



BOSNIA AND HERZEGOVINA

Review of progress made in the implementation of the Beijing Declaration and Platform for Action (1995) and the outcomes of the twenty-third special session of the General Assembly (2000) in Bosnia and Herzegovina

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SECTION ONE: ANALYSIS OF ACHIEVEMENTS AND CHALLENGES SINCE 1995

There has been evident progress in institutionalization of gender equality standards in legislative framework of Bosnia and Herzegovina so today many systemic laws include standards that prohibit gender based discrimination and violence. This progress means that the gender equality standards have been introduced in legislative processes, including policies and strategies, and in planning and programming measures in various areas.

This primarily applies to: adoption of policies and strategies that include gender equality principles, maintenance of gender disaggregated statistics, implementation of affirmative measures, etc. Particular progress has been seen in harmonization of labour legislation, health and social protection, security and defense, election process, as well as the laws that have been amended for the purpose of providing protection to victims of gender based violence, including domestic violence.

Achievement: Building and strengthening systems, mechanisms and instruments for achieving gender equality

Bosnia and Herzegovina (BiH) has achieved significant progress in creating preconditions for achieving gender equality goals. By adopting Law on Gender Equality in 2003, the legal standards of gender equality as identified in the Convention on the Elimination of All Forms of Discrimination of Women and objectives defined in the Beijing Declaration and Platform for Action have become integral parts of legal system in Bosnia and Herzegovina. This Law has identified all forms of gender equality and protection mechanisms against discrimination that are at present available in disciplinary, civil and criminal proceedings.

The Law has also provided for obligation of establishing institutional mechanisms for gender equality. Today, a network of institutional mechanisms for gender issues in Bosnia and Herzegovina exists at all levels of legislative and executive powers. According to the Law, the key institutional mechanisms for gender equality are the Gender Equality Agency of Bosnia and Herzegovina, and at the entity level- the Gender Centre of the Federation of BiH and the Gender Centre – Centre for Gender Equity and Equality of the Government of Republika Srpska (hereinafter: Gender Centre of Republika Srpska). These mechanisms have taken active role in providing opinions on the Governments' legislative proposals in terms of their compliance with the Law on Gender Equality of BiH and in proposing special policies the purpose of which is to try and achieve a better position of women in BiH society. This, first of all, includes identifying and improving protection mechanisms against all forms of discrimination, but also the introduction of provisional special measures.

Thus, for example, amendments to laws on police officers have terminated a provision that had had a discriminatory effect in context of advancement in service; the amendments provide that physical readiness tests should recognize biological difference between persons of different sex, and introduce the obligation to promote equal representation of women and men among police officers, including leading positions. For the purpose of increasing number of female police officers in peace keeping missions, the Ministry of Security applied affirmative measures that took the form of reducing the required number of years of work experience, which is one of key criteria for application in the process of selection of personnel to be sent to peace keeping missions, from eight to five years for women.

For the purpose of achieving the objectives of gender equality that have been identified in the Law, and also in the Convention on the Elimination of All Forms of Discrimination against Women, and the objectives set in the Beijing Declaration and Platform for Action, Bosnia and Herzegovina adopted the Gender Action Plan (GAP) in 2006. This document defines strategic approach to implementation of gender mainstreaming and empowering women in BiH in 15 areas of public and private life: European integrations in the light of gender equality, cooperation and capacity building, macro-economic and development strategies, gender sensitive budgeting, political life and decision making, employment and labour market social inclusion, gender sensitive media, life-long learning, health: prevention and protection, domestic violence, sexual harassment and trafficking in humans, role of men, balancing professional and private life, gender and sustainable environment, communication and information technologies.

The second periodic Gender Action Plan of Bosnia and Herzegovina for the period 2013-2017 was adopted in 2013 and it followed the priorities at all levels of government organization in Bosnia and Herzegovina, relying on the Gender Action Plan of BiH 2006-2013, national and entity development strategies, European Union Strategy for Equality between Women and Men and other relevant strategic documents of the Council of Europe, European Union and the United Nations. This strategic document still includes all areas of social life, but it also sets out priorities and crosscutting areas, as well as the areas that concern strengthening of the system, mechanisms and instruments for achieving gender equality and strengthening cooperation and partnership. This defines more clearly the obligations and responsibilities of line ministries in each priority area. Gender Action Plan of Bosnia and Herzegovina for the period 2013-2017 includes three strategic objectives, within the framework of which priority areas for action have been identified – in other words, programs and measures needed to achieve that particular objective: 1. developing, implementing and monitoring program of measures for improving gender equality in institutions of power, by priority areas; 2. building and strengthening systems, mechanisms and instruments for achieving gender equality; and 3. establishing and strengthening cooperation and partnership. The key strategic objective for achieving gender equality and women empowerment is the strategic objective 1, which contains the following priority areas: preventing and fighting gender-based violence, including domestic violence and human trafficking, public life and decision making; labour, employment and access to economic resources; health, prevention and protection and social protection.

The more effective implementation of the GAP BiH was helped by establishment of Financial Mechanism for Implementation of Gender Action Plan for BiH for period 2009-2014 (FIGAP Program). Signing of the Agreement on Joint Financing of the FIGAP Program between the Council of Ministers of BiH and a group of donors in BiH (development agencies of Sweden, Austria and Switzerland) secured funds for implementation of the GAP BiH and a budget of 7,473,377.84 KM have been planned for the period 2009-2014. In this way, in addition to regular budgets of the institutional gender mechanisms, significant funds were provided for implementation of the GAP BiH for the period of five years.

The main objective of the FIGAP Program is to continue strengthening capacities of institutional gender mechanisms and responsible institutions for inclusion of the GAP BiH activities in regular plans and programs at all levels of authority, from national to entity to

cantonal to local levels, as well as provision of support to non-governmental organizations in implementation of projects under the FIGAP.

Achievement: CEDAW has been made an integral part of Constitution of BiH

Constitution of Bosnia and Herzegovina guarantees the highest level of internationally recognized human rights and fundamental freedoms as it incorporates 15 most important human rights protection instruments, including the Convention on Elimination of All forms of Discrimination against Women, thus obliging Bosnia and Herzegovina to implement the highest internationally recognized human rights standards. Constitution of Bosnia and Herzegovina provides that “The general principles of international law shall be an integral part of the law of Bosnia and Herzegovina and the Entities”. In addition, it prohibits discrimination and guarantees enjoyment of rights and freedoms protected under this document to all individuals irrespective of any basis, including gender.

The CEDAW is the main framework for action in the area of gender equality. All Concluding Comments and Concluding Observations of the CEDAW committee become a basis for action and priority of Bosnia and Herzegovina. Gender Action Plan of BiH identifies such comments and observations as activities of the responsible institutions of government with clearly set deadlines, and particularly through adoption of annual operational plans.

Achievement: Improved conditions for political participation of women

Election system of Bosnia and Herzegovina is a proportional system that awards seats to political parties reflecting number of votes they received in elections. The quota representation of less represented gender on lists of candidates had been introduced already in the Provisional Election Rules of 1998, specifying a schedule for the less represented gender and penalties for non-compliance. In circumstances that existed at the time the quota, combined with closed lists of candidates, had brought about a historically high participation of women in legislative power of 26%. At present, the system in force is a combination of open and closed lists. As a result, women representation in legislative power in Bosnia and Herzegovina ranges from 17% to 21%, depending on the level of power. In the coming election cycle, a new rule will apply that would require 40% of less represented gender, which is the percentage provided under the Law on Gender Equality of BiH.

The present share of women in legislative bodies of BiH shows a trend of increase number of women in Parliamentary Assembly of BiH is still relatively low. However, the number of directly elected female candidates in General Elections 2010 has doubled compared to 2006 elections. Most women who had been directly elected in 2006 have once again won confidence of their voters in their respective electorates, and for the first time since 2000, the open voting system brought more votes to a woman who had been positioned second at the list of candidates, but won most votes and thus was directly elected. Obviously, women in Parliamentary Assembly of BiH act in a way that changes the mind-set concerning the participation of women in decision-making positions. Compared to the 2008 local elections, at which time the average of 17% of women were elected to municipal councils/municipal assemblies, at the 2012 local election their percentage was 17.1%, suggesting a 2% increase.

A particular progress has been seen in adoption of amendments introducing affirmative measures pursuant to the Law on Gender Equality in BiH into the Law on Financing Political

Parties. This Law provides that when allocating funds to parliamentary parties, additional 10% will be made available to the parties that have members of less represented gender.

Achievement: Preventing and combating violence against women and domestic violence is one of priorities of Bosnia and Herzegovina.

Domestic violence, which is one of major challenges of Bosnian and Herzegovinian society, is a problem that has been taken out of exclusively private domain and became a social problem. Victims of domestic violence in BiH were put in focus of attention and protection of society as a result of changing legislation, education, capacity strengthening and improved practices of institutions in more effective implementation of law, as well as of better cooperation between institutions and non-governmental organizations. Victims of domestic violence are now more encouraged to report the violence to responsible institutions that are supposed to provide them protection, and to turn for help to non-governmental organizations working on issues related to domestic violence and providing support and assistance. There are ten safe houses and two safe apartments in BiH, as well as two help hotlines (SOS phones).

For the purpose of ensuring adequate response to this challenge adequately, entity laws on protection against domestic violence and strategies at the level of state and entities have been adopted. Law on Protection against Domestic Violence of Republika Srpska identifies measures and mechanisms of protection in cases of domestic violence. In addition to the constitutional and legal frameworks, institutions of BiH and its entities have passed a series of policies in the form of strategic documents that are oriented exclusively or indirectly towards prevention of violence against women. Importantly, one should mention the Strategy for Preventing and Combating Domestic Violence of FBiH and Strategy for Combating Domestic Violence of RS as narrowly specialized documents particular for this area that define the directions of prevention against violence and protection of victims and processing of the perpetrators through coordination of all relevant stakeholders.

Bosnia and Herzegovina is the sixth Council of Europe member state that had submitted instruments of ratification of the Council of Europe's Convention on Preventing and Combating Violence against Women and Domestic Violence. A **Strategy for Implementation of Council of Europe's Convention on Preventing and Combating Violence against Women and Domestic Violence in Bosnia and Herzegovina** has been adopted as a comprehensive framework that defines the method for implementing the Convention in BiH and harmonizing legal and institutional frameworks with provisions of the Convention, priorities in the area of preventing and combating violence against women and domestic violence, institutions responsible, as well as the framework for monitoring implementation and reporting on implementation of the Strategy and as a result, of the Convention.

Achievement: Action plan for Implementation of UNSCR 1325 in Bosnia and Herzegovina as a successful model of implementation of UNSCR 1325

The **Action Plan for implementation of UNSCR 1325 for the period 2010-2013** has been adopted and successfully implemented. Being the first in the region, this plan was adopted by the Council of Ministers of BiH in July 2010. The Action Plan identified eight objectives: 1) political participation of women; 2) participation of women in the police and military; 3) participation of women in peace keeping missions and gender sensitive training; 4)

combating human trafficking; 5) demining; 6) provision of assistance to women-civilian victims of war; 7) training of civil servants; and 8) cooperation between institutions, international and non-governmental organizations. A Coordinating Body for monitoring implementation of the Action Plan for Implementation of UNSCR 1325 in BiH had been established consisting of representatives of institutions in the sector of security. Implementation of the UNSCR 1325 has been recognized in BiH as one of priorities of the responsible institutions. Independent evaluation of the Action Plan that was done in July 2013 concluded that this Plan was a model of good practices in designing and implementing public policy. The BiH Action Plan was the first Plan for implementation of the UN Resolution 1325 in the Balkans. The Action Plan was designed to take into consideration key mandates of relevant governmental institutions, including the Gender Equality Agency, and the role of organizations from non-governmental sector, and most importantly, it uses regular annual and semi-annual systems of monitoring and evaluation to record progress achieved in implementation.

