that there are masculine, feminine and neuter genders. However, is this really applied in practice? The questions to be answered, among others, are the following: how do women appear in the languages used in Bosnia and Herzegovina, is the language discriminatory, and does the language favour men over women? The basic premise of this paper is that women are systematically discriminated against through language, and change is necessary so that women can be treated as equals in both written and spoken language. Key words: feminist linguistics, discrimination, gender sensitive language, female identity in language.



Prof. Dr. Daniela Jurčić was born on September 7, 1981, in Prozor-Rama. She graduated in 2000 from the Faculty of Education, University of Mostar, majoring in journalism. She enrolled in the postgraduate doctoral study *Languages and cultures in contact* at the Faculty of Philosophy in Mostar in 2006. She received her Ph.D. in October 2014. Since 2007 she has been employed at the Faculty of Philosophy, University of Mostar. She has participated in many scientific and professional conferences in BiH, Croatia, and Montenegro, as well as in many scientific conferences, round tables, and training courses. She is the author of many analyzes on BiH journalism, as well as on (gender) inequality in society. She published over 20 scientific and professional papers, a large number of articles, and analyzes. The focus of almost all of her works is the position and role of women in society. In 2020, she published a book *The position and role of women in BiH - the rise of emancipation or discrimination?*



I am Ružica Ljubičić, and I was born on November 28, 1990, in Tomislavgrad, where I completed my primary and secondary school. In 2015, I received a master's degree in journalism from the Faculty of Philosophy, University of Mostar. In 2015, I enrolled in graduate school *Languages and cultures in contact*, Department of Information and Communication Sciences at the Faculty of Philosophy, University of Mostar and I successfully passed all exams with an average of 4.5. I have published several scientific and professional papers in the journals *Media dialogues* and *Mostariensia*.

and I am currently preparing a synopsis of my doctoral dissertation on media coverage of violence against women in the BiH print media. I currently work as a PR assistant at the Faculty of Philosophy, the University of Mostar and I write for several portals - Reci.hr, Ženeimediji.hr, Aportal, Lola magazine.

**Mr Aleksandra Savić, Faculty of Philology of the University in Belgrade**  
**Prof. dr Dalibor Kesić, Faculty of Philology of the University in Banja Luka**

### **Language Policy at the University as Part of Gender Sensitive Policies**

Language policy, as a relatively new field of linguistics, i.e., sociolinguistics, is defined as “an officially established system of rules for the use of language” (Spolsky, 2012: 5) in a particular community. The development of this discipline in the last fifty years brought about the expansion of this research field, and from the initial orientation to planning and codification of language in nation states, it eventually included every organized and focused activity in the field of language, from macro to micro levels. Today, language policy as a multidisciplinary field implies a range of subdisciplines concerning language ecology, human rights and democracy, and political theory. In addition, new research perspectives are emerging, such as the critical one, which aims to observe the relationship between language and power in society and to discover and examine the inequality identified in language and maintained through language. In the past, it was usually assumed that decisions on the standardization of a language or its parts were made by government institutions or the most important language institutions, and language policy was implemented through laws or normative textbooks and manuals. Recently, there has been an increasing talk of two types of language policy: top-down policy - which is the previously described activity of regulation at the highest level; and bottom-up policy, which implies the adoption and promotion of certain language behaviours in smaller social groups or communities (Filipović, 2009). Gender-sensitive language is a prime example of bottom-up policy, as awareness of the use of equal language has spread among women, NGOs, scholars and the media. The aim of this paper is to examine the possibility, perspec-

tives and possible limitations of the introduction of this language policy at the university level in the light of contemporary sociolinguistic theories. Key words: sociolinguistics, language policy, bottom-up language policy, top-down language policy, language rights, gender-sensitive language.



Aleksandra Savić was born on August 8, 1990 in Travnik. She graduated from the Faculty of Political Sciences at the University of Banja Luka in 2013 and the Faculty of Philology of the Banja Luka University in 2015 - Department of Serbian language and literature. She holds an MA degree in political science from the Faculty of Political Science and an MA degree in Serbian language and literature from the Faculty of Philology. She is currently a doctoral student at the Belgrade Faculty of Philology

- Language Module and is about to write her doctoral dissertation. Her interest is in sociolinguistics, sociology of language, and language policy. She works as an assessment language reviewer.



Prof. Dr. Dalibor Kesić is a full professor at the Faculty of Philology in Banja Luka at the Department of English Language and Literature and a subject teacher in the first, second and third cycle of studies. He is the Vice-Rector for Human and Material Resources at the University of Banja Luka. He is the coordinator of the UNIGEM project on behalf of the University of Banja Luka. He is the author of four books and dozens of papers in domestic and foreign publications, a proofreader and reviewer for papers

in English in several international and domestic journals, and a permanent court interpreter for English.

## **Prof. Dr. Emir Muhić, Faculty of Philology of the University in Banja Luka**

### **Nomen Est Omen? – (Re)interpretation of Gender Signifiers Through the Lens of Cognitive Linguistics**

The phenomenology of gender-aware language unequivocally opens layered chapters in understanding the reality, both old and new. Bearing in mind that the use of language, which can be monitored with the help of tools in the field of corpus linguistics, determines the naturalness of discourse, it is important to see which conceptual and cultural frameworks emerge in synchronic terms and how they change the mechanisms of perception, coding, and space- and- time-dependant parameters of decoding, understanding and adopting of new linguistic and comprehensive cognitive matrices. The paper focuses on the discourse in the academic space of English-speaking countries in relation to the local context.

Morphological dimensions are within the scope of consideration, but conceptual metanarratives as well as the formation and evolution of value frameworks, personal and collective memory have priority. The past and the future are in constant alternation in the temporal and linguistic sense, and the point of the present coincidence is as elusive as the thought and cultural progression. The corpus base is represented by student papers and focus groups whose thematic field covers issues of understanding gender specifics, linguistic evolution and the level of naturalness in the empirical-practical sense. Key words: gender-aware language, conceptual frameworks, cultural metanarratives, interpretation of new movements in language, use, corpus, new reality



Emir Muhić is an associate professor in the linguistic group of subjects at the Department of English at the Faculty of Philology, University of Banja Luka. He has been a Fellow at the University of Texas at Austin and has spent part of his professional development in the United Kingdom. Emir Muhić's scientific interests are in the field of cognitive linguistics, phonetics, phonology, semantics, and critical-cognitive analysis of discourse. He is engaged in conference interpreting, and also works as an examiner

for international exams in English at the University of Cambridge. He received Ph.D. from the Faculty of Philology, University of Belgrade. He has been the head of the Department of English since 2018.

**Prof. Dr. Dijana Vučković**

**Prof. Dr. Veselin Mićanović**

**Milica Drašković, prof.**

**Faculty of Philosophy University of Montenegro**

### **Attitudes of Future Teachers Towards Gender-Sensitive Language and Its Use**

The aim of this paper is to determine the attitudes of students who are preparing to become teachers at the University of Montenegro, towards gender-sensitive language and its use. The survey question was: What is the attitude of our respondents towards the five most common misconceptions about gender-sensitive language? The five most common misconceptions mentioned in linguistic and other literature are: 1. gender-sensitive language is not in the spirit of Montenegrin, Serbian, Bosnian or Croatian; 2. gender-sensitive language corrupts language; 3. gender-sensitive language is awkward and burdensome; 4. gender-sensitive language is "ear-splitting" and 5. gender-sensitive language is unnecessary. Considering that teacher studies are mostly frequented by women, we assumed that their attitudes towards gender-sensitive language were positive, and that

they did not harbour these misconceptions. The survey is quantitative, and the main survey instrument was a questionnaire with combined questions containing these misconceptions. The first part of the question was a *yes* or *no* question, and the second part required an explanation of the answer choice. The answers were analysed applying descriptive statistical methods in the SPSS program. The survey results suggest that students who are preparing to become teachers at the University of Montenegro have positive attitudes towards the use of gender-sensitive language, which is indicated by the fact that a high percentage of respondents do not harbour any misconceptions about the use of gender-sensitive language.



Dijana Vučković is an associate professor working as a subject teacher for the methodology of teaching of Montenegrin-Serbian, Bosnian, Croatian language and literature at the Faculty of Philosophy, University of Montenegro. Her research interests include the reception and methodical interpretation of children's literature, reading literacy, critical media literacy, civic competence, lifelong learning, etc. She is the author and co-author of dozens of scientific and professional papers.



Veselin Mićanović is a full professor of the methodology of teaching mathematics at the Faculty of Philosophy, University of Montenegro. His research interests include a methodical approach to a variety of mathematical content, mathematical literacy, continuing professional development of teachers, lifelong learning, etc. He is the author and co-author of dozens of scientific and professional papers.



Milica Drašković is a postgraduate student in the Study Program for Teacher Education at the Faculty of Philosophy in Nikšić. She completed her undergraduate studies in 2013 and worked as a teacher in several primary schools in Nikšić. Since October 2021, she has been engaged as a teaching associate in the Study Program for Teacher Education on the subjects Methodology of Teaching Mathematics I, II, and III and School Practicals I, II, and III.

## **Panel 2: Gender, body and violence**

**Branko Velov, UCIMSI - Gender studies, University of Novi Sad**

### **Female students 'attitude towards the instrumentalization of female body and reasons for transforming their own body**

Despite the possibility of diverse presentation, woman in the public sphere remains in the domain of appearance, body and sexuality - outside appearance, "typically female" features and "anatomical mission" stand out. Recognizing the chance to gain profit, the industry (marketing, media, fashion, cosmetics), not only uses stereotyping and vulgarization of women and female sexuality, but also actively participates in creating standards of beauty and appearance of the female body, which are unrealistic and unattainable as a rule. The imposed need for constant beautification leads to establishing links with media fantasies about femininity and the industry that offers the means to revive those fantasies. Starting from this problem, the focus of interest of this paper is the instrumentalization of female body, and exploitation (abuse) of female body for commercial purposes. The results are based on the answers of 223 female students (average age 22.7 years), on the seven-point Likert-type scaling which refers to the attitude towards the instrumentalization of female body in the public sphere (consisting of six statements) and their attitude towards reshaping their own body and reasons for reshaping, changing the look of your own body (body part). Female students expressed a high level of agreement with the statements that make the Scale of instrumentalization of female body (AS = 5.76; SD = 0.89). When asked what they would like to change on their own body, 23% said they would not change anything, and the largest percentage of other female students mentioned thighs and belly. To make the desired changes, they prefer to use, or would use, physical exercises (running, aerobics, body building, etc.). Although health is cited as the most common reason (motive) for change, the intention to change something is mostly related to the desire to be more physically attractive ( $r = 0.32$ ;  $p < 0.01$ ), or to increase self-confidence ( $r = 0.26$ ,  $p < 0.01$ ). The results imply a high level of awareness of female students of the instrumentalization of female body in the public sphere. According to their current age, it is understandable and expected that the changes in own body will be motivated by health, physical attractiveness and self-confidence.



