

**GENDER EQUALITY AT THE UNIVERSITY OF MOSTAR IN THE CONTEXT  
OF SOCIAL RESPONSIBILITY OF THE HIGHER EDUCATION INSTITUTION  
ABSTRACT**

Gender equality is a central theme throughout the world, including the EU, in which it represents one of the core values that should be integrated into all EU policies, as well as EU funding programs. Analysing research on gender equality in higher education institutions, statistics support the fact that these institutions reproduce social values that lead to gender, gender bias, or discrimination. Statistics show that there is a visible difference in typical career profiles for women and men, e.g. in the selection of scientific fields. Horizontal segregation is evident, not far behind the other, vertical segregation, which indicates that top management, but also a more successful career path in higher education institutions, is largely reserved for men. In spite of the fact that the achievement of gender equality in higher education is nevertheless a long-term project that should be the result not only of university policies but also of institutional government measures and policies, this paper constructively deliberates and updates the topic for future research, with research conducted on eleven organizational units of the University of Mostar.

**Keywords:** CSR of public corporations, gender equality, EU gender policies, European gender equality index, higher education