These facts have contributed to the BiH Action Plan being used as inspiration and motivation, not only to countries in the region, but also as a global example of good practices of one of the first countries that was recently affected by war. Special added value in this process has been the affirmation that the BiH women were the first to start the process of facing with the past in the post-war country. For that reason many international officials have pointed at the BiH Action Plan as one positive example of systematic approach to designing inclusive policies and implementing concrete measures for stabilization of peace and security in the region and beyond. Ministry of Security of BiH received the United Nations award for strengthening gender equality in public administration systems.

Evaluation of implementation of the Action Plan revealed similar examples of successful activities related to the topic: women, peace and security, that in a large extent testify of successful structure and content of the plan and coordination of a large number of stakeholders during the implementation. Quantitative improvements in terms of increased participation of women are particularly evident in services, institutions and ministries directly involved in security matters, as this was one of the key intentions of the Action Plan for BiH. So, for example, in the area of participation of female police officers in peace keeping missions women were appointed to positions of commanders and deputy commanders of BiH contingent in peacekeeping missions, as well as to other leading duties. Current percentage of around 20% of female police officers in BiH contingent in United Nations' peace keeping missions is the highest percentage to date, for as long as Bosnia and Herzegovina has been sending their police officers to United Nations' peace keeping missions. This percentage exceeds the average in NATO and European Union member countries.

A new **Action Plan for Implementation of the UNSCR 1325, 2014-2017** has been developed in full cooperation between the Gender Equality Agency and institutions represented in the Coordinating Board for monitoring the Action Plan, and in consultations with non-governmental organizations.

a) 3-5 greatest challenges in achieving gender equality and empowering women since adoption of the Beijing Declaration

Challenge: Low participation rate of women in labour market and labour market segregation

General employment rate in Bosnia and Herzegovina is 31.9% (men 41.3% and women 23%), while the unemployment rate in BiH in 2011 was 27.6% (men 26.1%, women 29.9%). Generally speaking, women aged 16-64 made only 32.8% of active labour force in Bosnia and Herzegovina in 2011, and this is the lowest level of women participation in labour market in Southeast Europe. Causes for this unemployment are to be found in economic transition, fewer jobs, dying-out of certain professions due to technological progress, war legacy and trauma, and insufficient access to education for women. In addition, uneven maternity rights in the county and lack of mechanisms for balancing professional and family life do not encourage active job seeing.

Global economic and financial crisis impacted adversely population of women, particularly in terms of their employment rate that had been going down steadily year after year since 2008. Measures aimed to mitigate the effects of economic crisis have not been designed as gender-sensitive, and they affect women particularly hard. Therefore, it will be necessary to increase participation of women in decision-making processes in political, economic and financial areas, as well as in all other areas of life.

Still, traditional society and stereotypical views of the role of women and men maintain segregation at labour market, as well as the negative and unacceptable perception of women at decision-making positions. Sectors such as education and health care have traditionally been seen as areas where female employees are prevalent, but even here only at lower hierarchical levels. In addition, it has been seen that rate of women goes down with the increase of hierarchical level of positions.

For example, according to official statistical data, in pre-primary education work 98.3% of women, in primary education 69.8%, in secondary 57.1%, and in higher education 39.8%. Also, three quarters of health professionals in public sector in 2011 are women. The largest gap in terms of distribution of health professionals has been seen among pharmacists, 90% of who are women, while more than 80% of nurses are women.

Share of women are working in social care institutions or institutions providing care to sick and/or deserted children is high. More women than men work in judiciary (60-68% are women). This division of labour market suggests stereotypical view of women as care providers and those responsible for children, the elderly, marginalized populations, but also for morality and security and general health of society. In addition, their representation in agriculture is also higher (26% of women and 19% of men), although women rarely own the land, and they frequently provide for extended families.

Challenge: Preventing and combating violence against women and domestic violence

According to the survey "Prevalence and characteristics of violence against women in BiH" conducted by the Gender Equality Agency of BiH, almost half of the interviewed women had experienced at least one form of violence since turning 15. 11.9% of women experienced some form of violence within the 12 months prior to the survey. Most common form of

violence they experienced is the psychological violence, with prevalence rate of 41.9% in a lifetime, and 10.8% within the previous year. Second most common form of violence is physical violence, with prevalence rate of 24.3% in a lifetime, and 2.4% within the previous year. Sexual violence in adulthood had been experienced by 6% of women, while 1.3% of women had been victims of sexual violence within the last twelvemonths.

For the purpose of responding to this problem adequately, entity laws on protection against domestic violence were adopted, as well as strategies at levels of state and entities. The National Strategy for Preventing and Combating Domestic Violence in BiH for period 2009-2011 included activities that were implemented at the state level and coordination of activities of entity strategies and action plans, which were successfully implemented. This process has increased public interest and social engagement on recognizing, preventing and combating violence against women, providing certain amount of encouragement to the victims to report the violence to the responsible institutions and seek help from protection providers and the non-governmental organizations dealing with domestic violence and providing protection and support. However, according to the findings of the Survey on Prevalence and Characteristics of Violence Against Women in BiH, women, to start with, often lack clear perception of them being exposed to violence and thus being victims, and they are not aware of their various rights and possibility to seek help from relevant institutions and organizations. On the other hand, mild punishments suggest that perpetrators still enjoy impunity for the violence they had committed, and there is not enough social and institutional sensitivity with regards to this issue. The lack of an effective mechanism for compensation of damages to the victims may also be viewed in this context.

Challenge: Women are not present at decision-making positions

Although the Election Law has provided for an affirmative measures setting mandatory percentage for the less represented gender on lists of candidates, traditional understanding of gender roles in BiH hinders the increased participation of women in decision making processes in political, social and economic areas of life.

Women remain less represented gender in legislative power at all levels. Although the political parties' lists of candidates for general elections 2010 had included the highest number of female candidates compared to the two previous election cycles, this did not result with more women on decision-making positions. In the House of Representatives of the Parliamentary Assembly of BiH, House of Representatives of the Parliament of FBiH and the National Assembly of RS women make around 21% of all elected representatives. Women remain underrepresented in executive power in Bosnia and Herzegovina too. Results of the local elections of 2012 suggest that women are still less represented gender in majority of local legislative bodies with the average 17.1% of elected women.

Share of women in judicial power is at satisfactory level reaching as high as 64% at some levels of authority, but share of women occupying leading positions in judiciary is lower (40% in courts and 16.6% in prosecution offices). In addition, women are little represented in decision-making positions in armed and police forces, this share growing a little in positions of servants and employees. Attempts are being made to address this problem by implementing the Action Plan for Implementation of the UNSCR 1325.

Challenge: Support to women who have survived sexual violence during the conflict

During the 1992-1995 conflict in Bosnia and Herzegovina sexual violence had been widespread. The United Nations estimate that around 10,000 women were victims of sexual violence during the war. Bosnia and Herzegovina has started initiative to ensure full protection and support to victims of war rape, sexual abuse and torture, as well as to their families, to provide full access to justice and improve programs of rehabilitation, reintegration and compensation. However, as the CEDAW Committee has found, it will be necessary to speed up adoption of draft laws and programs that are currently kept on hold in order to provide effective access to justice for all women victims of sexual violence during the war, including appropriate compensation.

The area of protection and support to witnesses/victims of crimes committed during the war in Bosnia and Herzegovina has been defined by laws at national and entity levels. Although the definitions provided in the Criminal Code of BiH have not yet been changed to include recommendation of the Committee against Torture, the Court of BiH' s jurisprudence has identified and broadened the element of force or threat of use of force.

In spite of huge number of victims and impunity that has been extended for years, both to perpetrators of sexual violence and perpetrators of other serious violations of human rights and humanitarian law, a certain progress has been achieved in terms of bringing perpetrators of sexual violence to justice in court proceedings in Bosnia and Herzegovina. Still, considering the widespread occurrence of sexual violence during the armed conflict on the territory of BiH, the fact is that majority of perpetrators of sexual violence have still remained unpunished. Failure to punish perpetrators of these crimes will continue to have negative effect on victims of sexual violence and impede post-war reconciliation, establishment of full respect of human rights and rule of law in BiH.

b) What obstacles have you faced in the process of achieving gender equality and empowering women since the adoption of the Beijing Declaration

Bosnia and Herzegovina (BiH) has faced important challenges of post-war reconstruction, economic and social recovery, reform of structures of power and slow transition to market economy. The state has a very complex administrative system with several tiers of government and numerous institutions and ministries. Such complex government structure has brought about problems of effectiveness and efficiency due to limited capacities and insufficiently clear division of responsibility at various levels of government.

Gender inequality in BiH, traditional perceptions and practices, discrimination against women, insufficient utilization and "dissipation" of around half of human capital taken together adversely affect development of economy and society as a whole. Nineteen years after the war, lives of women in BiH are still affected by its consequences. Increased use of violence in post-war period against the weak, mostly women and children, has become an everyday thing. This occurrence has been linked to poverty, high levels of stress, unemployment, and neo-conservative positions on the role of women in private and public life.

Long-term efforts and commitment of the whole society are required in order to ensure sustainable planning and implementation of gender equality policies at all levels of

government in BiH. Women have not participated in peace negotiations on Bosnia and Herzegovina. Those refer to, first of all, the Dayton negotiations in 1995 that had put a stop on the war in Bosnia and Herzegovina, constitutional negotiations from 2006 and 2009, known as the April Package and the Butmir Package, respectively, that concerned constitutional changes in BiH, have again failed to include women, in spite of reactions of gender institutional mechanisms and non-governmental organizations in BiH.

c) **What are the major constitutional and legislative measures taken to promote gender equality and women empowerment?**

The Constitution of Bosnia and Herzegovina, its Article II that is wholly concerned with human rights, point 4 stipulates the provision on prohibition of discrimination with regards of recognition, enjoyment and protection of human rights. “The enjoyment of the rights and freedoms provided for in this Article or in the international agreements listed in Annex I to this Constitution shall be secured to all persons in Bosnia and Herzegovina without discrimination on any ground such as sex, race, color, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.”

Constitution of Bosnia and Herzegovina affirms equality between men and women in its provision on prohibition of discrimination, but it does so in a direct way too – by international instruments of human rights. According to Article II, point 2, “The rights and freedoms set forth in the European Convention for the Protection of Human Rights and Fundamental Freedoms and its Protocols shall apply directly in Bosnia and Herzegovina. These shall have priority over all other law”. Besides, the CEDAW has also been made an integral part of the Constitution of BiH which has enabled the Constitutional Court to receive appellations in cases where rights guaranteed by this Convention were violated.

With adoption of the Law on Gender Equality in 2003, legal standards on gender equality provided under the Convention on Elimination of All Forms of Discrimination against Women, and objectives identified in the Beijing Declaration and Platform for Action have become parts of the legal system of Bosnia and Herzegovina. This Law has identified all forms of discrimination on the basis of gender and mechanisms of protection against discrimination that are presently available in disciplinary, civil or criminal proceedings.