He lives and works in Belgrade, Serbia. He completed his undergraduate and master's studies at the Faculty of Law and Business Studies, Novi Sad - Business Psychology. Currently, he is a doctoral student at the University of Novi Sad, UCIMSI - Interdisciplinary Gender Studies, majoring in Psychology and Gender. He is a secretary of the Institute for Strategic Studies, Faculty of



Diplomacy and Security, Belgrade, and of the Scientific journal Diplomacy and security. As an associate of Ipsos Strategic Marketing Research, he has participated in many research projects in the field of public affairs, marketing, politics, etc. He has participated in domestic and international scientific conferences and published papers in international and national scientific journals in the field of social psychology, marketing, and gender issues.

**Amer Kurtović, Social Sciences Research Center at International Burch University  
Irena Žarić, Department of International Relations and European Studies, IBU**

### **Determinants of Student Perceptions on Gender Based Violence**

This study analyzes student perceptions of gender-based violence, leveraging anonymous surveys conducted with students prior to a designed intervention on the topic. The survey consisted of three demographic questions and 14 further questions, of which eight are independent ones and six follow-ups, one of which was open-ended and the remaining 13 multiple question ones. The two sets of variables - gender, sexual preference, and political outlook as independent and the perception of GBV - were then connected using multilevel multivariate regression analyses. The preliminary results, consisting of 24 respondents - an equal number (12) of males and females; 18 heterosexuals, one homosexual, and five bisexuals; and two thirds (16) self-identifying as liberal, a fourth (6) identifying as conservative, and two identifying as neither or other - indicate that there is no correlation between any of the determinants and the level of knowledge about GBV, which will uniformly low, and their perception of GBV, as virtually all respondents across all demographic groups indicated a negative view of GBV. Gender, however, significantly influences respondents' responses, both hypothetical and actual, to GBV while sexuality and political preference seem to nuance their views. Keywords: gender-based violence, perceptions, students survey, determinants



Amer Kurtović is the research coordinator at the Social Sciences Research Center at International Burch University and (principal) investigator on several projects. He graduated from both the first and second cycles of study at the Department of International Relations and European Studies, specializing in EU integrations. He has extensive experience in the field of EU integrations of Bosnia and Herzegovina and gender mainstreaming of public policies, owing to his experience at the Directorate for European

Integrations and the German Development Agency GIZ. His research interests include EU integrations and EU enlargement, irregular and mixed migrations, and gender equality.



Irena Žaić is a 3rd year undergraduate student at the Department of International Relations and European Studies at International Burch University and a senior research assistant at the Social Sciences Research Center. She has extensive experience in working with vulnerable populations, owing to her experience at the Red Cross Societies in Bosnia and Herzegovina and other non-governmental organizations. Her research interests include sustainable development, gender equality, and EU integrations in the context.

**dr. sc. Zlatan Hrnčić**

### **Impact of Pregnancy on Abusive Behaviour Patterns in Employment Relations**

Violence against pregnant women represents all forms of violence that affect a woman's reproductive rights, leaving consequences on the woman and her offspring. Reproductive rights in this case include the right to job security. Therefore, violence against pregnant women includes a number of challenges and consequences related to vulnerability in employment relations, difficulties in balancing private and business life, and career planning. *Aim:* To determine the extent to which pregnancy contributes to the emergence of abusive behaviour patterns in employment relations, and to define additional risk factors that impede private and business life balance and career planning. *Methods:* This paper analyses the theoretical framework related to violence, family, pregnancy and labour relations. Quantitative research was conducted on a sample of 518 women with experience of pregnancy in Bosnia and Herzegovina, and a qualitative research on a sample of 34 pregnancies. *Results:* Abusive behaviour patterns in employment relations were experienced by 21.04% of respondents. Due to the fact that they may get pregnant, women are under additional fear of losing their jobs, they find it difficult to advance at work, and they often delay pregnancy planning due to inability to find employment or fear of losing job. The very status of a victim of violence and the circumstances that accompany victims of violence further complicate women's competitiveness in the labour market. In this regard, pregnancy is a risk factor for career development and job loss, and the inability to find employment. *Conclusion:* Pregnancy is a significant risk factor for violence in labour relations. Namely, pregnancy planning, pregnancy, childbirth and the period after pregnancy bring certain changes into a woman's life that do not only concern the woman's condition, but also make it difficult to balance business and private life. Women are often unaware of their rights, they do not seek legal protection in the event of dismissal, salary cuts or inability to advance in the workplace because of pregnancy.



Zlatan Hrnčić, PhD was born on August 2, 1977 in Sanski Most, Bosnia and Herzegovina, where he completed his Elementary School as well as Primary Music School. He attended High School in Hamburg, Germany. He obtained his University Degree in German language and literature from the Faculty of Philosophy, University of Sarajevo. After that, he received his Master's Degree in Business Economics from the Faculty of Economics, University of Sarajevo and finally became a PhD, Doctor of So-

ciological Sciences at the Faculty of Political Science, University of Sarajevo. He mainly works on strategic planning, strategic and project management in the field of prevention of domestic violence and protection of human rights. He is an author of several publications, scientific papers, researches, evaluations, educational and promotional programs.

### **Panel 3: Gender stereotypes in culture and education**

**Dr Dragana Pejović, Lawyer in Novi Sad**

#### **Promotion of gender stereotypes in higher education institutions - obstacle in the fight against violence**

The academic community is rightfully expected to be the first to oppose all forms of violence, including gender-based violence. However, the obstacle is that in the faculties themselves as educational institutions, by encouraging gender stereotypes, they try to relativize, and in some cases justify, gender-based violence. It is especially worrying if gender stereotypes are promoted at the faculties where students are educated, many of whom will become decision makers in the future. For example, there is a large number of future lawyers who are educated in Serbia and remain deprived of the opportunity to see the problem of domestic violence as a form of gender-based violence from a gender perspective, although tomorrow some of them will find employment in police or judiciary, and they will be on the "front line" in the fight against violence. Instead of applying a gender approach that would enable them to grasp the phenomenon of domestic violence, legislation adopted to combat gender-based violence is presented to students as meaningless and inspired by radical feminist ideology. In this paper, our goal is to draw attention to the promotion of gender stereotypes among future lawyers, which seriously puts in question their ability to have zero tolerance for gender-based violence after graduation. Key words: education, legal studies, gender studies, gender stereotypes, gender-based violence



Dr. Dragana Pejović (1980) completed her undergraduate and master's studies at the School of Law in Novi Sad, and her doctoral studies in 2020 at the University Center for Interdisciplinary and Multidisciplinary Studies and Research (UCIMSI), Gender Studies Center, University of Novi Sad. Her doctoral dissertation was on "Legal status of women in prostitution in the Republic of Serbia". Since 2008, she is a practicing lawyer in Novi Sad. She is publishing scientific and professional papers, as well as reviews

in domestic and foreign scientific and professional journals. Her interests are related to prostitution, especially the position of women in prostitution, violence against women, and women's education.

**Sanela Šadić - Faculty of Political Science UNSA**

**Lejla Osmić – Faculty of Philosophy UNSA**

**Amila Ždralović – Law Faculty UNSA**

**Amer Osmić - Faculty of Political Science UNSA**

**Enita Čustović - Faculty of Political Science UNSA**

### **Representation and Scope of Curriculum Content on Gender Based Violence and Domestic Violence at the University of Sarajevo**

Domestic violence and gender-based violence, as some of the biggest challenges in BiH society, are problems that have emerged from the private to the public sphere. This creates an additional obligation for all public institutions (governmental and non-governmental sectors), including the academic community. There are numerous studies indicating that more than half of women in BiH have experienced some form of violence since the age of 15. This points to the importance of treating the problem of domestic violence and gender-based violence both in scientific research and in contemplation about the reconceptualization of curriculum content, which would contribute to its prevention and/or suppression. The primary goal of this paper is to identify the condition, needs, views and perceptions of students and teachers of faculties of human and social sciences within the University of Sarajevo of the concepts of gender based violence and domestic violence. The secondary goal of the paper is to stimulate academic discussions based on the analysis of the situation and needs, which can contribute to the actualization and theoretical problematization of the domestic violence and gender-based violence phenomena at the University of Sarajevo. The paper is based on a mixed-methods approach, i.e., a combination of quantitative and qualitative research approaches. The empirical basis of the paper is the analysis of the content of documents (curricula of organizational units - social and human groups of UNSA) as well as the standardized self-administered survey question-

naire (online questionnaire), which gives the paper an explanatory dimension, in addition to the descriptive one. The results of the research show the current situation and provide insight into the (un)representation and scope of curriculum content related to gender-based violence and domestic violence, and the views and knowledge of teaching (academic) staff and students of the University of Sarajevo on this issue. Key words: domestic violence, gender-based violence, curriculum, teacher, student



Sanela Šadić is a full professor at the Department of Social Work of the Faculty of Political Science of the University of Sarajevo. As an author and co-author, she published the following books and studies: *Human Rights and Social Work* (2014), *Social Work with Children and Families at Risk* (2021), *Social Work Case Analysis - Global Perspective* (2018), *Social Work in Education* (2019), *Single-parent families - Mapping the rights and needs of independent parents in the Municipality of Centar* (2019), *Youth*

*study Bosnia and Herzegovina 2018/2019*, *Domestic violence - Development study in BiH* (2005), *Problems of children and youth in the context of human rights* (2006), and the *Practicum for Social Workers on occurrence and forms of: Child Labor Exploitation, Trafficking in Human Beings for the Purpose of Sexual Exploitation, Prostitution, Pornography and Pedophilia* (2010). She published scientific papers in reference international and national journals. As a visiting professor, she taught at universities in the country and abroad. She participated in organizing international and national scientific conferences, in scientific research projects, and presented her papers at a large number of conferences



Prof. Dr. Lejla Osmić was born in Sarajevo. Regarding her high-school education, she attended a gymnasium in the Republic of Slovenia, and afterwards, she continued and finished the First Gymnasium in Sarajevo. She graduated from the Faculty of Philosophy of the University of Sarajevo, and then she did her master's thesis titled *Pedagogical Implications of Roma Social Exclusion* and received her Master's degree in 2010. In 2016, she defended her doctoral dissertation titled *Education in the Process of Preventing Social Exclusion of At-Risk Groups of the Young*.

She currently works as an associate professor at the Department of Pedagogy of the Faculty of Philosophy of the University of Sarajevo. She is a member of the Expert Team of the Student Support Office of the University of Sarajevo. She focuses her professional development on marginalized groups' pedagogy, social inclusion, intercultural upbringing and education, upbringing and education in school theory and practice, and on pedagogical research. She participated in numerous seminars, trainings, conferences, and international and national projects and programs. She is the (co) author of several professional and scientific papers.



Amila Ždralović is an associate professor at the Faculty of Law of the University of Sarajevo. She gained her title of professor of philosophy and sociology from the Faculty of Philosophy in Sarajevo, while her master's title and the title of doctor of sociological sciences she obtained from the Faculty of Political Sciences in Sarajevo. She presented her scientific researches' results to the scientific and professional public in more than fifty papers published in co-authored monographs and journals/proceedings, and as well, in papers presented at scientific and professional conferences. She is the author of the book *Theoretical Disputes over Justice: Liberal Perspectives and Response to Criticism*



Amer Osmić was born in Jajce. He graduated from the Faculty of Political Sciences of the University of Sarajevo (Department of Sociology), where he also obtained both his master's and doctoral degrees. In May 2007, he started working as an assistant in the field of sociological sciences at the Faculty of Political Science of the University of Sarajevo. At the Department of Sociology, he served first as an assistant, then as a senior assistant and now he is an assistant professor. He focused his development on social research methodology and research processes. He is interested in exploring situation of young people in Bosnia and Herzegovina, its state and perspectives. He participated in several projects as a researcher or as a project leader, among which can be singled out the European Union's projects and, also, UNICEF's, UNSECO's and Friedrich Ebert Foundation's projects. He (co)authored several scientific and professional papers in the field of youth sociology, migrations and research methodology.