Amendments to the Law on Gender Equality in BiH adopted in 2009 particularly emphasized and clarified the obligations of various bodies at all levels of government in the process of achieving the objectives of gender equality. They have also provided for the obligation of establishing bodies and appointing individuals who would consider all issues related to implementation of the Law on Gender Equality in BiH and the GAP BiH as a part of their responsibility.

The Parliamentary Assembly of BiH adopted the Law on Prohibition of Discrimination in Bosnia and Herzegovina setting up a framework for providing equal rights and opportunities to all individuals in BiH and defining the system of protection against discrimination. The Law on Gender Equality in BiH and the Law on Prohibition of Discrimination in BiH have been made mutually harmonized also in the part where the victims of discrimination notified of the possibility of using legal mechanisms for protection of rights that are provided for under the

said laws (types of complaints, responsibilities, deadlines, burden of evidence, victimization, etc.). This has established the legal mechanism of protection that enables protection of the rights guaranteed by the Law on Gender Equality of BiH and other rights that follow from other laws before the courts of jurisdiction.

The Entity laws on protection against domestic violence: the Law on Protection against Domestic Violence of the Federation of BiH and the Law on Protection against Violence of Republika Srpska stipulate measures and mechanisms of protection in cases of domestic violence.

d) What approximate share of national budget is used for promotion of gender equality and women empowerment?

At this time, it is not possible to estimate approximate share of the national budget that is used for promoting gender equality and women empowerment since Bosnia and Herzegovina does not have a centralized budget system. Gender Action Plan adopted in September 2013 has set out as one of its compulsory principles the Principle of Analysis of the Effects of Budget on various needs of women and men (gender responsive budgeting). BiH has just embarked on the budget development process that is in line with the gender equality principles. The Gender Equality Agency of Bosnia and Herzegovina and the entity gender centres have started a number of activities to introduce the gender component in all processes of budgeting.

The Government of the Federation of Bosnia and Herzegovina adopted its Action Plan for introducing gender responsive budgeting in the Federation of BiH 2010-2012 in pilot area of Labour and Employment. A gender sensitive budget analysis was done in the sector of agriculture and rural development in Republika Srpska, and activities related to education of all ministries on how to apply the concept of gender responsive budgeting have continued. A progress has been achieved with respect to instructions for budget users at the levels of the state and entities for developing the Budget Framework Document (BFD); now they require presentation of effects of policies, strategies and priority programs in terms of promoting gender equality. Once this instruction has been implemented it will make it possible to estimate allocations made by institutions in BiH for gender equality.

e) What are the mechanisms for ensuring ongoing dialogue between government and civil society, brief description

Democratic changes in BiH that took place early nineties of last century have resulted, among other things, with establishment of an important number of non-governmental organizations and particularly the women's non-governmental organizations that have set for themselves the objective of fighting for gender equality in accordance with human rights principles. It may be said that some of those organizations were pioneers of promoting gender equality in BiH.

Institutional gender equality mechanisms have recognized these organizations as a resource in achieving gender equality. Attempts to improve cooperation and information sharing between non-governmental organizations and gender equality institutional mechanisms resulted with more involvement of non-governmental organizations as equal partners to public sector, better coordination of their efforts and fewer isolated initiatives. Implementation

of the FIGAP supported project gave important contribution to this. The cooperation with non-governmental and other civil society organizations has continued and improved in the areas of domestic violence, health, education, security, gender sensitive budgeting, etc., in accordance with priorities of the Gender Action Plan and sector strategies and action plans.

For the purpose of ensuring continuous and sustainable coordination between representatives of civil society and institutions of government in BiH a Memorandum of Understanding was signed by the Coordinating Board for Monitoring Implementation of the Action Plan for UN Resolution 1325 in Bosnia and Herzegovina and by thirteen non-governmental organizations. This memorandum serves as platform for cooperation, coordination of activities and information sharing among relevant governmental institutions and key non-governmental organizations working on the issues of women, peace and security.

f) What kinds of cooperation (internal, bilateral, sub-regional or regional) the country joins in order to support exchange of knowledge and experience in monitoring and implementing the Beijing Declaration and Platform for Action?

The Gender Equality Agency of BiH, the Gender Centre of the Federation of BiH and the Gender Centre of Republika Srpska have had very successful mutual cooperation. Institutional mechanisms for gender equality have been working continuously to establish and strengthen formal and informal forms of cooperation with other institutions at all levels of government, non-governmental and other civil society organizations, academic and research communities, social partners and other relevant social factors, including broader cooperation at regional and international levels.

The Agency and the gender centres have been working on regular basis with commissions/boards for achieving gender equality in legislative power through the implementation of various activities in the area of gender equality (harmonization of laws, strategies, provision of training, thematic sessions on various topics, etc.).

In practice, one is often faced with the opinion that only the institutional gender mechanisms are responsible for creating conditions for achieving the de facto gender equality, first among them being the Agency and the entity gender centres. However, what is required is a cooperation and active participation of institutions that are responsible for monitoring situation in various areas of life and work.

Bosnia and Herzegovina has initiated a regional cooperation in the area of gender equality by signing the Regional Declaration on Cooperation of Gender Mechanisms of Western Balkans in 2005. Since the signing of the Declaration, regional cooperation has become a part of regular programs of the Gender Equality Agency of BiH. In November 2013, the Declaration on Cooperation between Institutional Mechanisms for Gender Equality of the Mediterranean Initiative Countries was signed as an extension of the Regional Declaration on Cooperation between Institutional Mechanisms for Gender Equality in Western Balkans of 2005 as it includes cooperation with North African countries. This has provided Bosnia and Herzegovina with a leading position in the region in terms of regional cooperation. Due to the lack of funds, regional meetings are typically organized along with regional conferences and seminars. This way the continuity of regular meetings and information sharing at regional

conferences seminars and fora is maintained, which significantly improves regional cooperation.

Practices and results achieved by Bosnia and Herzegovina have been promoted and recognized at international level, as confirmed by the fact that representatives of gender mechanisms have been invited to meetings and summits at the highest levels throughout Europe and the world. This includes regular participation in work of the UN Commission on Status of Women, Economic and Social Council of UN, Committee for Equality between Men and Women of the Council of Europe and ministerial conferences of the Council of Europe that are concerned with various aspects of gender equality. It is particularly important to emphasize participation of the Agency in the work of the Ad Hoc Committee for Preventing and Combating Violence against Women and Domestic Violence (CAHVIO) in their work on drafting a Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (CAHVIO), which was adopted in April 2011 as the first legally binding international document that establishes a comprehensive legal framework for prevention of violence, protection of victims and prosecuting the perpetrators.

g) How and in what extent the Millennium Development Goals in general, and the parts concerning gender equality in particular, have facilitated or strengthened implementation of the Beijing Declaration and Platform for Action?

In Bosnia and Herzegovina, the Millennium Development Goals have enabled monitoring of the introduction of gender equality and women empowerment principles from the point of view of general development of the society. The indicators that were developed have supported efforts of the institutional mechanisms for gender equality to incorporate principles of gender equality in other development initiatives.

SECTION THREE: PROGRESS IN THE IMPLEMENTATION OF KEY SEGMENTS OF THE PLATFORM FOR ACTION SINCE 2009

WOMEN AND POVERTY

In 2011, 17,9% of population of Bosnia and Herzegovina lived in relative poverty. Every sixth household was poor, while it was more evident in Republika Srpska, where almost every fifth inhabitant was poor, whereas the lowest number of the poor was registered in Brčko District of BiH, i.e. where every seventh citizen lived in relative poverty. According to the World Bank (WB) methodology, 15% of the country's population lived below the absolute poverty line, which is an increase when compared with 2007.

BiH allocates app. 24% of its GDP for the programs of social protection, including the programs of social insurance and social assistance, but without unemployment benefits. The greatest share of overall costs of the programs of social protection is allocated for the programs based on contributions, i.e. those for healthcare (10,2%) and pensions (10,1%). The share of social assistance programs in GDP amounted to 3,9%, which means that the system of social assistance is one of the costliest ones when compared with the EU and the countries of the Western Balkans.

One of the significant characteristics of labour market in BiH is its extremely high share of working age population that does not participate in labour market and are, therefore, considered 'inactive'. In terms of participation of women in workforce, gender differences in the employment rates are high, with this disproportion between men and women in employment registered in all age groups. Furthermore, gender disaggregation of data discloses a disproportionate gender distribution in the employment of young people and suggests that there is an unequal access to labour market.

While women are faced with multiple forms of social exclusion in BiH, the most persistent are those facing the Roma women, women with disability, and internally displaced persons. The position of the Roma women and girls in BiH society is extremely difficult. The Roma women are vulnerable both as women and as the members of the Roma community. Generally low level of education among the Roma women, their unemployment rate and the patriarchal attitude that prevails in Roma communities – all of this makes their already difficult situation ever more complex.

Households led by women make almost one third of all the internally displaced persons in u BiH. Currently, 7,500 persons live in collective centres, very often exposed to multiple uncertainties in relation to their physical and mental health, age and absence of basic life and family support, as well as with inability to return to their homes for the reasons of their personal safety.

EDUCATION AND TRAINING OF WOMEN

Legislation in the domain of education in BiH includes the principle of prohibition of discrimination on the grounds of race, sex, faith, political or other belief, ethnic or social background, and imposes the obligation of inclusive education. Strategies of education reform, laws and different policy documents promote the principles of equal access, availability, acceptance, efficiency and official recognition, non-discrimination and absence of segregation in education. The analysis of readers and classroom practice, aimed at finding

out whether textbooks and teaching practice are aligned with the principle of gender equality has shown that stereotypes in the presentation of gender roles are to be found both in textbooks and in the teaching practice.

The level of participation of boys and girls in primary and secondary education is almost equal, while the number of female university students exceeds the number of their male colleagues when it comes to the enrolment and graduation at higher education institutions. In the school year 2012/2013, the total number of university students was 102,357, out of which 56,420 were female students (55,12%). Enrolment rate with the institutions of higher education in 2011 was 38%, while the number of graduate students in the period from 2000 to 2012, was about five times higher, with women doing better than men in terms of educational achievement (60.4% of women). The number of female students at postgraduate studies was 56.63%, while 41,9% of all doctors of sciences and arts are women.

The Multiple Indicator Cluster Survey, done in 2013, provides estimates for literacy rate for men and women aged 15-24 and indicates that the majority of women (99,3%) and the majority of men (99,9%), aged 15-24 in BiH, are literate. Among those women who stated that their highest level of education is primary school, 88% were able to read the statement given to them successfully, while this percentage was higher in the case of men, 98%. However, the percentage of illiterate women in rural areas is high.

Almost 80% of Roma women fail to complete primary school, and only 4,5 % of them complete secondary school, as compared to 9,2% of Roma men. Only 47% of Roma girls were enrolled with primary school. The fact that illiteracy rate among Roma women is constantly below that of Roma men is of particular concern, given that wellbeing of family, and particularly wellbeing of children, is closely related to the level of education of mothers. In BiH, literacy rate among young Roma women aged 15 - 24 is 68,9% relative to their peers whose literacy rate is 90,4%. While the rate of primary school attendance of the Roma is almost equal for boys and girls, i.e. 70,9% and 67,8% respectively, this rate has risen by 18 % for secondary education for girls, as compared 26,6% for boys. In order to improve this situation, Bosnia and Herzegovina had adopted in 2004 the Action Plan for the Improvement of Status of Roma and Members of Other Ethnic Minorities, which were revised in 2010. This document defines the goals and measures for equal opportunities for participation of Roma in education, without discrimination on any grounds and assistance to children in unfavourable social position so that they would be able to achieve better results at school, which is in line with international human rights standards related to the right to education for ethnic minorities.

The Agency has initiated the establishment the master studies in "Gender Studies" at the Centre for Interdisciplinary Postgraduate Studies in Sarajevo. It is a biennial, regional, interdisciplinary master's programme with the aim of educating students about the methods, theories and concepts necessary for the study of gender in general and its specific contexts, as well as about conducting research within this interdisciplinary field. So far, three generations have completed the studies, and currently the doctoral studies have enrolled a first generation.

WOMEN AND HEALTH

Significant efforts have been made to harmonize laws, regulations and strategies that regulate the area of health and healthcare with national and international standards of gender equality. The Law on Health Protection of the FBiH regulates rights to healthcare services of standard quality and equal content, while in the framework of mandatory coverage with health insurance, women are entitled to full healthcare in relation to pregnancy and maternity, and have the right to medical treatment and medical devices, as well as artificial insemination. The Law on Health Protection of the FBiH guarantees to all women (nationals of BiH) the right to free childbirth, post-pregnancy care for mothers in the six months after it, and free health protection for children under the age of 18. The Law on Health Protection of RS stipulates that health protection and care shall be provided under the same conditions to general population and for the groups of special socio-medical importance.

In the healthcare sector, the primary level of health protection of women related to pregnancy, childbirth, maternity, family planning, early detection of malignant diseases and the treatment of sexually transmitted and other diseases, is provided by gynaecology specialists and qualified midwives.

This encompasses the right of women to plan their families, to get care during pregnancy and childbirth, to have health protection for mothers up to 12 months after child delivery and for children up to the age of 15, as well as for pupils and students during their education up to the age of 26 maximum.

Strategic documents were adopted for the improvement of healthcare sector, including the Strategy for Development of Primary Health Protection of Republika Srpska, the Strategy of Development of Secondary Health Protection of Republika Srpska and the Strategic Plan for Development of Healthcare in the Federation of BiH 2008-2018, as well as special public policies related to reproductive and sexual health, i.e. the Policy for the Improvement of Sexual and Reproductive Health of Republika Srpska for the Period 2012 – 2017, and the Strategy for the Improvement of Sexual and Reproductive Health and Related Rights in the FBiH. In both entities, the protection of women's health is a strategic priority aimed at ensuring accessible and good prenatal care for every mother, and safe childbirth and general postnatal protection and care for babies. However, the implementation of these documents is still only partial and in the initial stage, while capacities for monitoring and evaluation, as well as for budgeting - all of which is required for adequate implementation, are still missing.

The Law on Health Protection provides women with services related to family planning, and services during pregnancy, childbirth, and postnatal maternity, irrespective of their health insurance status, which is in line with regulations on health insurance. Pursuant to the aforementioned law, primary health protection includes the protection of reproductive health of women. In order to provide for necessary accessibility of health protection, primary health protection is organized in such a way as to be accessible to beneficiaries in the municipality of their residence.

According to the data collected by the Institutes for Public Health of the FBiH and RS, almost all childbirths are conducted with the help of professional staff (midwives or medical doctors),

and 99% of pregnant women undergo at least one medical examination during pregnancy. 71-83% of mothers begin breastfeeding their babies within the first month after the birth. About 22% of babies up to six months of age are solely breastfed. 11% of women breastfeed their babies for 11-15 months and about 5% of mothers breastfeed their babies up to 23 months. The frequency of use of baby food is 32%. About 20% of babies are considered adequately nourished.

Prenatal period provides significant opportunities for pregnant women to get numerous interventions that can be of vital importance for their health and wellbeing, as well as for the health and wellbeing of their babies. The prenatal examinations include: measuring of blood pressure, urine tests for the presence of bacteria and proteins, blood tests aimed at detecting syphilis and anemia, measuring of height/weight, mandatory testing for phenylketonuria and thyroid gland. The percentage of all the services (included in the mandatory prenatal examination) amounts to 99,4%.

Available information indicates that prenatal testing of fetus is permitted and that the percentage of abortions after testing of app. 0,5% is close to the world statistical norm. In Bosnia and Herzegovina, the number of women dying due to complications linked with pregnancy and childbirth has halved in the last 20 years. Estimated mortality rate of pregnant women and parturient women in 1990 amounted to 18 per 100,000, while in 2010, it was 8 per 100,000 liveborn babies, which represents a 56% decrease.

For a number of women, access to information in the area of health protection is getting more and more open thanks to regulations relating those issues, activities of NGOs and a broad spectrum of communication technologies and the media. Through the media, they can get informed about their rights and protection, as well as obtain knowledge about health and its improvement. However, despite these positive changes, situation in practice is unsatisfactory. Low level of information about health-related regulations, not only among women, but also among men, is the fact since this is a very complex and dynamic sector. This sector is regulated in numerous regulations that require specialized knowledge. Furthermore, there are no services for information and protection of rights of insured persons, i.e. patients, to mitigate the situation in this area.

According to available data, life expectancy for women in BiH is longer than that for men: 73,1% for women and 67,4% for men. Among liveborn babies there is somewhat more male babies, i.e. 52% as compared to female liveborn babies, i.e. 48%.

The 2013 Multiple Indicator Cluster Survey shows that almost all respondents aged 15 - 49 are familiar with at least one form of contraception. Modern methods are somewhat more known than the traditional ones. The prevalence of the use of methods of contraception differs according to the level of education and is the highest among women with higher or high education (55 %).

Prenatal protection is in most of the cases provided by professionals, mostly by doctors of medicine (86 %), which indicates that almost all childbirths in the period prior to the MICS were done with the help of professionals.

Results of the 2013 Multiple Indicator Cluster Survey indicate that almost all women (98 %) and men (99 %) in the age between 15 and 49 have heard about HIV/AIDS. However, a lower percentage of women (82 %) and (88 %) in BiH knows about the two main methods of prevention of HIV transmission. A comprehensive knowledge about the ways to prevent HIV, and about the transmission of HIV, is at a rather low level both among men and women. In total, 43% of women and 45 % of men, aged 15 - 49, had a comprehensive knowledge, which is somewhat better in urban areas and among individuals who were never married or lived in out-of-wedlock-partnership. According to all the aforementioned questions, knowledge among women and men was higher among those with higher or high education and those who were in better economic situation.

Taking into account the significance of prevention of cervical cancer for general public health and the challenges and opportunities provided by the fast development of technology, entity Ministries of Health have developed, with the support of UNFPA, the Mapping of Accessibility of Services and Healthcare Personnel in the domain of prevention of cervical cancer, breast cancer and the protection of reproductive health in Bosnia and Herzegovina (2013). Results of this Mapping show that in the prevention of cervical and breast cancer by the Ministries of Health, public and private healthcare institutions, as well as NGOs a multidisciplinary approach is established. However, in most of the cases these are only short-term activities and the prevention is mostly done in an opportunistic fashion, through regular system of health protection.

There is no standardized and legally regulated access to the prevention of cancer in BiH, nor databases and indicators, while cancer screenings and testing are done sporadically, with the absence of regular system of screenings and standard cytological controls, which is an obstacle for adequate and timely treatment of disease in its early stages. In most of the outpatient clinics, activities of screening for cervical cancer and breast cancer are realized so that patients participate in the costs of the service. The key recommendations for the improvement of coordination of activities in the domain of prevention of cervical and breast cancer, by healthcare institutions covered by the survey, are those relating the rise in funding for screening, the rise in the number of promotional activities, and the improvements in terms of equipment, personnel and education.

More intensive implementation and improvement of records on the counseling of beneficiaries is necessary, along with greater accessibility of informational material for women on the importance of prevention of cervical and breast cancer. In addition, we need to continue strengthening the system of services with the approach adjusted to young people, given that 63,4% of healthcare institutions have suggested it. Cooperation between healthcare institutions and the NGO sector in terms of interventions related to the protection of sexual and reproductive health is insufficient.

VIOLENCE AGAINST WOMEN

Domestic violence, as one of the greatest challenges for the society of Bosnia and Herzegovina, has been recognized as a social, rather than merely private problem. This is a result of great efforts invested by gender institutional mechanisms, NGOs and international and donor institutions. Victims of domestic violence have become the focus of interest and societal protection, due to the change of legislation, education, strengthening of capacities and improvement of the practice of institutions for a more efficient implementation of law, as

well as the improvement of cooperation between institutions and NGOs. Victims are more and more encouraged to report violence to competent institutions, bodies that provides protection and to turn for help to NGOs dealing with the issues of domestic violence.

According to the results of the study on „Prevalence and Characteristics of Violence against Women in BiH“, almost one half of women in Bosnia and Herzegovina experience, during their adult lives, one of the four types of violence that have been selected for the purpose of this study – physical, psychological, sexual and economic, while the most frequent form of violence targeting women in Bosnia and Herzegovina, according to the findings of the study are psychological violence, and its combination with physical violence. Analysing key characteristics of psychological violence – control and restrictions on the freedom of woman and her emotional torture, which is most often experienced from partners (either present or former ones), but also from fathers. Due to their repetitive nature these may be considered systematic, so that one can conclude that it is a direct result of the perception of the role of woman and her subordinated position in the family and in the society.

Besides the fact that gender inequality is one of the key causes of violence, the type of settlement in which women live, the living standard of their household, cultural factors such as attitudes toward gender roles and the culture of conflict resolution in the family, as well as the presence of various problems, are other factors causing violence. The Study on the Prevalence and Characteristics of Violence against Women Bosnia and Herzegovina has directly contributed to the development of integrated policies for the prevention and fight against violence against women, since it has disclosed the “bleak” numbers and amended the existing data collected by administrative sources that relate to registered cases of violence.

BiH has a quality legal - both international and national – framework that provides prerequisites for the prevention and combat against violence against women and domestic violence. In addition to international legal documents, which are an integral part of the Constitution of BiH, and therefore applicable directly, including in particular the documents on the protection of human rights, and in this context particularly relevant Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the country has signed and ratified other international legal acts that provide legal ground as a form of general prevention of violence against women and domestic violence.

National legal framework is comprehensive. The Constitutions of BiH, RS and the FBiH guarantee the prohibition of gender-based discrimination, inter alia, as a prerequisite for the prevention of violence against women and domestic violence at the level of key causes and consequences of this type of violence. In addition to this, BiH, RS and the FBiH have adopted a number of legal acts that prohibit gender-based discrimination, incriminate different forms of violence against women and domestic violence and specifically stipulate the protection from discrimination and domestic violence. In this respect, it is particularly important to take into account the Law on Gender Equality in BiH and the Law on Prohibition of Discrimination in BiH. In addition to these laws, the Family Laws of the FBiH and RS prohibit domestic violence, while the Criminal Codes of BiH, RS, the FBiH, and District Brčko incriminate domestic violence as well as a number of other criminal offences that are defined in a gender neutral manner, except for those that may, by their very nature, relate to women as victims, yet give rise to the prosecution of perpetrators and the protection of victims in

terms of gender-based violence. This creates a framework for general prevention of violence against women, among other criminal offences. The Law on the Protection against Domestic Violence of the Federation of BiH and the Law on the Protection against Domestic Violence of Republika Srpska, define measures and mechanisms of protection in cases of domestic violence.