Enita Čustović is a senior assistant at the Department of Journalism/Communicology at the Faculty of Political Science of the University of Sarajevo. She is a graduate journalist, with Master's degree in Political Science (in the field of Diplomacy) and a PhD in Social Sciences (Journalism). She also did the postgraduate study "Communicology, Public Relations" at the Department of Journalism/Communicology of the Faculty of Political Science. She published several scientific, professional papers and book reviews, and she also participated in a large number of respectable conferences and gatherings in the country and abroad. She proof-read a significant number of books and publications, and as well did editing of publications and magazines. She participated in various projects and held a large number of seminars and trainings on rhetoric, public speaking, presentation and communication skills. Currently, she is employed as the Department of Journalism/Communicology's Secretary.

## **Dr. Marjana Hrcet**

### **Gender equality at University of Ljubljana**

Given that Slovenia's largest and oldest university, the University of Ljubljana, argues for equality of opportunity and autonomy, the question arises as to how the Faculty of Theology, as a member of the university, applies those values and whether gender stereotypes and connections between the faculty and the Church influence the academic field. The purpose of this presentation is to summarize and demonstrate the implications of the theological faculty's unique status as a result of its relationship with the Roman Catholic Archbishop, who is also the Faculty of Theology's Grand Chancellor. To contextualize the debate and highlight the distribution of gender diversity among academic staff at the University of Ljubljana, a selection of statistical data on the gender diversity of academic staff from other faculties/institutes that are members of the university will be used. We will use this data to ascertain whether the gender diversity of academic staff at the Faculty of Theology differs from that of other faculties. This will help us in determining whether discrepancies are due to religious practices, social norms, or a combination of the two. Keywords: gender, equality, women, theology, academic field



Dr. Marjana Hrcet holds a Ph.D. in theology with a focus on religiology. Her principal academic interests are in the fields of gender and religion studies. Her research interests include feminism, the media, postmodern philosophy, the influence of religion on society, and human rights. She is the author of several scholarly articles, a monograph (in Slovene) titled *Allah Brides: Between Subordination and Autonomy* (2007), and co-author of two books, *Notion of Redemption and Redemption Teachings in World Religions* (2012) and *Spirituality of Balkan Women* (2013).

## **Dr.sc. Jadranka Rebeka Anić, Institute of Social Sciences Ivo Pilar - Regional CENTRE SPLIT**

### **Gender Stereotypes and Religion: Attitudes of the Catholic Church and Believers in Croatia**

Gender stereotypes have their secular and religious foundations. Considering that religion is an important segment of private and public life in the Balkan region, it is necessary to include a religious perspective in the process of deconstructing gender stereotypes. In recent decades, the hierarchy of the Catholic

Church in Croatia has strongly supported the anti-gender movement, which has risen in defence of gender stereotypes, among other things. The aim of the paper is: to present different attitudes in the Catholic Church in relation to the (de) construction of gender stereotypes; deconstruct the theological foundations of gender stereotypes and challenge their obligatory nature for Christianity; based on a survey conducted in Croatia in 2018, present differences in attitudes about gender stereotypes between the church hierarchy and religious Catholics attending religious ceremonies. Key words: anti-gender movement, (de)construction, Catholic Church, gender stereotypes, theological anthropology.



Dr. sc. Jadranka s. Rebeka Anić, scientific advisor at the Ivo Pilar Institute of Social Sciences - Split Regional Centre. Her research topics include feminist theology, theological anthropology, gender-based violence, and interreligious dialogue. She taught at universities in Croatia and Bosnia and Herzegovina. She is a member of the European Society of Women in Theological Research (ESWTR) and the president and vice-president of the Croatian section of the ESWTR. Herbert Haaag Stiftung für Freiheit

in der Kirche from Switzerland awarded her a prize for research into gender theories and the anti-gender movement in 2017. She published several books, including: *Više od zadanoga. Žene u Crkvi u Hrvatskoj u 20. stoljeću* (2003) and *Kako razumjeti rod? Povijest rasprave i različita razumijevanja u Crkvi* (2011).

#### **Panel 4: Theoretical and methodological challenges in gender research**

**ass.prof.dr. Zilka Spahić Šiljak**

#### **Feminist critical approaches in gender-based violence research**

The paper focuses on the key principles of feminist research that include addressing power imbalances; listening to women's voices and experiences; incorporating diversity and intersectionality; conducting multidisciplinary and mixed methods research; being reflexive; and building social relationships in the research process; These principles are crucial for the feminist research mindset development and they are particularly important in exploring a sensitive topic, such as gender-based violence. In my ethnographic researches I learned that feminist approach helps to conduct interviews in a more humanist and egalitarian manner, and to cultivate the relationship of trust and empower the survivors. Although feminist research rests on variety of theoretical and methodological grounds Deborah Rhode (1990) underlines that they should include political, substantive and methodological dimension: to advocate for emancipatory gender policies,



to use gender as central category of analysis and to interpret the world from the experience of women. Key words: gender-based violence, feminist research principles, feminist research mindset.



Zilka Spahić Šiljak is an associate professor of gender studies. She runs Transcultural Psychosocial Educational Foundation (TPO), Sarajevo and teaches as a guest lecturer at the University of Zenica and the University of Roehampton in London. Her research interest rests on the intersection of gender, religion, education and peacebuilding. Her publications include: *The Balkans Labyrinth: Culture, Gender and Leadership* (2021), *Sociology of gender-feminist perspective* (2019); *Shining Humanity: Life Stories of Women Peacebuilders in Bosnia and Herzegovina* (2014); *Contesting Female Feminist and Muslim Identities. Post-socialist contexts in Bosnia i Herzegovina and Kosovo*, (Sarajevo 2012).

## **Prof. dr. Jasmina Husanović, Cultural and Gender Studies at the University of Tuzla**

### **The Challenges of Intersectionality: Researching Equality in Higher Education**

The paper focuses on the challenges of intersectionality as a productive approach to the analysis of gender (in)equality in higher education institutions in a twofold way: through the discussion of several theoretical concerns within contemporary feminist intersectional research, and through the empirical lens of the UNIGEM quantitative and qualitative research conducted in 2021. It starts with the outline of recent debates involving intersectionality studies, feminist standpoint theory and critical realism, and proceeds to analyse the constrained outcomes of the UNIGEM research when it comes to intersectional data, in particular those related to class. The argument is that the dearth of class analysis, class being a crucial category of analysis in researching the politics of equality and solidarity in higher education, can be countered through future research inspired by Bourdieu's theory of education and his prescient insights into the dynamics of class within the academia. Keywords: intersectionality, higher education, politics of equality, feminist standpoint theory, critical realism, theory of education, class analysis



Jasmina Husanović is a Full Professor of Cultural and Gender Studies at the University of Tuzla, Bosnia and Herzegovina. Her research interests are the politics of equality and solidarity, governance of life and culture of trauma, as well as emancipatory politics with a focus on critical pedagogies in art, education

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www.tpo.ba

and activism. She has published widely and is renowned for her activist engagements nationally and internationally. Her most recent monograph is *Culture, Community and Activism in Bosnia and Herzegovina: Emancipatory Trajectories* (Tuzla, 2020). She is also chairing the Gender Equality Council of the University of Tuzla.

**ass.prof.dr. Jasna Kovačević, School of Economics and Business, University of Sarajevo**

### **Theoretical and methodological challenges in investigating gender discrimination and gender-based violence at universities**

The paper investigates the philosophical tensions between feminist theories and critical realism, particularly the morphogenetic approach within critical realism, developed by Margaret Archer (1995). Namely, this approach provides a basis for analyzing overlapping oppressions in society, as indicated by the theory of intersectionality, while also creating space for the introduction of methodological opportunities for inclusion and analysis of women's activities in the social context. The morphogenetic approach recognizes the interdependence of structure and action and points out that without people there would be no social structures, emphasizing that human agents and structures operate in different time frames. Existing social structures either limit or empower human agents to interact, resulting in intentional or unintended consequences. Such consequences lead either to the reproduction of the initial social structure or to its transformation. Ergo critical realism, especially the morphogenetic approach, provides the basis for agency theory, which is essential for understanding social movements, including the feminist movement. In this article, I demonstrate how a paradigmatic position based on critical realism and morphogenesis, provides a basis for the implementation of a mixed-method design of research that investigates gender discrimination and gender-based violence at universities in the Western Balkans, namely simultaneous triangulation based on multilevel sampling in qualitative and quantitative components of the research. Keywords: critical realism, feminist theories, gender discrimination, gender-based violence, morphogenesis



Jasna Kovačević is an associate professor of management and organization at the School of Economics and Business, University of Sarajevo. Her work focuses on leadership and strategy, educational leadership and management, and ethics in organizations, emphasizing gender and leadership, developing inclusive organizational cultures, social justice, and diversity and inclusion. She has published works related to women's employment, participation of women in leadership positions in state-

owned enterprises, gender regimes in Balkan countries and broader Europe, and the interplay of patriarchal culture and androgynous leadership styles of men and women in Bosnia and Herzegovina.

## **ass.prof.dr. Ajla Demiragić, University of Sarajevo, Faculty of Philosophy**

### **On the importance of gendering of academic programs in literature**

According to available research on gender education at universities in the region (cf. e.g. Baćević et al., 2010; Antić Gaber 2017; Karpetrović 2018; Canus, 2018), gender-blind programs and contents that offer stereotypical depictions of gender roles, do not use gender sensitive language, and are largely based on a traditional patriarchal paradigm, remain dominant. Within the academic programs in which literature is studied, facts about the position and role (indeed, the contribution) of women in literature and scientific study of literature are sporadically included. Moreover, the process of official erasure of women from literature continues, which leads to the creation of the so-called “empty field” and inventing of knowledge that Svetlana Tomić (2019) defines as academic fiction. Against such background, this presentation seeks to point out the far-reaching consequences of tolerating gender-discriminatory and androcentric knowledge in the study of literature, as well as the corresponding duty to legitimize knowledge produced within feminist and gender studies in the field of humanities, particularly within feminist literary theory and criticism.



Ajla Demiragić is an associate professor of narrative and feminist theory at the Department of Comparative Literature and Information Science, Faculty of Philosophy, University of Sarajevo. She has written on contemporary women’s writing and feminist theory. She is author of *Ratni kontranarativi bosanskohercegovačkih spisateljica* [War counter-narratives of Bosnian-Herzegovinian female writers] (Zagreb: Institute of Ethnology and Folklore Research, 2018) and co-edited (with Almir Bašović and

Marina Katnić Bakaršić) collection of essays in *Honore od Professor Nirman Moranjaka Bamburać* (Život, narativ, sjećanje: prof. dr. Nirman Moranjak Bamburać). Her research interests are primarily focused on feminist theory, narratology, literary theory, and cultural studies of literature.

## **Keynote speaker:**

**Dr Anna Bull, Department of Education, University of York, UK**

### **Tackling faculty/staff sexual misconduct in higher education in the UK**

In this talk, I introduce new research and approaches for tackling faculty/staff sexual misconduct in higher education, focusing on the UK context. Despite media coverage on this issue in the UK in recent years, it has had significantly less attention in policy and research than student-student sexual misconduct. The talk outlines findings from recent and ongoing research, firstly, theorising 'grooming' as a form of staff sexual misconduct; second, analysing complainants' motivations for reporting staff sexual misconduct; and third, interrogating issues arising with formal complaints processes for addressing this issue. Finally, I outline the activist work I am involved in to address these issues with The 1752 Group, a research and campaign organisation tackling staff sexual misconduct in higher education.



Dr Anna Bull is a Lecturer in Education and Social Justice at the University of York, and a founder and director of The 1752 Group, a research and campaign organisation addressing staff sexual misconduct in higher education. She is currently Principle Investigator on the ESRC-funded research project 'Examining Institutional Responses to Sexual Misconduct: Higher Education After #MeToo'. Anna has authored various academic and public-facing reports and articles in this area, most recently, The 1752

Group and McAllister Olivarius' Sector Guidance to address staff sexual misconduct in UK higher education.

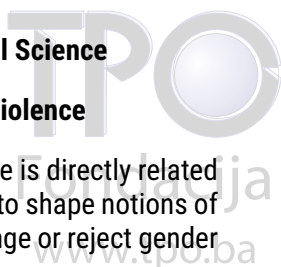
### **Panel 5: Media, education and gender-based violence**

**Dr. Viktorija Car: Associate Professor, University of Zagreb, Faculty of Political Science**

**Barbara Ravbar, MA: University of Zagreb, Faculty of Political Science**

#### **Mediated Blame-Game: Media Reporting on Gender-Based Violence**

The portrayal of gender-based violence in the media landscape is directly related to its normalization within society. The media have the power to shape notions of acceptable, create behavior trends and even influence, challenge or reject gender



norms. Violence against women and girls in the 21st century remains common and profoundly consequential violation of women's human rights. It is part of gender inequality, an integral part of the social system, and linked to other aspects of human and economic development. There is a continuous trend of domestic violence which the main aggressor is a man, but also there is continuous presence of gender-based violence in the workplace, in schools and universities, at church. When reporting about it the media produce additional damage by continuously highlighting the hostile and violent treatment of women. Representations of gender and sexuality in the news reinforce the common perception that women are sexual objects and therefore disadvantage women, continuously reinforcing imbalances of power between women and men. Following the framework of guidelines for reporting on violence against women published by UNESCO and the International Federation of Journalists, this study explores frames, narratives and language patterns used in Croatian online media articles to represent women while reporting about violence against them. First, we conducted content analysis and narrative analysis on selected articles published on five most popular Croatian news portals in the period from April 2018 (when the Istanbul Convention was ratified in Croatia) to October 2020. Following the same research framework, we analyzed another sample from January to March 2021. Comparative results of analysis show how violence against women is framed as a private problem, while the blame for the violence is often, at least partly, shifted to the woman responsible for their own inappropriate behavior (e.g. how they dresses) which gives excuses for the perpetrator. Also, results show how the secondary victimization is manifested in articles, and how violence against women as a topic is exploited to attract the readers' attention since sensationalism is often present in headlines and article's narrative. The role of academia is to continuously research and report on gender-based discrimination perpetuated in the media, and to refer and bring around this issue which is a part of media and information literacy and critical evaluation of media texts.



Viktorija Car, PhD, is Associate Professor and Head of the Media and Communication Department of the Faculty of Political Science at the University of Zagreb, Croatia. She is a Research Fellow of the Social Science Research Center at Mississippi State University, USA. In the focus of her scientific research are media and gender studies, media and human rights, media and minority studies, visual culture and visual media, media narratives, digital activism, public service media. Her CV and bibliography are available on <https://unizg.academia.edu/ViktorijaCar>



Barbara Ravbar holds a master's degree in Journalism from the Faculty of Political Science, University of Zagreb, Croatia. She is a news editor at Media servis, Croatian radio news agency, previously working as a journalist for local television and a couple of prominent Croatian news portals. She completed the Women Studies Center program in Women and Gender studies and continuously does research in the field of media and gender studies, human rights, and minority studies.

## **Daria Heljić, Msc in economics, Faculty of Economics, University of Mostar**

### **Online harassment and cyber violence in higher education**

The COVID 19 pandemic has caused major changes in the organization and implementation of private and business activities. New circumstances lead to the closure of many organizations and institutions, but also affect changes in business and organizational models with the dominant demands for their digitization. The new circumstances also affect changes in the everyday life of ordinary people, their behaviour, styles and habits. In all spheres of activity, humans heavily rely on modern technology and digital solutions. However, not everyone wishes to use digital technology to spread knowledge, information or communication. On the other side of the screen, someone often takes advantage of their presence to harass others, send offensive messages and pictures in order to shame the victim. Cyberbullying is viewed as one of the potential risks in the reliance on online world. It is one of the main examples of technology abuse that can lead to adverse physical and psychological consequences, but unfortunately to fatal outcomes as well. It takes place on various platforms, chats, e-mails, but most often on social networks that young people use every day; Instagram, Facebook, twitter, snapchat, TikTok, etc. Reporting of cyberbullying is also a big problem, considering the social and cultural constraints of this society. Given the prevailing trends and contemporaneity of cyber violence, there is great interest in researching this phenomenon from various perspectives, including academia and higher education institutions. In that regard, in order to determine the state and role of cyber violence in higher education, a survey will be conducted among students at the Faculty of Economics, University of Mostar in Bosnia and Herzegovina. The purpose of this paper is to investigate the prevalence of cyberbullying among students, its forms on social media platforms, the nature and locations of cyberbullying and attitudes of respondents towards reporting of cyberbullying as opposed to the second option of remaining silent, an option that must not be chosen.



Daria Heljić, born on November 19, 1994 in Mostar. After graduating from the Fr. Grgo Martić High School, I decided to study at the School of Economics at the University of Mostar. In later years, I chose marketing as the direction of my academic interest. In 2017, I received a Bachelor of Economics degree, and a year later a master's degree. Throughout my years at the university, I have been very active in many projects, programs and activities. I was awarded the Dean's Prize and the Award of the

FBiH Ministry of Education and Science for the best students in the Federation of BiH. I am currently working as an external associate - assistant at the School of Economics at the University of Mostar, Department of Marketing. My second job is in the automotive industry, with the company Guma M.

### **Sanja Grbović, Faculty of Law, University of Donja Gorica**

#### **Gender Based Violence in Montenegro During the Covid-19 Pandemic: Causes, Consequences and Responsibility Issues**

The year 2020 will be remembered as the year of general health, economic and social crisis caused by the COVID-19 pandemic. Respect for fundamental values, such as the rule of law and human rights, has been called into question around the world. When it comes to violence against women and domestic violence during the pandemic, the paper seeks to present the situation in Montenegro, comparatively analysing the processes of national institutional improvement that would be able to provide an adequate response concerning protection of, and support to gender-based violence victims. The fact is that during the pandemic there was a sharp increase in reported cases of violence. Reports indicate that this increase resulted from the introduction of numerous protection measures by the National Coordination Team and the Ministry of Health, such as lock-down and home quarantine, all with the aim of prevention and more effective fight against the virus. It is of great importance for all of us to contribute to awareness raising as we fight violence against women, because Montenegro must make a much greater effort to finally make gender equality a part of our reality. In order to better and more clearly understand the real situation in Montenegro in terms of gender equality, this paper analyses data collected by the Statistical Office of Montenegro during 2020, which can also serve as a source of information to anyone who is interested in the position of women and men in Montenegro. We must not forget that gender equality implies equal representation of both sexes in all areas of public and private life, equal status and equal opportunity to exercise one's rights. Equality of women and men is not only a goal, it is a condition for the exercise of human rights. This effort includes advocating for equal rights for women and

girls, combating discriminatory practices and challenging roles and stereotypes that contribute to inequality and exclusion, and ultimately combating prejudice in order to overcome patriarchy.



Sanja Grbović was born on March 19, 1987 in Kotor. She completed her undergraduate and master's studies at the Faculty of Law in Florence (Universita degli studi di Firenze, Facolta di Giurisprudenza). She is a doctoral student at the Faculty of Law, University of Donja Gorica, majoring in EU Law. She has been hired as a teaching assistant at the Faculty of Law of the University of Montenegro in the group of international legal subjects. She is the author of several scientific articles

and a participant in domestic and international scientific gatherings and conferences. She is fluent in English and Italian.

### **Hristina Cvetinčanin Knežević, Culture and Media course at the Faculty of Political Science, University of Belgrade**

#### **Mechanisms for the Prevention and Protection Against Sexual Harassment Committed Using Information and Communication Technologies During the Covid19 Pandemic - a Case Study at the University of Belgrade**

The COVID19 pandemic affected all aspects of everyday life, including teaching at higher education institutions, in a way that most faculties relied to a greater or lesser extent on the use of information and communication technologies (ICT) in teaching. At the same time, there has been a global increase in gender-based violence committed through ICT. In mid-2021, the Senate of the University of Belgrade (BU) adopted the Rulebook on Prevention and Protection against Sexual Harassment (the Rulebook), which stipulates that the faculties within this University are to adopt appropriate rules and establish mechanisms to prevent and protect against sexual harassment (Art. 17) by the beginning of 2022. In the first two months of 2022, only one-fifth of the faculties within BU published on their websites information on the adoption of the Rulebook and/or contact details of the Commissioner for Equality, the person in charge of "preventing sexual harassment of employees and students, and combating any form of discrimination, especially on the basis of sex, gender, gender identity and sexual orientation", which is prescribed by paragraph 4 of Article 9 of the Rulebook on Prevention and Protection against Sexual Harassment of BU. Having in mind these data concerning the increase in the prevalence of gender-based violence committed through ICT during the COVID19 pandemic, the idea behind this paper is to investigate the current reach of mechanisms for preventing and protecting against sexual



harassment perpetrated through ICT at BU member faculties from the time of their establishment, during the COVID19 pandemic. The first part of the paper will examine the existing mechanisms, i.e., the Rulebooks for the Prevention and Protection Against Sexual Harassment at the faculties within BU, as well as their sensitivity to sexual harassment committed through ICT. This data will be supplemented by an analysis of interviews with persons performing the role of the Commissioner for Equality Protection at BU and/or BU representatives. By combining these two methods, the aim of this paper is to present the situation regarding the existing mechanisms for prevention and protection against sexual harassment committed through ICT at the faculties within BU. Key words: sexual harassment at faculties, gender-based violence, information and communication technologies, mechanisms for prevention and protection against sexual harassment, University of Belgrade, COVID19



Hristina Cvetinčanin Knežević is a doctoral student of cultural studies and media at the Faculty of Political Science, University of Belgrade. In 2015 she graduated sociology from the Faculty of Philosophy, University of Belgrade, and in 2016 she received an MA degree in academic studies in political science - gender studies from the same University. During her studies, she taught Gender Studies at the Faculty of Political Sciences as a teaching assistant, and later on, she was hired as a researcher-trainee.