In addition to the constitutional and legal basis, the institutions of BiH and its entities have adopted a number of policies in the form of strategic documents focused solely on the prevention of violence against women. Here, it is particularly important to mention the Strategy for Implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence in BiH (adoption under way), and the entity Strategies for Prevention and Combat against Domestic Violence in the FBiH and the Strategy for Combat against Domestic Violence in RS that course of action in terms of prevention of violence, the protection of victims and prosecution of perpetrators. In addition to these strategic documents, a score of strategic documents have been passed which either fully or in their individual parts focus on the promotion of gender equality and empowering of women, as preconditions for the prevention of violence, through development, employment and social inclusion. Some of these policies include some social groups exposed to multiple vulnerability, such as women members of ethnic minorities or women who belong to the category of the population with special needs.

In terms of education as preventive activity, the education on gender equality, prohibition of discrimination and combat against violence against women and domestic violence has been systematized for judges and prosecutors in the Centres for Education of Judges and Prosecutors of the FBiH and RS within the framework of themes that relate to criminal law, family law and human rights. Furthermore, special modules have been defined related to the prevention and combat against gender-based violence within the institutions for the education of police in the FBiH and RS. Programs of continuous professional training have been developed, or are in the process of development, for healthcare and social workers for the prevention and combat against domestic violence as well as the training programs for the teaching staff.

Institutional mechanisms for gender equality and NGOs have been continuously implementing awareness raising campaigns, and those aimed at the reduction of tolerance for violence. Particularly significant is the "16 Days of Activism against Gender-based Violence", as well as a number of other media and citizens' campaigns aimed at raising awareness about violence as a form of violation of human rights and to the promotion of protection mechanism. Campaigns "Family without Violence" and "White Ribbon – Men Say No to Violence against Women" have been continuously implemented in the territory of Republika Srpska, most intensively in the period from 25 November to 10 December of the world-known campaign known as "16 Days of Activism". The „White Ribbon” campaign is conducted every year in the Federation of BiH, bringing together male representatives of legislative and executive authorities at all levels, which wear the ribbon during the campaign thus demonstrating their support to non-violent behaviour.

When it comes to the prevention of violence against women and domestic violence, it is important to mention the work with perpetrators of violence. As of November 2010, the Centre for Men was formed in Modriča within the NGO Budućnost to work on the prevention

and raising awareness among men on non-violent conflict resolution. Currently, the establishment of minimum Standards for Implementation of Psycho-social Treatment of Perpetrators of Domestic Violence are being developed in cooperation with UNFPA and the NGO Budućnost Modriča that will be used at the level of Republika Srpska.

Experience and the best practices have shown that a multi-sectoral, integrated and comprehensive approach, coordinated through formal and informal mechanisms, is required for a successful protection and support for the victims of violence and their children. In BiH there is an intensive effort on the establishment of referral mechanisms for the protection to victims of domestic violence. A multi-disciplinary approach implies joint interventions of different institutions and professions in resolving the problems of domestic violence, while coordination of this multi-disciplinary work is regulated in protocols on cooperation.

In BiH, there are 9 safe houses that can accommodate 173 individuals. In the Federation of BiH, there are 6 safe houses that can accommodate 126 victims of domestic violence, which operate within NGOs.

Another form of specialized service of support to victims of violence in BiH is the Telephone Helpline – 1,264 in Republika Srpska and 1,265 in the Federation of BiH. Calls to the SOS phone number 1264 are technically diverted to the fixed phone numbers of the aforementioned NGOs depending on the geographic area from which the call was made.

Statistical data provided to the Gender Equality Agency of BiH indicate that domestic violence is the most frequent criminal offence of all those that have an element of violence against woman, adjudicated by the courts in BiH in 2012. Although they represent almost one half of the cases of domestic violence, cases that are next on the ranking list are those against security, while the third position, three times lower in number, is held by the cases of rape. In terms of their number, these were followed by criminal offences of sexual assault, sexual harassment/sexual intercourse with children, and solicitation of prosecution. Although not as numerous, there follow the cases of sexual intercourse with elderly persons, abuse of children and minors for pornography, human trafficking and trafficking for the purpose of prostitution, sexual intercourse by the abuse of position, incest, and illegal abortion.

Data provided by competent courts in the Federation of BiH for 2011 show that of the total number of suspects – perpetrators of criminal offences of domestic violence, there were 96% of men and 4% of women. Of the victims of these criminal offences, there were 86% of women and 14% of men. There were 53 children who were the victims of domestic violence, out of which 55% girls and 45% boys.

Pursuant to Article 222 of the Criminal Code of the Federation of BiH (Domestic violence), in 2011, most of the verdicts were suspended sentences, 75%, followed by prison sentences 16%, fines 6%, and others 3%. The number of prison sentences was higher than in comparison with 2010, when this sanction was pronounced on 11% of cases, while fines dropped from 12% to 6% cases.

According to the available data for 2011, which were provided by the police, municipal and district courts and district prosecutor's offices, in Republika Srpska, compared with the data for 2011, for criminal offence referred to in Article 208 of the Criminal Code of RS (Domestic

violence and violence committed in family) and for the offence referred to in Article 6 of the Law on Protection against Violence Committed in Family of RS, the number of reported and the number of adjudicated cases in 2011 is almost at the same level as those for the same period of 2010.

Judicial Benchbook for the Considerations for Domestic Violence Case Evaluation in Bosnia and Herzegovina was developed by a panel of nine judges in 2014. The recommendations were later reviewed by BiH legal scholars and practitioners as well as the institutions responsible for providing continuing education to judges and prosecutors in BiH. The Benchbook represents a resource on domestic violence developed by judges for judges.

Based on the analysis of legal framework we have found that, in BiH and its entities, there are formal prerequisites for reporting the cases of violence against women and domestic violence, for Implementation of emergency protective measures for victims of violence, for Implementation of effective investigation and prosecution, and partly for witness protection and legal aid to victims. However, practice has shown that there are numerous problems in achieving justice for victims of violence, which may, or may not, be linked to legal framework, but also to tolerance of officials in competent institutions to gender-based violence. Furthermore, criminal legislation, although it is comprehensive to the most part, due to omnipresent gender neutrality, and due to overall perception and understanding of gender roles, ignores some offences that have women as victims in a disproportionate, and perhaps even exclusive, measure. Here, we refer mostly to the offences such as rape committed by marital partners, forced marriage and genital mutilation.

However, there are also other reasons for such a lenient penal policy. We have found a low rate of reporting of acts of violence against women and domestic violence as well as reasons for it. Yet, even when these acts are reported to the police, there are very often cases where the police fail to recognize those acts as criminal offences, but rather as private problems, or prosecutors attach lenient qualification to such cases. This indicates that there is still an insufficient level of awareness and education of competent institutions and their employees about this problem.

In the past ten years Bosnia and Herzegovina has undertaken numerous steps to fight against human trafficking. BiH has established a combined institutional framework for development and coordination of policy for combating human trafficking and its implementation, which includes a national coordinator, national inter-sectoral group, as well as the Task Force for Fight against Trafficking in Human Beings and Regional Monitoring Teams. In 2003, the criminal offence of human trafficking was introduced in the Criminal Code of BiH, as the jurisdiction of the Prosecutor's Office of BiH and the Court of BiH. Following this, in 2010, the Criminal Code of BiH was further aligned with the relevant international standards and, in 2013, amendments were introduced in the Criminal Code of Republika Srpska and the Criminal Code of Brčko District of BiH, while the adoption of amendments to the Criminal Code of the FBiH is under way.

The number of identified victims of human trafficking for the purpose of sexual exploitation was reduced as compared with the situation by the end of the 1990s and the beginning of the 2000s. Institutional and legislative responses to the cases of human trafficking were conceptualized and implemented so that they relate mainly to the trafficking in women for the

purpose of sexual exploitation in the time when BiH was one of the main transit and destination countries of the victims of human trafficking.

Today, a particularly acute problem is the problem of internal human trafficking that includes sexual exploitation and forced marriages, as well as trafficking in children for the purpose of sexual and labour exploitation and forced labour. These conclusions are corroborated by the data from 2011, when out of the total of 35 potential victims, 23 % (i.e. 8) were foreign victims. Children account for 54% (19 cases) of all registered cases. They were used for forced labour/forced begging (47%), sexual exploitation (26%) and forced marriages (26 %). All the identified adult victims of human trafficking were women (46 %). Of this number, 81% were sexually exploited.

A comprehensive approach to the solution of issues of human trafficking is carried out by the Ministry of Security of BiH, which has developed, in cooperation with all competent institutions, the third Strategy and Action Plan for Combatting Human Trafficking in Bosnia and Herzegovina (2013-2015), adopted by the Council of Ministers of Bosnia and Herzegovina in March 2013.

Adequate services for the victims of human trafficking, such as shelters, are mostly provided by NGOs that rely on donor assistance for the funds, which are not secured by government institutions. The Ministry of Security of BiH has signed a protocol with two NGOs that provide assistance and accommodation to foreign victims of human trafficking, while the Ministry for Human Rights and Refugees of BiH has signed a protocol on cooperation with three NGOs that provide assistance and accommodation to domestic victims of human trafficking.

Data on potential victims of human trafficking (solicitation to prostitution and/or sexual exploitation, human trafficking for the purpose of begging, persons sold for the purpose of forced marriage) are gathered by prosecutor's offices, law enforcement agencies, centres for social work, and NGOs. Data on criminal prosecution for the acts of human trafficking and criminal offences related to human trafficking are gathered by the High Judicial and Prosecutorial Council of Bosnia and Herzegovina and the Task Force for Fight against Trafficking in Human Beings.

Of all the 39 victims of human trafficking identified in the course of 2012, 20 were victims of sexual exploitation, 3 of solicitation to prosecution, and 13 of forced labour/begging, and 3 were sold for the purpose of forced marriage. Of this number, 12 were foreign nationals, mainly from the countries of the region. In the course of 2012, 13 potential victims of human trafficking were placed in safe houses/shelters.

WOMEN AND ARMED CONFLICTS

Great progress was made in Bosnia and Herzegovina in terms of increase of number of women in military and police forces and peace missions, As it was already stated, Bosnia and Herzegovina was the first country in the Southeast Europe that adopted the Action Plan for Implementation of UNSCR 1325 u in BiH for the period 2010-2013. This Action Plan is one of several strategic policies and plans that are focused, inter alia, on the contribution of women to the peacekeeping efforts in the post-war Bosnia and Herzegovina. Primary goal of implementation of the Action Plan for Implementation of UNSCR 1325 in Bosnia and Herzegovina is to improve the status of women civilian victims of war, and the participation

of women in decision-making positions in the military and police forces and in peace missions.

Pursuant to a Decision taken by the Council of Ministers, the Coordination Committee for the Monitoring of Implementation of the Action Plan. This Committee includes the representatives of all security institutions in BiH that had taken part in the development of the Action Plan: the Ministry of Security of BiH, the Ministry of Defense of BiH, the Ministry of Foreign Affairs of BiH, the Ministry of Finance and Treasury of BiH, Gender Centre of the Federation of BiH, Gender Centre of Republika Srpska, The Ministry of Interior of the FBiH, the Ministry of Interior of RS, the Centre for Demining, as well as the representatives of NGOs.