As a digital media coordinator, she is actively involved in various phases of the research process within the Global Media Monitoring Project. Her areas of interest include media studies, gender studies, and digital sociology.

## **Panel 6: Sexual harassment in academic environment**

**Edisa Gazetić, Faculty of Philosophy Zenica**

### **The Horrors of University Studies: Academic Institutions in the Service of Misogyny**

Since the first suffragette protests for the right to vote, the women's struggle has also aimed at women's conquest of scientific institutions, and equalizing access to education and knowledge. These ideas were also advocated by M. Wollstonecraft, knowing that women's emancipation, equality, taking positions of power in the community cannot happen without education. More than a hundred years have passed since the first demands; education has become mostly available to women, although there are societies where this is still difficult to achieve. However, educational institutions are not only places where women can acquire knowledge

and become competitive in the labour market, unfortunately they are also places of sexual harassment and abuse. The established distribution of power meant that within boarding schools and faculties, teachers, professors, educators could dispose with women's lives/bodies, just as it was the case until the beginning of the 20th century. There is no need to emphasize that the abuse of power takes place away from the public eye, and when victims report violence, a campaign against their testimonies begins. The pinnacle of contempt for victims (students) was shown by Professor Peter Hutchinson from the University of Cambridge, who published an erotic novel about sexual harassment and abuse of female students, stating that his scandalous novel "First Time: Ooh La La" wanted to show an *advanced* view of women! This case confirms how much the academic discourse is poisoned by patriarchal ideas that "women enjoy rape", "women want to be raped" and "women lie that they have been raped" (Edwards, Turchik, Dardis, Reynolds, Gidycz 2011). "Myths about rape" are widespread enough in scientific discourse to prevent institutions from reacting and condemning perpetrators in a timely manner, not only in the post-Yugoslav but also in the Western societal context. In our region, such cases are specific for the public lynch of victims when they decide to talk about sexual abuse, and the perpetrator becomes a *hero* protected by the political *elite*, finding him an *alibi* for the committed crimes and portraying him as a victim. The topic of sexual abuse in educational institutions is becoming increasingly important in art, such as the Romanian film *Mo* (2019), and in the literary discourse of Croatian author Đurđica Stuhreiter who deals with the sexual exploitation of children in the education process.



Edisa Gazetić graduated from the Faculty of Philosophy in Tuzla and received her master's and doctoral degrees from the Faculty of Philosophy in Sarajevo. Her research interests are focused on the position of the female gender in the BiH and South Slavic cultural and literary context. She has published a book on the position of the female gender in the South Slavic interliterary community, as well as many papers on the position of the female gender in literature and culture. She is particularly interested in

the state of feminist consciousness in BiH society. She works at the Faculty of Philosophy in Zenica.

**Dijana Malbaša  
Tanja Ignjatović  
Mirjana Mitić  
Autonomous Women's Centre, Belgrade**

## **Protection of students from sexual harassment at faculties in Serbia - Challenges in establishing regulation and trust**

After the disclosure of several cases of sexual abuse by public figures in Serbia, the topic of sexual harassment of women and girls has become increasingly present in public space. There is also the opportunity to discuss this topic at the faculties. Rare research indicates that every fifth or fourth respondent, much more often freshmen female students, is exposed to some form of sexual harassment, mostly by professors. The subject of our release is a review of the legal and internal regulations of faculties in Serbia regarding the prevention and protection against sexual harassment of students in order to determine the extent to which specific legislative solutions encourage victims to report this type of violence. A comparative analysis was conducted, focusing on the contents of rulebooks banning sexual harassment of five faculties that developed, adopted or revised them in 2014-2021 and the rulebook of the University of Belgrade from 2021, as well as the analysis of tertiary data on their application and effects. The results point to challenges in the adopted solutions, such as mandatory mediation procedure, selection of sensitive persons participating in protection procedures, inadequate deadlines for reporting sexual harassment, resolving issues of trust, confidentiality and personal data protection, inadequate definitions of "false reporting" and modest solutions for preventive, informative and educational activities at faculties, all of which potentially deters from reporting concrete cases of sexual harassment. This has led to the work on revisions of internal documents and adaptation to the practical needs and circumstances in which the faculties operate. For the time being, there is little confirmation of preventive activities and reported cases of sexual abuse. Improving the institutional mechanism for prevention and protection against sexual harassment at faculties would include strengthening the knowledge and capacity of employees as well as students to recognize the phenomenon, clearer obligations of faculties regarding education and prevention of this phenomenon, greater availability of information on consultative and sexual harassment reporting procedures, as well as better guarantees for the protection of privacy and personal data. *Key words:* sexual harassment, faculties, rulebooks, institutional mechanisms



Dijana Malbaša is a law graduate, with an M.A. degree. Since 2015, she has been working in the field of protection of women's human rights. She is engaged in consultative work with the universities, helping them draft regulations on the protection of students from sexual violence. Since 2019 she is a member of the EWL Observatory on Violence against Women.



Tanja Ignjatović, psychologist, holding Ph.D. From the Faculty of Political Sciences in Belgrade. Her areas of expertise are policies related to gender-based violence against women and gender equality in the education system.



Mirjana Mitić, a graduated social worker, currently studying for a master's degree in political science - gender studies at the Faculty of Political Science. She has been implementing a program for high school students on recognizing and responding to gender-based violence.

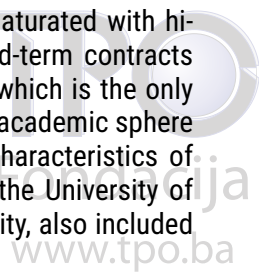
**Doc. dr Karolina Lendák-Kabók, Faculty of Philosophy, University in Novi Sad**  
**Dragana Vujović, secretary general, University in Novi Sad**

**Dr Vladimir Todorović, senior associate for project development, University in Novi Sad**

**Johanna Tóth, student, Faculty of Philosophy, University in Novi Sad**

### **Why is Abuse an Endemic Phenomenon in Academic Circles?**

Abuse is widespread in academic circles, in an environment saturated with hierarchies and competition, with additional pressure from fixed-term contracts and the desire to advance to the highest title (full professor), which is the only one that secures permanent employment. Abuse at work in the academic sphere may have a gender dimension, and it can also take on the characteristics of gender-based violence. A questionnaire survey conducted at the University of Novi Sad in order to develop a Plan for Achieving Gender Equality, also included



questions related to abuse at work and gender-based violence. The total of 706 persons (about 13.3% of the University staff) (63.3% women) participated in the questionnaire survey, and mostly the teaching staff completed the questionnaire (i.e., teachers and teaching associates) (77.9%). When it comes to abuse at work in the academic sphere, results of the questionnaire analysis show that a large percentage of respondents experienced some kind of discomfort during their employment at the University, which they believe meets the criteria of abuse at work (27.9%). Women are more affected (31.8%) than men (21.2%). A higher percentage of women also experience excessive stress due to such experiences (76.8%), as compared to men (65.5%). Respondents who experienced abuse at work by a co-worker were mostly exposed to display of power (57.6%), disparagement of their work (52.5%) and spreading untruths about them (50%). The most common forms of abuse by supervisors were display of power (62.6%) and disparaging one's work (51.5%), and ignoring and excluding from communication (41.9%). A significantly higher percentage of women experienced unwanted comments, questions, jokes about physical appearance, sexual life or sexual orientation (13.0%), as compared to men (3.9%). 4.5% of women and 1.5% of men experienced unwanted attempts to transform a professional relationship into a romantic one. The second form of abuse (promise of work-related benefit in exchange for intimate contact (0.4%) / sexual abuse (0.8%)) was extremely rare, however, it only affected women. The results point to the need to pay more attention to abuse at work, as well as gender based violence within institutions, and that, in addition to legislative solutions, additional institutional mechanisms are needed to prevent and solve the problems of abuse at work and gender-based violence. *Key words:* abuse at work, gender based violence, academic sphere, institutional mechanisms



Karolina Lendák-Kabók, Assistant Professor, is employed at the Faculty of Philosophy in Novi Sad, the Social Work Study Programme. She graduated in 2010 at the Faculty of Law, University of Novi Sad, and then completed her master's studies at the same faculty in 2012. She passed the bar exam in 2012. She enrolled in doctoral studies in 2012 within the Centre for Gender Studies of the Association of Centres for Interdisciplinary and Multidisciplinary Studies and Research (ACIMSI) of the University of Novi Sad (now UCIMSI); she spent the academic year 2018/2019 with the Doctoral Support Programme at the Department of Gender Studies of the Central European University in Budapest (CEU). She defended her doctoral dissertation in 2019 in English. Since November 2021, she has been managing UCIMSI and the Gender Studies Programme at the University of Novi Sad. She is a member of the Gender Equality Committee at UNS. The areas of her research are: intersectionality, women in the academia, gender perspective in the research, national minorities, the impact of the language barrier.



Dragana Vujović was born on August 7, 1981 in Vršac, where she completed her primary and secondary education. She graduated from the Faculty of Law in Novi Sad in 2004 with an average grade of 9.64. She completed her master's degree in academic studies in 2006/2007 at the Faculty of Law in Novi Sad with an average grade of 10.00. She passed the bar exam in 2007. During her studies she received several awards and scholarships: in 2001 and 2002 the Award of the University of Novi Sad for academic accomplishments, the scholarship of the Fund for Scholarships for Gifted Students of the University of Novi Sad, in 2004 the Best Student Award from Matica Srpska Fund, Diploma of the Embassy of the Kingdom of Norway for one of the 500 best students of Republic of Serbia universities, in 2005 the Award of the University of Novi Sad to a graduate student for academic success. Since 2012, she has been employed as the Secretary General of the University of Novi Sad. Prior to that, she developed her professional career in the Municipal Court in Novi Sad, in the Opportunity Bank a.d. Novi Sad, as well as at the Faculty of Law in Novi Sad. She is a member of the Gender Equality Committee at the University of Novi Sad. She participated as a member of the working group in the development of the 2022-2024 Gender Equality Plan of the University of Novi Sad.



Vladimir Todorović, PhD, currently works as an advisor for start-ups and companies at the Science and Technology Park Novi Sad and as senior expert associate for projects and international cooperation at the University of Novi Sad. He is the founder of the Office for International Cooperation (2010) at the Faculty of Technical Sciences and held the position of its manager in the period 2010-2020. He defended his doctoral dissertation on the topic of application of identification technologies in food industry.

As part of a team, he participated in project management in calls FP7, TEMPUS, Horizon 2020 and IPA cross-border cooperation. He was the coordinator of a three-year TEMPUS project at the University of Novi Sad entitled iDEALab. He has been managing the H2020 project Researchers' Night Serbia since the first edition in 2010. As the director of the Creative Educational Centre (NGO), he is involved in and responsible for many non-formal education projects for young people and students. He is the President of the Board of Directors of the Association iDEALab, which encourages innovation and creativity, as well as start-ups. He has been certified by the Ministry as a project development coach for public institutions in the Republic of Serbia. He is a member of the Gender Equality Committee at UNS.