Gender institutional mechanisms, competent institutions, and international and non-governmental organization have implemented numerous activities that have contributed to the attainment of the goals contained in the Action Plan for Implementation of UNSCR 1325 in Bosnia and Herzegovina. Most of the competent institutions included in their annual plans for 2012 the activities and obligations from the Action Plan. Members of the Coordination Committee have taken a very active part and contributed to the implementation and promotion of the Action Plan, both within their institutions and in broader public and at the international level.

The Action Plan for Implementation of UNSCR 1325 in Bosnia and Herzegovina for the Period 2014-2017 was developed in full cooperation between the Gender Equality Agency and institutions represented in the Coordination Committee for Monitoring the Implementation of the Action Plan, and in consultation with NGOs. This Action Plan is in the process of adoption by the Council of Ministers of BiH.

It is evident that there was progress made in the establishment and updating the database on representation of women in the military and police forces. The existing database on representation of women in the Armed Forces of BiH has been updated, organized by units, formation duties, military capability, ranks, while it also contains the data on military and civilian education, interest in participation in peace missions, as well as other relevant personal data. All organizational units of the Ministry of Defense and the Joint Staff of the Armed Forces of Bosnia and Herzegovina are tasked with gathering and presenting gender-disaggregated data, reports and analyses.

Ministry of Defense/Armed Forces of BiH	2009 % Women	2011 % Women	2013 % Women
Male/Female employees in the Ministry of Defense of BiH	41,5	36,4	35,6
Civilians in the Armed Forces of BiH	28	23,8	23,8
Professional military personnel in the Armed Forces of BiH		3,8	4,8
Male/Female members of the Armed Forces of BiH	5	5,4	6,5
Male/female members of peace missions			3,5

The promotion of military profession and measures of positive action represent attempts to eliminate prejudice based on the idea of inferiority of any sex. The trend of increase of interest among women to be drafted in the Armed Forces of BiH is evident, given that, in 2008, there were 23 women applicants for the first public call, while 595 women applied for the position in the last call published in 2013.

In the attempt to increase the number of women professional soldiers, the Plan for the 5-year Development of the Armed Forces in BiH for the period 2010-2015, envisages the increase of the share of women to 10%. The recommendation of the Ministry of Defense of BiH is to have 10% of women in every drafting cycle. One of the measures is to promote equal share of both sexes in public calls for the drafting and recruitment of soldiers in professional military service in the Armed Forces of BiH with a clear indication: „In the process of selection of candidates for military service equal representation of both sexes will be taken into account as defined in the Law on Gender Equality in BiH“. The Rulebook on Admission into Military Service contains an obligation to ensure equal representation of men and women in the Selection Commission.

In the headquarters and the units of the Armed Forces of BiH up to the level of battalions, i.e. units of the same or higher level, contact persons for gender issues have been appointed. Their duties and obligations are precisely defined in the Standard Operational Procedures for Contact Persons Appointed in the Armed Forces of BiH for Gender Equality Issues.

About four thousands male and female members of the Ministry of Defense of BiH were informed about UNSCR 1325 through trainings and field visits. Within the framework of cooperation with the NATO HQ in BiH, a new Partnership Goal G4590 - Perspectives of Gender Equality - was adopted in 2013. Its implementation is the task of the Ministry of Defense of BiH.

Analyzing current representation of women in law enforcement agencies at the national and entity level, one can conclude that women are under-represented in all these structures as well as in those at the lower level of the police system in Bosnia and Herzegovina, particularly in the decision-making positions and those of higher ranking. In the structure of civil servants, the representation of women is slightly better and amounts to app. 40%, but the number of women at managerial positions is much lower. In the structure of higher-ranking police officers, women make 13%, while the percentage of representation of women with a higher rank in all law enforcement agencies in BiH is app. 0,50%.

This analysis indicates that, after the adoption of the Action Plan for Implementation of UNSCR 1325, in July 2010, the number of women police officers has doubled as compared with the previous such analysis done by the Gender Equality Agency of BiH and the EU Police Mission (EUPM). Based on that analysis (2010), the percentage of women in police forces in Bosnia and Herzegovina was 6,3%.

These data show not only insufficient representation of women in all positions within these institutions, but also the fact that only a small number of female police officers have an opportunity of promotion in a foreseeable future. Having in mind that there is a lower number of women holding junior or middle positions, i.e. ranks, it is difficult to expect any increase of women in managerial positions and holding higher ranks in a short period of time.

One positive example is the Decision of the Director of the Border Police of BiH on the recruitment of 30% of Female Cadets. Another positive example is the decision of the Ministry of Interior of RS to make sure that 25% of candidates for the selection for cadets are women. Yet another positive example is the Law on the Interior Affairs of Tuzla Canton that has introduced a criterion of gender representation in the context of appointment and dismissal of police commissioners.

According to a Report of the Ministry of Security of BiH, 52 police officers are currently regularly deployed in the UN peace missions abroad (South Sudan and Libya). Among these 52 police officers, there are 12 women, i.e. 23,07%. If we take into account the professional and semi-professional police officers deployed in these peace missions, the total number of those deployed abroad is 54, of which 13 or 24,04 % are women.

These data indicate that there is a trend of increase of interest and opportunity for the participation of women in peace missions. Women have applied for participation in the positions of commanders and deputy commanders of the BiH contingents in the peace missions, as well as for other managerial positions. Current percentage is, therefore, higher than in the countries members of NATO Alliance and the European Union. This success would not have been possible without the understanding and support of all law enforcement agencies, since they are the bodies that, in the initial phase, approve the candidacy of their members in the process of selection before deployment in peace missions.

In Bosnia and Herzegovina, numerous initiatives have been launched and activities realized with the aim of promotion of participation of women in peace missions, and the inclusion of gender equality themes in the training for police officers prior to their deployment in peace missions, as well as the affirmative measures aimed at the increase of number of women in peace missions.

In the cooperation between the Ministry of Security of BiH and the Peace Support Operations Training Centre (PSOTC) of the Ministry of Defense of Bosnia and Herzegovina, a five-day training has been developed and conceptualized on Gender Issues in Peace Support Operations as an integral part of the PSOTC training programs for middle-level managerial personnel of the Ministry of Defense, the Ministry of Security, the Armed Forces of BiH, police agencies, as well as the members of military and police to be sent to peace support operations. This training is accredited by NATO and the UN.

In order to affirm the participation of women in peace missions, the Ministry of Security has applied affirmative measures by reducing the number of required years of work experience from eight to five years for women, as one of the key criteria for their deployment in peace missions.

In the 2014-2017 Action Plan for Implementation of UNSCR1325 in BiH, the second strategic goal is defined as "Increased Degree of Human Security", and within this goal there is a mid-term goal defined as "Increased support network for women and girls victims of war", with clearly defined activities, responsible institutions, deadlines, and monitoring indicators.

The expected results are:

- Improved legal framework and mechanism for the provision of rights of victims of sexual violence during and after the war;
- Allocation of greater resources and investigative capacities for the reduction and adjudication of backlog;
- Compensation and benefit/rehabilitation accessible to women and girls victims of sexual violence during and after the war;
- Establishment of a model of comprehensive support and care for women survivors of sexual violence during and after the war with the aim of providing them with unique access to the services of legal, psychosocial and financial assistance, irrespective of their place of residence.

Institutional mechanisms for gender equality are coordinated through cooperation between different NGOs and associations, teams and centres at all levels of governance in Bosnia and Herzegovina which makes it easier to solve the problems of victims of the war in BiH in a unique manner. Funds from FIGAP Program were used for the financing of project carried out by the Association of "Women-War Victims" with the aim of determining healthcare needs of women victims of the recent war, which was carried out in the course of 2011 and 2012, while in 2013 the project related to education in communicational skills and psychological empowerment of victims of sexual abuse in the war was organized with the aim of enabling them to function socially in their communities.

The Program for Victims of War-related Rape, Sexual Abuse and Torture in Bosnia and Herzegovina 2013-2016 was developed with the aim of ensuring full protection and support to victims of war-related rape, sexual abuse and torture, and their families, through the improvement of their access to justice, better rehabilitation, re-socialization and compensation programs, with active participation of all stakeholders. However, the Council of Ministers has not considered this document yet.

In both entities, the status of civilian victims of war has been granted to the survivors of sexual violence during the war, but the procedure of acquiring this right differs significantly. The of rights civilian victims of war-related crimes, granted to victims of sexual abuse and rape committed during the war, include: right to monthly pecuniary compensation and other forms of material assistance, provision of rights arising from health insurance as defined in the laws on health protection, the right to professional rehabilitation and, in the Federation of BiH, the advantage in employment and psychological and legal aid. Documentary evidence required for the recognition of the status of civilian victims of the war are different in the two entities, which puts victims in unequal position and exposes to difficulties in proving their status. While, in the Federation of FBiH, this status may be obtained by submission of relevant documentation in cooperation with NGOs, in RS, this procedure requires an that a persons has sustained minimum 60% of bodily injuries, which makes the recognition of this status for civilian victims of the war difficult, especially since medical documentation does not exist in most of the cases.

Legislation at the state and entity level regulates the protection and support to witnesses/victims of crimes committed during the war in Bosnia and Herzegovina. Although definitions contained in the Criminal Code have not been aligned with the recommendation made by the Committee against Torture, the Court of BiH has defined and expanded, in its

jurisprudence, the element of force or threat of force. In spite of enormous number of victims and years of impunity, both for the crimes of sexual violence, and for other serious violations of human rights and humanitarian law, some progress has been made in terms of bringing the perpetrators of sexual violence to justice and their prosecution in Bosnia and Herzegovina.

In its first case related to sexual violence, the Court of BiH has defined rape and sexual crimes so that it has added to the notions of “force or the threat of force”, as a possible element of commission of the crime “under coercion”, the element “without the consent of the victim”. In the past decade, BiH judiciary has prosecuted 111 cases that included charges for sexual violence committed during the armed conflict. The Court of BiH had completed 36 such cases, sentencing 33 perpetrators and exonerating 12 persons, which amounts to 73% of sentences for those individuals who were charged with the crimes of sexual violence. Thus, 20-odd years after the beginning of the armed conflict, Bosnia and Herzegovina is the country with the highest number of cases that include the element of sexual violence in armed conflict adjudicated by domestic judicial institutions.

Nevertheless, given the scale of sexual violence during the armed conflict in BiH, the fact remains that most of the perpetrators of sexual violence still remain unpunished. The impunity of perpetrators of these crimes will continue to influence negatively the victims of sexual violence and to be an obstacle to the post-war reconciliation, as well as to the establishment of full respect for human rights and the rule of law in BiH.

WOMEN AND ECONOMY

The Law on Gender Equality in Bosnia and Herzegovina regulates the issues of employment, labour, and access to all types of resources. This Law prohibits gender-based discrimination in the area of labour and in labour relations. The Gender Equality Agency of BiH and entity gender centres have succeeded to influence the harmonization of labour-related legislation with the Law on Gender Equality In BiH.

Laws that regulate the issues of labour and labour relations prohibit every kind of discrimination, including that on the ground of sex. The Labour Codes /of FBiH, RS and BD/ have a fine imposed on employers who puts into unfavourable position either the persons seeking employment or employees. It is very important to note that these laws also include provisions that relate to breaches of gender equality since these laws are, inter alia, the framework laws for actions of competent inspectors.

The issue of representation of women in labour, employment and access to economic resources has been recognized as one of the priority areas in the **Gender Action Plan of BiH (2013-2017)**, where, Strategic Goal 1 includes, among other priority areas, the area of: *„Labour, employment and access to economic resources“*, and defines the measures for the improvement of the position of women and the achievement of gender equality in this area. Main goal of these measures is the elimination of gender-based discrimination in the areas of labour, employment and labour market, and the provision of equal opportunities for women and men in their access to economic resources, including poverty reduction.

In the strategies related to active employment policies (the Strategy of Employment in BiH in the period 2010-2014, the Strategy of Employment in the Federation of BiH 2009-2013, and

the Strategy of Employment in Republika Srpska in 2010-2014), women and the category of women exposed to multiple exclusion, are recognized as vulnerable group so that measures are envisaged to increase the employment rate of these women, to keep gender-disaggregated statistics, to introduce indicators for the monitoring of effects of implementation of strategic measures on both sexes, to prevent „moonlighting“, etc.

However, despite all of these measures, the participation of women in labour market is not satisfactory. Women account for 51,7% of overall estimated number of working age population, whereas only 35,6% of employed persons are women. This is the lowest participation of women in Southeast Europe.

Data for 2012 indicate that women are less qualified than men in the labour market. Women prevail among those with low education (primary education or below) and amount to 52,5% vis-à-vis 32% of men, while they are less represented in the structure of those with secondary education, i.e. 39,5% vis-à-vis 58,3% of men. 8% of women and 9,7% of men are represented in the structure of employed persons with higher education (university degree, Master Degree, or PhD).

If we compare the structure of employed women and men, women with completed secondary school as well as with high school or university degree, are more employed, percentage-wise, than men. Among the persons who have completed 4 and 5-year secondary school, women are the most represented category of employed persons. Among those with completed 2 and 3-year secondary school, men are the most represented category of employed persons, since this group includes crafts. This arises from the fact that traditionally in BiH, women are not employed in crafts so they do not attend that type of secondary school. Gender-based segregation in labour market is widely spread, especially in agriculture, healthcare, social work, but also in judiciary, which is the result of generational stereotypes and traditional concepts of gender roles.

Although, in Bosnia and Herzegovina, there are not many reported cases of gender-based discrimination in the areas of employment, labour and access to all types of resources, there are testimonies on different forms of gender-based discrimination, harassment, and sexual harassment by male colleagues, superior staff, or employers. There are data on discriminatory practices in the cases of job vacancy announcements or calls made only to members of one sex to apply for job (only women or only men), and the citing of prohibited questions such as those relating family planning and potential pregnancy, as well as the cases of women being fired during pregnancy or maternity leave. Still, these persons very rarely opt for using the existing mechanisms of protection for fear that they may be further victimized.

Activities of projects supported from the FIGAP Program in the domain of economic empowerment are focused on the promotion of women entrepreneurship, re-qualification and additional qualification for employment and self-employment according to the needs of labour market. These projects include organization of numerous forms of informal educational activities (business start-up, beekeeping, greenhouse fruit and vegetable growing, IT courses), aimed at building women's skill for the participation in labour market and at starting their own business. Donors and local organizations are also involved in economic empowerment of women through numerous projects related to business

consulting for women (e.g. EBRD), financial support for businesses led by women (e.g. EBRD, IFC), development of networks of businesswomen (e.g. Association of Businesswomen ONE, Network of Women in Business), education of women in business, assistance in starting-up business, and mentoring in career-building (CPCD, Cherry Blair Foundation, MI-Bospo). Special assistance to women is enabled through micro-credit organization, with an understanding that access to funding is not always a sustainable solution if sustainable jobs for women are not secured.

In the context of women managers and those in other managerial positions in companies, the research done by the Agency for Gender Equality of Bosnia and Herzegovina during 2014 among the top 100 companies has showed that women make 20% of managerial positions in these companies and 15% of members of supervisory boards.

Rural women are a special category in this regard. Rural areas still stick to traditional gender roles, whereby more than one third of women declare themselves as housewives, and the probability that men are employed, self-employed or work on temporary contracts is two times higher than for women. However, women account for 40% of employed persons in the age group between 16 and 26, and 30 % of those in the age group from 46 to 55, which suggests that there has been a significant change in the last 30 years. Women in rural areas show the tendency to make a smaller part of employed and self-employed workforce than it is the case with the country as the whole, which points at the fact that there are even greater differences between rural and urban areas.

Although women are a vital factor for the revival of rural areas and rural development, their unfavourable status, in view of their needs and problems they are faced with, they remain the marginal theme in overall processes and policies, ranging from local to national level. Women in rural areas of BiH are often deemed as the inactive segment of the country's population, or else as the helping members of family, rather than as active protagonists in the areas of agriculture, rural tourism, and rural development in general. Very few women are owners of land and, as such, they rarely participate in decision-making on rural development and diversification of rural activities as sources of income and the income of their families. However, the Government of Republika Srpska has adopted a particularly significant document: "Action Plan for the Improvement of the Status of Rural Women in Republika Srpska to 2015" (2010 - 2015), as an integral part of the operationalization of the Strategic Plan of Rural Development of Republika Srpska for 2009-2015. This plan envisages concrete measures for the improvement of status and role of rural women.

The protection of maternity, including paid maternity/parental leave are among the most important elements of balancing professional and family life, so that activities of gender institutional mechanisms in BiH were focused on the amendments to the laws that regulate this issue.

At the moment, the right to maternity, i.e. parental leave is regulated only in the Labour Code of Republika Srpska, according to which child's parents may agree that father will continue to take a leave instead of the mother, after the expiry of 60 days from the child's birth. The legislator's intention here was to secure access to this right to all the employed persons in BiH, irrespective of the law pursuant to which they were employed so that problems could be avoided in practice. Proposals of the Law on Amendments to the Law on

Labour in the Institutions of Bosnia and Herzegovina and the Labour Code of the FBiH also envisage the introduction of right to parental leave with the aim of securing that this right may be enjoyed also fathers, as in the aforementioned model.

The proposal of the Gender Action Plan in BiH for the period 2013-2017 envisages an activity focused on the improvement of measures for the harmonization of professional and private life, including the protection of motherhood and fatherhood, improvement of provisions relating paid maternity leave and paid parental leave for both parents, as well as special measures to make balancing between professional and family obligations easier for employed parents. However, the absence of adequate services for the care for babies up to one year of age, as well as the absence of services for care for elderly persons, often forces women to choose between their job and their family, and very often they transfer the care for their children on their retired mothers or mothers-in-law, thus burdening them with an additional burden and obligations in their third age.

Pursuant to Article 16 of the Law on Gender Equality in Bosnia and Herzegovina – i.e. the revised and edited version of the text (Official Gazette of BiH, No. 32/10), gender-based discrimination in the realization of rights defined in relevant laws is prohibited, particularly in cases of submission of request for the realization of any of rights within the scope of social protection.

WOMEN IN POWER AND DECISION-MAKING

The situation with gender equality in the area of public life in Bosnia and Herzegovina is primarily perceived as the possibility of equal participation of women and men in decision-making positions. The Gender Equality Agency of BiH and entity gender centres have been working, in cooperation with all institutional and non-institutional partners, on the integration of the principle of equality into the documents of legal and strategic character in different areas, both in the process of their drafting and in the process of their implementation.

The Election Law has introduced a quota for a less represented sex on the list of candidates. According to this rule, every list of candidates shall include both female and male candidates. The less represented sex on the list must make at least 40% of the total number of candidates. In addition to this mandatory percentage, in Bosnia and Herzegovina the quota has also introduced a mandatory ranking order. This rule imposes an obligation to have minimum At least 1 candidate of the underrepresented gender amongst the first 2 candidates, 2 candidates of the underrepresented gender amongst the first 5 candidates, and 3 candidates of the underrepresented gender amongst the first 8 candidates etc. Since quotas are mandatory, the Central Election Commission must refuse the list if it is not composed according to the quota rule.

As for strategic documents in this area, it is important to mention the Gender Action Plan - the strategic document for the realization of gender equality in BiH for the period 2013-2017 and the Action Plan for Implementation of UNSCR 1325 in BiH for the period 2014-2017, which has recognized, as a priority area, the increase of participation of women in public life and decision-making processes, and the adoption of measures that include the aforementioned steps, activities, deadlines and holders of responsibility.

Although the current situation of the representation of women is unsatisfactory and significantly below the level of the prescribed 40%, we can still notice a trend of increase in the numbers of women in the Parliamentary Assembly of BiH. At General Elections in 2010, over 36% of women candidates were placed on political parties' lists of candidates. According to official statistics, for the General Election in 2010, there were 2,136,599 registered voters, of which 56,6% women. The percentage of voters' turnout, disaggregated by sex, indicates almost the same number for women (49,17%) and men (50,83%). However, given that the electoral system in Bosnia and Herzegovina is the system of proportional allocation of votes on open lists, voters have the possibility to make preferences thus influencing the running order and the final placement of candidates on the lists after elections. Thus, at the 2006 Elections for the Parliamentary Assembly of BiH, voters influenced, with their preferences, six positions in total (20%), and in 2010, on the total of 13,33% of positions which would otherwise be won by women candidates were it not for this voters' influence.

Nevertheless, the number of directly elected women at the General Elections in 2010 was almost double the number in 2006 (from 11,9% elected in 2006 to 19% elected in 2010). Most of the women who were elected directly in 2006 succeeded in winning again the confidence of voters in their electoral units.

In view of these factors, at the proposal of the Commission for Gender Equality, amendments to the Election Law of BiH have been proposed with the aim of closing the lists of candidates. An analysis has shown that the arrangement proposed by the Commission would secure the participation of members of the less represented sex by minimum 35%. Although considered and debated twice in the House of Representatives of the Parliamentary Assembly of BiH, these amendments were not accepted.

According to a research conducted by the Inter-parliamentary Union (IPU), which assessed the percentage of political participation of women in national parliaments, BiH holds the 69th position out of the total of 189 countries covered by the research.

In the House of Representatives of the Parliamentary Assembly of BiH, the House of Representatives of the Parliament of FBiH and the National Assembly of RS, women on average account for 21% of all elected representatives. In the six commissions of the House of Representatives of the Parliamentary Assembly of BiH, out of 72 members in total, there are 14 women, while three women are in the position of commissions' chairpersons. In the three commissions of the House of Peoples of Parliamentary Assembly of BiH, there are 3 women out of 18 members in total. However, none of them holds the position of chairperson, while only one of them holds the position of second deputy to the commission's chairperson.

Results of the 2012 Local Elections indicate that women are still less represented in most of local legislative bodies. An analysis shows that, as compared with the 2008 Local Elections, when on average 15% women were elected in municipal councils/municipal assemblies, in the 2012 Local Elections, 17,1% of women were elected on average. In four municipalities women were elected to the position of mayors.

Women are still underrepresented in the executive branch in Bosnia and Herzegovina. After the 2010 Elections, not a single woman was appointed to the position of minister in the

Council of Ministers of BiH. Women were appointed in five ministries as deputy-ministers. In the Government of the Federation of Bosnia and Herzegovina, only one woman was appointed to the ministerial position. Current composition of the Government of Republika Srpska indicates that there has been a significant progress there in terms of women representation. A woman is their Prime Minister, while there are five women ministers out of the total of 16 ministers.

In cantonal governments not a single woman was appointed to the position of cantonal governor, while the percentage of women ministers in cantonal government is 17,5% (the number of women ministers varies from 0% to 37,5%, from one canton to another).