Johana Tot is a student at the Faculty of Philosophy, University of Novi Sad, Department of Psychology. She is currently completing her undergraduate studies at the General Research Module. In addition to her studies, she is engaged in research work within the Collegium for Higher Education of Vojvodina Hungarians. Her primary areas of interest are methodology and statistics of social science research, psychology of individual differences, and personality disorders. She is a regular participant in student

conferences with her works. Since 2021, she has been a member of the UNS Gender Equality Committee, and she participated in the statistical processing of data for the development of the UNS Gender Equality Plan in the Working Group of the UNS Gender Equality Committee. She is also involved in tutoring younger students of psychology.

**ass.prof.dr.sc. Ana Horvat Vuković**

**prof.dr.sc. Maja Munivrana**

**ass.prof.dr.sc. Antonija Petričušić**

**mag. iur. Darija Željko, MA, teaching assistant**

### **Combating Sexual Harassment and Other Forms of Gender Discrimination at the Faculty of Law in Zagreb after the Emergence of #*nizamtražila* Movement**

After the #*nizamtražila* movement was initiated in Sarajevo and Belgrade in late January 2021, the Croatian public learned through the media that several components of the University of Zagreb had received sexual harassment reports of former or current female students, and the issue of addressing sexual harassment and other forms of gender discrimination in higher education has become contemporary and necessary. Some teachers of the Faculty of Law decided to take steps towards preventing sexual harassment in the academic setting and called on their colleagues gathered in the Faculty Council to adopt a statement asking the Senate of the University of Zagreb to establish effective, independent and impartial legal mechanisms to combat, prosecute and sanction sexual discrimination, sexual abuse and sexual harassment at the University of Zagreb and its constituents, and monitor their implementation, all in order to restore the damaged reputation of the University of Zagreb and the lost trust of its students and employees and achieve effective protection of human dignity and the rule of law. After almost a year of drafting a Regulation, despite the resistance and lack of understanding of a part of the academic community at the Faculty of Law, the Faculty of Law Regulation on the protection of students from sexual harassment and other forms of gender discrimination (hereinafter: Regulation) was adopted in late February 2022. This legal act, which should serve as a model for regulating unwanted behaviours in other components of the University of Zagreb, prescribes the procedure for education, counselling, reporting and sanctioning of sexual harassment and gender discrimination, while attending closely to the victim, her identity and dignity. The Regulation (Article 4) is aimed at achieving the following goals: building a positive environment where students are treated fairly and respectfully, conveying a clear message that any form of sexual harassment and gender discrimination of students is unacceptable and that every member

of the faculty community is invited and obligated to participate in building of an environment where such forms of behaviour are not tolerated, establishing support mechanisms for all students who believe that they have been exposed to some form of behaviours prohibited by this Regulation, and establishing mechanisms for effective, independent, impartial, objective and fast handling of all student complaints related to the behaviours prohibited by this Regulation. In our presentation, we will explain the adoption procedure and importance of the Regulation, the challenges of defining behaviours sanctioned by the Regulation, the envisaged measures of education and information as a tool in combating sexual harassment in the academic setting, and the procedure for protecting students in accordance with the Regulation. Key words: #nisamtražila movement, sexual harassment in the academic environment, criminal offence of sexual harassment, establishment of legal mechanisms to prevent, prosecute and sanction sexual harassment in the academic community, Faculty of Law in Zagreb, normative model for other components of the University



Ana Horvat Vuković is an associate professor at the Department of Constitutional Law at the Faculty of Law in Zagreb. The title of her PhD dissertation was 'Legal regulation of positive discrimination through a special review of the example of India'. She is the author of one monograph and seventeen scientific and professional papers in the field of constitutional law. She participated in many international and national scientific and professional conferences and gatherings. She is an academic mentor in the

Anti-Discrimination Group of the Law Clinic of the Faculty of Law in Zagreb. She is a member of the Croatian Association for Constitutional Law, the Croatian-Canadian Academic Society and a co-founder of the Association of students and teachers 'FOR rights of LGBTIQ+ persons' (ZA-Pravo LGBTIQ+ osoba).



Maja Munivrana is a full professor at the Department of Criminal Law. She holds a Master's degree in postgraduate studies in Criminal Law from the Faculty of Law of the University of Zagreb and the Faculty of Law of Yale University in the USA. She received her PhD from the Faculty of Law in Zagreb, and continued her studies at the Max Planck Institute for International and Comparative Criminal Law in Freiburg, Germany, and at the International Criminal Court in The Hague. She is a member of

the editorial board of the leading domestic journal in the field of criminal law - the Croatian Yearbook of Criminal Law and Practice - and the prestigious international journal in the field of international criminal law Journal of International Criminal Justice. She is a member of several professional associations, including the Academy of Legal Sciences of the Republic of Croatia, the Croatian Association for Criminal Sciences and Practice, the Croatian Association for European Criminal Law and the Croatian Legal Centre.





Antonija Petričušić is an associate professor at the Department of Sociology at the Faculty of Law in Zagreb and a coordinator of the UNIGEM project at the Faculty of Law. She is an internationally recognized expert in the field of protection of the rights of persons belonging to national minorities. She is a member of the Academic Council of the European Regional Postgraduate Study of Democracy and Human Rights. She is the initiator and co-founder of the Association of students and teachers 'FOR

rights of LGBTIQ+ persons' (ZA pravo LGBTIQ+ osoba) at the Faculty of Law in Zagreb, and she was a member of the working group for drafting the Rulebook on the protection of students from sexual harassment, gender discrimination and sexual abuse. For her significant contribution to gender equality, justice and social justice in Croatia in 2020, she won the Fierce Women Award.



Darija Željko is an assistant on the project of the Croatian Science Foundation at the Department of Criminal Procedure Law of the Faculty of Law in Zagreb. She graduated from the Faculty of Law of the University of Zagreb and from LL.M. study in International Human Rights at the Central European University in Budapest. Her final master's thesis was on "Gender Stereotyping in the Cases of Sexual Violence: An Analysis of Regional Human Rights Courts and Croatia". She also worked as an intern at the

Municipal State Attorney's Office in Zagreb. She actively participated in composing the Faculty of Law's Rulebook on the protection of students from sexual harassment and other forms of gender discrimination.

### **Keynote speaker:**

**Ana Belén Amil, Gender Equality Officer, SUPERA Project of Central European University, Vienna, Austria**

### **Combating sexual harassment in Higher Education: Policy innovations**

As part of the gender equality assessment of Central European University (CEU), we conducted a policy analysis of our existing Harassment Policy, together with a university-wide survey on harassment experiences among community members. This diagnosis showed several shortcomings, including: severe underreporting of sexual harassment incidents, driven mainly by a lack of institutional trust and fear of retaliation on the side of the victims, general dissatisfaction with what was perceived by the users to be an overly formal and adversarial compliant mechanism, lack of training, lack of a proper recording system for past harassment cases and their resolutions, and an overall low awareness of the Policy and its contents. To overcome these limitations, a working group of students, administrative

and academic staff was set up to radically amend the Policy for it to become a more effective tool for preventing and combating harassment. The group drew inspiration both from gender scholarship and from anti-harassment measures developed in other Higher Education institutions, adapting these to the specific CEU context. Among the new amendments, the Policy establishes the creation of an Ombudspersons Network with a specific mandate to handle informal harassment complaints, the development of a smartphone App for members of the community to report harassment incidents, including the option of doing so anonymously, specialised training for the Ombudspersons Network and the Disciplinary Committee, and by-stander training for the entire community. In this talk, I will share the institutional processes that led to the collaborative design and later approval of these radical amendments to the CEU Policy on Harassment, explain the theoretical basis and provide a rationale for each of the included changes and their expected impact. In addition, I will describe the main challenges and institutional resistances encountered along the way, together with the strategies to overcoming those, including negotiations and compromises.



Ana Belén Amil is the Gender Equality Officer at Central European University (CEU), currently working under the framework of the EU-funded SUPERA project (H2020) to design, implement and monitor CEU's first Gender Equality Plan. She previously took part in the EU-funded project Gender Academy, designing scripts and delivering trainings for Higher Education and Research Institutions that want to develop capacity in gender mainstreaming inside their organizations. She also collaborated in another

EU-funded project, CASPER, which examined the feasibility of establishing a European award/certification system for gender equality for Research Performing Organizations. She holds an Erasmus Mundus Master's Degree in Women and Gender Studies (GEMMA), and a postgraduate degree in clinical psychology and cognitive therapy. She was awarded the MOMA prize (2021) for developing institutional policy to support mothers in academia.

## **Panel 7: Gender discrimination and institutional policies**

**Doc. dr. sc. Jasmina Bešliagić**

**Prof. dr. sc. Amela Čolić**

**Prof. dr. sc. Albin Muslić**

**Doc. dr. sc. Nikola Findrik**

### **Sexual harassment - terminology related dilemmas and definition problems through the prism of normative regulation**

Sexual harassment is a negative social phenomenon that represents one of the forms of endangering personal dignity, in addition to gender-based violence, harassment, mobbing, segregation and other similar behaviours and actions. Sexual harassment is relatively common in society, and is prohibited by numerous international and domestic documents. In addition to problems with the definition of sexual harassment, there are certain terminological ambiguities related to the term "sexual harassment", and some theoreticians, as well as national legislation in some countries, use the term "sexual" and others "sex-based harassment" to denote the same phenomenon, which is not entirely justified. Closely related to this terminological dilemma is the issue of defining the concept of sexual harassment, which should be set much wider than is the case with many definitions that we encounter in scientific and professional literature and legislation. Key words: sexual harassment, dignity, discrimination, terminology, definition, legislation



Jasmina Bešliagić was born on September 3, 1979, in Bihać, where she lives today. She completed elementary school and high school in Bihać. After graduating from high school, he enrolled at the School of Law of the University of Bihać, where she graduated in 2005. In 2010, she defended her master's thesis at the School of Law in Bihać "Mobbing - psycho-terror at the workplace" and received an M.A. degree in law. She received Ph.D. In law in 2015 from the School of Law on Bihać, after defending her doctoral dissertation: "Discrimination in recruitment and at workplace - European and national aspects". Jasmina Bešliagić is an associate professor in national law.



Amela Čolić née Čalo (Banja Luka, 1971), is an associate professor at the Faculty of Law, University of Bihać. Since 2016, she has been the Vice-Rector of the University of Bihać for Research and Interuniversity Cooperation in the country and abroad. She completed postgraduate studies at the University of Sarajevo in cooperation with the University of Bologna, Centre for Interdisciplinary Postgraduate Studies and obtained a master's degree in European Studies (Sarajevo, 2005). She defended her doctoral

dissertation on “The Challenge of the Globalization Process and the Erosion of National Sovereignty” (Bihać, 2008). Her research interest areas are European Law and Theory of State and Law. She was awarded the Golden Badge of the University of Bihać in 2009 for her contribution to the development of higher education, contribution to research, continuity in teaching and scientific research. She is the author of three university textbooks.



Albin Muslić, PhD, was born in 1982 in Bihać. He graduated from the Faculty of Law of the University of Bihać in 2005 as the best student of the generation, for which he was awarded the Rector’s Award. In 2010, he completed a four-year master’s degree, and in 2014 he defended his doctoral dissertation. In October 2014, he was elected assistant professor, and from June 2021, associate professor in the field of Civil Law. He is the author of two university textbooks and a number of academic articles. He currently

works as an associate professor at the Faculty of Law and Faculty of Economics, University of Bihać, and at the Faculty of Law, University of Tuzla.



Nikola Findrik, PhD, was born on September 6, 1983 in Bihać. Since 2007, he has been working at the Faculty of Law of the University of Bihać at the Department of Criminal Law. He is currently an associate professor. He defended his master’s thesis entitled “Criminal Offence of Murder, with Special Reference to the Una-Sana Canton in the period 2003-2007” in 2011 and acquired the degree of Master of Laws. In 2013 he defended his doctoral dissertation entitled “Culturicide in Bosnia and Herzegovina during

the 1992-1995 Aggression”. He is the author of the university textbook “Misdemeanour Law” (Bihać, 2021) and co-author of two chapters of the university textbook and the monograph “The State and Trends of Crime in Bosnia and Herzegovina of Adults in the period 2003-2012” (Sarajevo, 2013).

**Nikoleta Đukanović, Humanistic studies, University of Donja Gorica in Podgorica, Montenegro**

**Milica Kovač-Orlandić, Faculty of Law, University of Donja Gorica in Podgorica, Montenegro**

### **Affirmative Measures in Favour of the Underrepresented Sex in Higher Education - the Case of Montenegro**

Achieving gender equality is one of the leading goals of modern states, which is why the so-called gender mainstreaming is an integral part of public policies in the field of education, employment and career advancement. Montenegro is still a country of patriarchal political culture whose public space is dominated by men, while women are marginalized in all areas in the Montenegrin society, including

higher education. Although data indicate that a large number of women attend higher education, the number is much smaller when it comes to pursuing the academic career, and when they decide to do so, they advance and acquire academic titles much more slowly. Therefore, this paper aims to review the current situation in terms of gender equality among employees at universities in Montenegro, and to identify key causes of gender imbalance in this area. The paper analyses available data and records of employees in higher education, relevant regulations and policies, as well as possible ways to improve gender equality at universities. In this context, the possibility of introducing affirmative measures in favour of the underrepresented sex among employees in higher education, as well as the justification and effectiveness of these measures are examined. The paper tries to answer if the common affirmative measures, such as quota system or giving preference in employment and career advancement, represent an adequate response to gender inequality among employees in higher education, or a gender-sensitive approach based on different forms of support would bring better results. The absence of gender equality policies at universities is also critically examined, along with the lack of will to move from the idea of equal opportunities to the idea of correcting the causes of unfair treatment. Key words: gender equality, higher education, affirmative measures, gender mainstreaming policies.



Nikoleta Đukanović received her Ph.D. in 2018 from the Faculty of Political Science, the Department of International and European Studies, University of Belgrade. She completed her master's studies at the Faculty of Political Sciences in Podgorica, majoring in European Studies, and *Master's in Adriatic Region and Local Development* at the University of Bologna. She did her research and specializations at the Institute of European Law, University of Graz (2016), Humboldt University in Berlin (2018),

Charles University in Prague, as well as the Diplomatic Academy in Vienna. Since 2008, she has been employed at the University of Donja Gorica. She has been engaged as a researcher at the Sociological Center of Montenegro since September 2019.



Dr. Milica Kovač - Orlandić received her Ph.D. in 2018 at the School of Law, University of Belgrade, Department of Labor and Social Law. She completed her master's studies at the same School. Since 2018, she has been employed at the Law School of the University of Donja Gorica. Since 2014, he has been a conciliator and arbitrator in the Agency for the Peaceful Settlement of Labor Disputes of Montenegro. She has published a large number of papers in the field of prohibition of discrimination at work,

protection of the right to privacy of employees, and balancing family and professional duties.

**doc. dr Lejla Ramić-Mesihović, International Burch University in Sarajevo**  
**teaching assistant Adem Olovčić, MA, International Burch University in Sarajevo**

### **Domination Techniques that Limit the Gender Mainstreaming of Decision-making Process in the Academic Environment(s) in Bosnia and Herzegovina**

The introduction of the gender equality principle in the decision-making arena in every sector in Bosnia and Herzegovina, even in the academic community, is still primarily understood as a concrete request to change the existing power structures. Interventions that seek to introduce and/or measure gender mainstreaming are very often suppressed by what the leading elites find more acute and urgent. And even when systemic steps forward are made, there is usually no adequate follow-up that could ensure self-sustainability and stability of gender mainstreaming measures. Insufficient sensitization of academic management structures to gender equality issues is still very often manifested in true power in decision-making processes, and unfavourable and often inadequate visibility of women academics on official information channels. Measures that can be applied without special preparations, such as more women as faculty representatives in delegations and in the news of academic activities, are trivialized, and their symbolic and essential importance are underestimated and disqualified as essentially unimportant. Systemic measures are seldom implemented in order to maintain the status quo. Greater visibility of the contribution of women academics at universities in BiH, and greater affirmation of their work and knowledge can contribute to greater efficiency of the entire community, the quality of academic performance and adequate presentation. Key words: women academics, gender mainstreaming of academic environments, Bosnia and Herzegovina, gender equality, power



Lejla Ramić-Mesihović is an assistant professor at Burch International University. She holds a PhD from the Faculty of Business and Administration of the International University of Sarajevo. She holds a Master's degree in Diplomacy from the Faculty of Political Science in Sarajevo. She has worked for 15 years as an official in the Delegation of the European Union to BiH and as an advisor in the Office of the EU Special Representative for BiH (EUSR), where she monitored, and partly directed, the evolution

of the EU's relations with BiH and BiH's readiness for structural adjustment. In her rich professional career, she also worked as a journalist and as a consultant on numerous projects funded by international organizations in BiH.



Adem Olovčić is an enthusiast and visionary with many years of experience in scientific and educational work with young people, in the political and non-governmental sector. Adem holds a Bachelor's degree (2014) and a Master's degree (2016) in Philosophy and Sociology from the Faculty of Philosophy of the University of Sarajevo. He is currently a PhD candidate in the field of International Relations and European Studies at International Burch University in Sarajevo, where he also works as a

teaching assistant. His research activities are mainly in the field of political philosophy, sociology, political theory, theory of international relations, and religion and politics in international and comparative perspectives.

### **Panel 8: Gender inequality in professional life**

**Doc. dr. Lejla Skopljak**

**Doc. dr. Azra Ahmić**

**Selma Otuzbir, MA**

**International University Travnik in Travnik**

#### **Women's inequality in employment and career development**

Most developed countries have well-developed legislation that ensures gender equality in all spheres of social, business and private life. However, the statistical data are completely different both in the European Union and in our country. Women's inequality in employment and career development results from the patriarchal society and segregation of women's work. Therefore, men are paid better for the same job, women face difficulties due to maternity leave, it is harder for them to get managerial positions that are mostly reserved for men, etc. The aim of this paper is to point out the problems of inequality between women and men in the business world, obstacles to employment and career development of women, to provide a comparative overview of women's representation in the business world in the EU and BiH, and to point out the importance of women's inclusion in managerial positions. Key words: gender equality, women's inequality, barriers to employment, career development



Lejla Skopljak, Ph.D., works as an assistant professor at the School of Economics of the Travnik International University in Travnik teaching Finance, Accounting, and Auditing. In 2018, Lejla received her Ph.D. in Financial Reporting from the School of Economics in Travnik. The author can be contacted by e-mail: [lejla.skopljak@iu-travnik.com](mailto:lejla.skopljak@iu-travnik.com)



Azra Ahmić, Ph.D., works as an assistant professor at the School of Economics of the Travnik International University in Travnik teaching Management and Organization, and Banking and Insurance. Azra received her Ph.D. in 2016 from the School of Economics in Sarajevo with her dissertation on “The Influence of Top Manager’s Personal Values on Sustainability of SMEs in BiH”. Her research interest is in business sustainability, leadership, strategic management, and human resource management. The author can be contacted by e-mail: [azraahmic30@gmail.com](mailto:azraahmic30@gmail.com)



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**Jovana Grahovac, Faculty of Technology Novi Sad, University in Novi Sad**

**Ivana Pajčin, Faculty of Technology Novi Sad, University in Novi Sad**

**Mila Grahovac, Faculty of Agriculture, University in Novi Sad**

**Jovana Milutinović, Faculty of Philosophy, University in Novi Sad**

**Nataša Tančić, Faculty of Philosophy, University in Novi Sad**

**Sanja Podunavac-Kuzmanović, Faculty of Technology Novi Sad, University in Novi Sad**

**Lidija Jevrić, Faculty of Technology Novi Sad, University in Novi Sad**

**\*Association of Women Scientists in Serbia "SRNA"**

## **Gender Balance in the Academia**

The Law on Gender Equality, which entered into force in the Republic of Serbia in 2021, aims to achieve a better balance of the underrepresented sex and a better gender balance in all areas, including the academic community. When analysing the gender structure of employees at the University of Novi Sad (UNS), despite the fact that 53.9% are women, a significant imbalance is present in management structures, which especially applies to positions involving financial management, where men are very highly represented. The Gender Equality Law introduced the obligation of higher education institutions to adopt plans and programs for improvement of gender equality. The Faculty of Agriculture is the first UNS member to adopt the Plan for Achieving Gender Equality in October 2021, while the UNS Plan for Achieving Gender Equality was adopted in December 2021. Although appropriate legal frameworks are necessary to improve the status and role of women in academia, the question arises as to whether they are sufficient, considering that awareness raising of the wider community of this topic is necessary to achieve equal opportunities. The Association of University-Educated Women, founded in 1927, is one of the first examples of women's association in order to engage in joint activities. In order to implement activities aimed at improving women's position in science and education, as well as increasing their visibility in the wider community, the Association of Women Scientists in Serbia, "SRNA" was founded in late 2021. The current activities of the newly established Association "SRNA" are aimed at forming a network of successful women in the academic community who are ready to direct their knowledge and experience towards strengthening the capacity of younger colleagues to engage in management and leadership functions and innovative entrepreneurship. It is to be expected that, in mutual interaction, the Association members can faster define concrete proposals for necessary systemic solutions for improving women's position in science and education. The aim of this paper is to analyse gender balance in the academic community as well as the contribution to its achievement through the organized activities of the Association.



Prof. Dr. Jovana Grahovac is an associate professor in the field of Biotechnology. She is employed at the Faculty of Technology in Novi Sad and she teaches undergraduate, master's, and doctoral studies in Biotechnology and Pharmaceutical Engineering programs. She participated in and led many scientific research projects at the international, national, and provincial levels. She is the author of 49 papers on the Science Citation Index (SCI) list with an h-index of 16. Her scientific work was awarded the "Dr. Zoran Đinđić" and "For Women in Science" prizes. She participates in several projects aimed at promoting science, with a special focus on women in science. She is the co-founder and vice president of the Association of Serbian Scientists "SRNA".



Dr. Ivana Pajčin is employed at the Faculty of Technology, the University of Novi Sad as a research associate. Her scientific research work was awarded the prize of the Serbian Chamber of Commerce, as well as the prize of the Foundation "Assistant Professor Dr. Milena Dalmacija" in the field of environmental protection. She is the director of the startup company NSoilab, which won the StarTech grant, as well as the PARSEC Accelerator Award for one of the top 100 ideas in Europe in the food, energy, and environmental sectors. She is the co-founder of the Association of Serbian Scientists "SRNA", where she advocates for gender balance in the scientific sector, as well as for strengthening the scientific and entrepreneurial capacities of women scientists, women educators, and women students.



Prof. Dr. Mila Grahovac is an associate professor in the field of Phytopathology at the Faculty of Agriculture, University of Novi Sad. Teaches eight courses across all study levels. She is the president of the Gender Equality Committee, the head of the research department in the field of phytopathology, a member of the Ethics Committee, and the Novi Sad Agriculture Faculty Council. Particularly important is her role as the local coordinator of the HORIZON2020 project "Co-Create Change in Research Funding and Performing", where she encourages an institutional change of the Faculty of Agriculture and other members of the Novi Sad University in the field of gender equality, open access, science education, and ethics.



Prof. Dr. Jovana Milutinović (1970) is a full professor in the field of Pedagogy. She has been working at the Faculty of Philosophy, the University of Novi Sad since 2001, where she teaches at the Department of Pedagogy in undergraduate, master, and doctoral studies. She is a collaborator on several domestic and foreign scientific research projects. She is an author or co-author of 5 monographs and over 130 papers in scientific journals and academic paper collections. She is a board member of many scientific conferences and editorial boards of scientific journals. Her

areas of interest are contemporary theories of education, higher education, alternative schools, constructivist pedagogy, and museum pedagogy.



Dr. Nataša Tančić (1990), an assistant with a Ph.D., is employed at the Department of Pedagogy of the Faculty of Philosophy, University of Novi Sad. She was first elected assistant in 2015. She defended her doctoral dissertation “Determinants of teacher professional development in an inclusive school context” on May 20, 2021. She is involved in the realization of practicals in several subjects in undergraduate academic studies, as well as in master’s academic studies. She has published about 20 sci-

entific papers in reference journals, as well as in paper collections from many domestic and international conferences. Her work and interest are focused on the thematic areas of inclusion, school pedagogy, and the professional development of teachers.



Prof. Dr. Sanja Podunavac-Kuzmanović is the President of the Association of Scientists of Serbia “SRNA” and the spearhead of the Association. She is a full professor at the Faculty of Technology in Novi Sad and the head of the group for chemometric and molecular modeling that has been making achievements in the field of chemistry and technology. Equally important, if not the most important contribution of Professor Podunavac-Kuzmanović is the love for chemistry and technology that she has instilled

in so many generations of students, many of whom continued pursuing professional careers in this area. Acting as Vice-Rector for Teaching and Student Activities, Professor Podunavac-Kuzmanović supported, and encouraged students with her example, to participate in cultural and humanitarian activities.



Prof. Dr. Lidija Jevrić is a full professor at the Faculty of Technology of the University of Novi Sad. She is engaged in teaching process of undergraduate, master’s and doctoral studies. She participated in numerous scientific research projects. Dr. Jevrić’s research areas are chemistry and technology, applied chemistry, chemometry, chromatographic analysis of biologically active compounds, QSRR and QSAR analysis. She is the co-author of 181 scientific publications, of which 68 are publications

in journals from the SCI list. She also participated in the development of three technical solutions. She is a member of the Association of Serbian Scientists “SRNA”.



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**Mr. sc. Irina Stamatović**

## **Representation of Women in Artificial Intelligence Research**

The world we live in increasingly relies on scientific and technological advances in every way. As science encompasses the widest spectrum of human activity, it seems that there will be no field that will not be involved in research on artificial intelligence at some point, or that will not apply these technologies and develop with their help. As artificial intelligence ceases to be an exclusively engineering field of interest, there is a need to look at it from angles that include legal and political sciences, psychology and sociology, as well as disciplines such as ethics. Artificial intelligence research is the foundation of the present that shapes the future, and, if it doesn't already, this growing field of scientific achievement will certainly require the contribution of all. This paper explores how a relatively young field of science, created decades after the Universal Declaration of Human Rights, years after the feminist revolutions, has been explored mostly by men. The paper is divided into three parts, the first of which presents statistical data on women's representation in artificial intelligence research at the global level. The second part is dedicated to the "leaking pipeline" and critique of a system that is set up so that women constitute either unrepresented or underrepresented minority in certain scientific fields. The third part of this paper is a case study at the University of Montenegro, i.e., at the Faculty of Electrical Engineering and Mechanical Engineering, on the representation of women in managerial positions, because these faculties research and teach about artificial intelligence, and gender equality is a *conditio sine qua non*. The role of the education system is above all in creating knowledge that will be based on ethical norms, thinking and creating in order to live freely and fairly in a world where the term 'violence' is archaism. Key words: artificial intelligence, gender equality, feminism, research, "leaking pipeline"



Irina Stamatović was born on November 14, 1996, in Podgorica where she completed primary school. She graduated from "Petar I Petrović Njegoš High School" in Danilovgrad with a "Luča" diploma distinction. In 2018, she graduated in Diplomacy and International Relations at the Humanities of the University of Donja Gorica, and in September 2019, Psychology at the Faculty of Applied Sciences. She is the winner of several awards for the best student, including the award, on the occasion of December 19 - the holiday of the Capital. She received her master's degree

in International Human Rights Protection from the Peoples' Friendship University of Russia in Moscow in June 2021. Her research interests include ethics in artificial intelligence, as well as the importance of interdisciplinarity for science and education.

**Jasminka Hasić Telalović, University of Sarajevo School of Science and Technology.**

**Mirza Rastoder, Homework HUB**

## **Gender, University Management and Institutional Culture**

Creating plans for gender equality in higher education institutionally strengthens organizational bodies of the university, but also the academic lifestyle. Research has shown that the criteria established by the Athena SWAN certification programme bring very positive results in terms of understanding the role of gender in the management of higher education institutions. By focusing on each section when creating a Gender Equality Plan, we strive to synchronize academic opportunities regardless of gender. This paper focuses on concrete examples of creating, implementing, but also mentoring the Gender Equality Plan at different higher education institutions in Europe and the Western Balkans. Institutional adoption of the creation and implementation of the Gender Equality Plan opens up opportunities to solve long-standing problems of gender discrimination in career development, or the so-called leaking pipeline in various academic disciplines. There are visible changes in organizational cultures for gender equality, where the academia faces various obstacles, challenges and opportunities. By implementing the Gender Equality Plan, we are directly preventing sexual abuse at universities. The management drives all changes and, through its activities, it serves as the as a gender reciprocity role model to other organizational structures as the institutional culture of academic life changes. One should keep in mind that each higher education institution creates a personalized Gender Equality Plan. What is this supposed to mean? Management, as the driver of change within the institution, should have adequate data and conduct qualitative and quantitative research that serves as the baseline and the main indicator of direction that the Gender Equality Plan should follow. Through the various sections of the Gender Equality Plan, we thoroughly analyse the effects, the necessary methods for its creation, but also the process of evaluation, i.e., monitoring of the given time frames, which should be implemented. The Gender Equality Plan should include both academic and administrative staff and the student body, which will become more aware of the importance of the role of gender during their studies, and later transfer the same understanding, knowledge and experiences in the society. Key words: institution, gender equality plan, life balance and style, career, gender, university, academia, student bodies



Jasminka Hasić Telalović, professor and researcher at the University of Sarajevo School of Science and Technology. She developed her academic career in the fields of computer science, algorithms, computer graphics, artificial intelligence, and bio-informatics. She participates in international projects, such as the two Horizon2020 focused on systemic actions for gender equality in higher education. She is an active member of the IT Girls UNWomen, where she uses her knowledge and experience

to encourage young girls to pursue careers in the IT industry. She holds a bachelor's degree from the University of New Hampshire, and a master's degree from Brown University, USA, while she defended her doctoral dissertation at the University of Warwick, United Kingdom.



Mirza Rastoder graduated in diplomacy and economics at the International University in Sarajevo and holds a master's degree in financial management from the School of Economics, University of Sarajevo. During and after his studies, as an assistant to the Horizon2020 project focused on gender equality in higher education, he continued to work in this direction, launching the first university HUB in BiH for university students and high school students, Homework HUB. A part of this HUB is the HUB Gender

Research center providing education and lectures for students. As part of his entrepreneurial activities, he often organizes activities and events about gender policies for students, thus raising awareness of the importance of this topic.

## **Keynote speaker:**

**Biljana Kašić, full professor, feminist and postcolonial theorist, Zagreb**

### **Epistemic Violence vs. Gender-Based Violence at University: Intersections and Contradictions**

With modern neoliberal imperatives and commodification of knowledge (Butler & Athanasiou, 2013; Kašić, 2016; Burton, 2021), the University has also been the place of verification of epistemological achievements and skills of acquiring and dialogizing knowledge as well as sociability, affectivity and social justice (Dotson, 2011; Pereira, 2017). The idea of women's and gender studies education during the half-century of systematization in the higher education system at the global level is advertised not only as an attempt to establish specific criteria in this direction, but as an act of deconstruction of epistemic violence (Spivak, 1988)

obscured by easy “objectivity”, ignorance and intentional desubjectivization. What are the effects of silencing the voices of the Others and the Different on the basis of gender/sex and/or orientation to the epistemic register of knowledge (Ryan-Flood & Gill, 2010), and in what correlation are epistemic and gender-based violence and modes of their coexistence, transition and debunking - these are some of the issues that require feminist articulation. Following the pattern of Croatian university practice, the analysis of this presentation focuses on gender mainstreaming and resistance to its systematization in the epistemological space of academic teaching (Kašić, 2014) and the implementation of pedagogy of discomfort (Boler, 1999; Zembylas, 2015; Mignolo & Walsh, 2018), or its potentiality in activating pedagogical tools that promote anxiety as a way of transformative learning when it comes to taboo topics (sexism, sexual harassment, racism, LGBTIQ issues, etc.). In other words, how to expose the delusions of a thin alibi concerning violence within the academic environment and/or through academic cognitive lenses, and how to resist it? The self-referential position of the teacher is of particular importance in repositioning power and authority control and subverting stale misogynistic paradigms in favour of decolonization of knowledge (Myths, 2020) and feminist empowerment of students.



Biljana Kašić is a feminist and postcolonial theorist from Zagreb (Croatia), and professionally, a full professor, full-time scientific advisor and interdisciplinary researcher in the fields of critical feminist epistemology, identity theories, culture of resistance and ethics, post-colonial narrative and artistic practice. She has served as a professor for many years at the Department of Sociology at the University of Zadar, and as a visiting professor she lectured at many universities around the world. Also, she led several scientific research projects nationally and internationally. She has authored, co-authored and edited several books, studies and numerous scientific texts in Croatia and worldwide. She is one of the founders of the Center for Women’s Studies in Zagreb, and a member of the editorial board of the magazine *The Third One* (“Treća”) and the International Board of the *Materia Postcoloniale* of the University of Naples “L’Orientale.”