Five women and six men were elected to the High Judicial and Prosecutorial Council of BiH. Data from the Annual Report of HJPC of BiH for 2012 indicate that the number of women and men in prosecutorial offices and courts is within the standard defined in the Law on Gender Equality in BiH. In the process of nomination to judicial positions, the High Judicial and Prosecutorial Council takes care of equal gender representation. However, data on gender representation at senior positions, i.e. the positions of presidents of courts and chief prosecutors, show a lower representation of women (14%). A woman is the President of the Court of BiH is a woman.

In entity courts and prosecutorial offices, men predominantly hold managerial positions. Only two women were appointed to the positions of chief prosecutors at the level of entities. Women as presidents of courts prevail in cantonal courts (60%). The participation of women is higher in district courts (61,46%) and prosecutorial offices (50%), as well as at municipal (67,55%) and basic (62,56%) courts.

According to the data of the Ministry of Foreign Affairs, in the diplomatic and consular representative offices Bosnia and Herzegovina, there are currently 78 women and 73 men, which indicates that there is a 20% higher representation of women than in 2009, when there were 56 women and 122 men. Currently, there are six women ambassadors and one woman consul-general.

In order to increase the opportunities for women to participate in decision-making processes, gender institutional mechanisms and NGOs in BiH have carried out numerous activities, such as workshops focused on the preparation of women candidates, analyses, researches, conferences, seminars and round tables on how to increase the number of women in decision-making positions. These activities were especially intensified in pre-election periods for general and local elections.

FIGAP Program funds were used in support of activities of four NGOs in the area of public and political life that dealt with the preparation of women candidates for the 2012 Local Elections as well as for general promotion of the participation of women in public and political life. These activities included the work with women candidates at workshops and trainings, as well as through the organization of public debates and other events where women candidates were presented and the importance of the participation of women in decision-making at local level was highlighted.

The Gender Equality Agency of BiH has undertaken a research titled "Women Politicians in the Media during the Election Campaign – the Missing Picture". This research on media presentation of women politicians in the pre-election campaign for the 2010 General Elections has shown that there was no major progress when it comes to equal participation of women and men in political and public life, and that the possibilities of political participation of women and their political influence in public and media spheres are still exceptionally limited.

An analysis of political parties indicates that most of them do have structures in place exclusively reserved for women, known as the women's fora. However, the financing of these fora has not been secured in all political parties, nor is there a clear vision of tasks to be performed by these women's fora.

INTERNATIONAL MECHANISMS FOR IMPROVING THE POSITION OF WOMEN

A network of institutional mechanisms for gender issues has been established in Bosnia and Herzegovina that includes all levels of legislative and executive power. Key responsibility of these mechanisms is implementation and monitoring of the implementation of the Law on Gender Equality in BiH and the implementation of international gender equality mechanisms, primarily the UN Convention on Elimination of All Forms of Discrimination against Women and the Beijing Declaration and Platform for Action.

As part of legislative power at all levels, commissions/committees for gender equality have been established. At the state level, there is the Commission for Achieving Gender Equality of the Parliamentary Assembly of BiH, and at the entity level, there are the Commission for Gender Equality of the House of Peoples and the House of Representatives of the Parliament of the Federation of BiH, as well as the Equal Opportunities Committee of the National Assembly of Republika Srpska. Commissions for gender equality have been established in cantonal assemblies in the Federation of BiH. At local level, there are commissions within municipal councils/assemblies in almost all municipalities in BiH. Some commissions at cantonal and municipal levels are not active and they require capacity strengthening in order to carry out the activities from their mandates.

As a part of the executive power, within the Ministry of Human Rights and Refugees in BiH, there is Gender Equality Agency in Bosnia and Herzegovina, and at the entity levels, there are the Gender Centre of the Federation of BiH and the Gender Centre – Centre for Equity and Equality of Genders of the Government of Republika Srpska (hereinafter: the Gender Centre of Republika Srpska). At cantonal level in the Federation of BiH, cantonal boards for gender equality have been established. Attached to the cabinets of municipal mayors there are also gender equality commissions. Unfortunately, one cannot say that all existing commissions work adequately and continually.

Gender Equality Agency of BiH and the entity Gender Centres, by nature of their mandate, are obliged to act in all areas, so it is important to say that they have limited financial and human resources. Lack of human resources remains a major obstacle, and this is the main problem in implementation of the Law on Gender Equality in BiH and the Gender Action Plan of BiH. Gender institutional mechanisms have had continuous and very successful mutual cooperation. They coordinate their work through operation and regular meetings of the

Coordinating Board of the gender institutional mechanisms in BiH that is made of Directresses of the Agency and entity gender centres. This cooperation has been significantly strengthened through joint implementation of the FIGAP Program. Cooperation and joint planning help better implementation of programs and strategic activities, as well as coordinated monitoring and reporting.

It is particularly important to emphasize the cooperation between the Agency and the gender centres with the state and entity parliamentary commissions for gender equality that is ensured through regular joint planning and implementation of various activities (drafting laws, strategies, organization of training courses, public debates and promotional activities). These activities have resulted with adoption of specific conclusions and recommendations that provide parliamentary support to the work of the gender institutional mechanisms and adoption and implementation of the sector strategies and action plans.

Every year gender centres implement programs of education and professional strengthening of capacities of municipal/cantonal commissions. Although this process is very slow, it may still be said that some municipalities have developed good and functional work models, and more municipalities have developed local plans for improving standards for gender equality, including budgets. Particularly encouraging is the fact that the adopted municipal plans become sustainable in the long run as they establish institutional response to the issue of gender (in)equality.

Harmonization of laws with the Law on Gender Equality of BiH is one of the most important activities of Gender Equality Agency of BiH and the entity gender centres since the harmonization of laws leads to systemic change and incorporation of gender equality principles in all programs, policies and strategies produced by relevant institutions. Gender Equality Agency, in accordance with their mandate, develops annual List of Priority Proposals of Materials on the basis of the Council of Ministers of BiH Work Program. The responsible entity institutions have the obligation to deliver legislative acts to the entity gender centres before they are submitted to the Government for consideration. A Manual for harmonization of laws with the Law on Gender Equality in BiH and International Gender Equality Standards has been developed, promoted and disseminated to responsible institutions; it describes the approach to harmonization of laws with the Law on Gender Equality in BiH.

Numerous trainings were provided to civil servants, judges and prosecutors on implementation of gender equality standards. Most ministries are aware of their obligations and are interested in incorporating gender equality principles in their work plans and programs and their budget proposals.

Among the most important instruments of effective planning, implementation and impact assessment of the measures aimed at promoting gender equality are the gender responsive statistics, analysis and surveys of gender equality in all social spheres. With this goal in sight, it is necessary to encourage further improvements in gathering gender disaggregated data in accordance with the Article 22 of the Law on Gender Equality in BiH, and in studies and surveys in all spheres of life.

Collecting, processing and publicizing gender disaggregated statistical data is of critical importance for planning, implementing and assessing impact of measures aimed at improving gender equality in all areas. Meeting obligations that stem from international documents on gender equality includes regular publication of gender disaggregated data.

Provision under Article 18 of the Law on Gender Equality in Bosnia and Herzegovina stipulates the obligation to present all statistical data and information gathered, recorded or processed by public bodies at all levels and in all public services and institutions, public and private companies and other entities in a gender disaggregated way.

Gender Equality Agency of BiH and gender centres have been regularly gathering and analyzing data received from institutions, non-governmental and international organizations for the purpose of producing regular reports on status of gender equality in BiH and on implementation of the adopted strategies and action plans. These reports are then submitted for consideration and adoption to the Council of Ministers and the entity governments (reports on gender status in BiH, reports on implementation of the Law on Gender Equality in BiH, reports on implementation of national and entity level strategies for preventing and combating domestic violence, report on implementation of the Action Plan for implementation of the UN Resolution 1325 in BiH).

According to the statistics provided by the Agency for Statistics of BiH and the entity statistical institutes, all statistics where the object of observation are individuals have to be gender disaggregated, and also provide data on education and age. The Agency for Statistics of Bosnia and Herzegovina has been regularly issuing the publication "Women and Men in BiH", that contains data from different statistical areas disaggregated by gender. The publication has the following chapters: Population and Vital Statistics, Education, Employment, Social Protection, Living Conditions, Political Power, Election Results and Judiciary.

WOMEN'S HUMAN RIGHTS

One priority obligations that stems from the mandates of institutional mechanisms for gender equality and from obligations under the law is to monitor and promote implementation of international and national gender equality standards in Bosnia and Herzegovina. Reports on implementation of international documents that were adopted by the UN or the Council of Europe concerning gender equality and women empowerment and providing for obligation of reporting, are being produced regularly and submitted to responsible institutions (the reports on the UN CEDAW Convention, Beijing Declaration and Platform for Action, UN Resolution 1325, Recommendations of the Council of Europe and the European Directives).

When designing and implementing activities in accordance with the Gender Action Plan of BiH, the BiH institutions have to apply international gender equality standards, and particularly the standards defined in the documents of the United Nations, Council of Europe and the European Union. Aiming to serve as a guide to the institutions in all areas, the BiH GAP lists the fundamental documents that are source of international standards.

The combined fifth and sixth report of BiH under the UN Convention on Elimination of All forms of Discrimination against Women was presented at the 55th session of the UN

CEDAW committee in Geneva; after that, the Committee sent its Concluding Observations and Recommendations (the CEDAW recommendations) for the next mid-term period. Concluding observations and recommendations by the CEDAW committee on the Fourth and the Fifth Periodic UN CEDAW report of Bosnia and Herzegovina were adopted by the House of Representatives of the Parliamentary Assembly of BiH in December 2013.

On 8th of March 2013, Bosnia and Herzegovina became the 26th Council of Europe member country that had signed the Council of Europe Convention on Preventing and Combating Domestic Violence and Violence against Women. By doing this, Bosnia and Herzegovina obliged itself to take legislative and other measures to ensure legal, institutional and organizational framework for prevention of violence against women, protection of victims of violence and punishment of the perpetrators of violence. Gender Equality Agency of BiH has developed the Strategy for Implementation of the Council of Europe's Convention on Preventing and Combating All Forms of Violence against Women and Domestic Violence in BiH; this Strategy is expected to be adopted in 2014.

Depending on the form of discrimination, the legal system of BiH identifies several specific ways of protecting against all forms of discrimination. The Law on Gender Equality in BiH and the Law on Prohibition of Discrimination in BiH are mutually harmonized also in the part that advises the victims of the possibility to use legal mechanisms for protection of rights protected under the said laws (types of complaints, responsibilities, deadlines, burden of evidence, victimization, et cetera). In this way, a legal mechanism has been established that provides for protection of rights guaranteed under the Law on Gender Equality in BiH and other rights protected by other laws before the national courts. Anybody who believes they are a victim of discrimination or that any of their rights have been violated by discrimination may seek protection of that right in proceedings where the decision is made on the right as the main issue, and they may also seek protection in separate proceedings for protection against discrimination, in accordance with the Law on Prohibition of Discrimination of BiH.

The application to start disciplinary procedure is typically submitted in cases of discrimination, sexual harassment or gender-based harassment in the context of labour or employment relations. Criminal report is typically filed in cases of gender-based violence, domestic violence, sexual harassment or gender-based harassment. The Law on Gender Equality of BiH stipulates: "Whoever commits gender-based violence, harassment or sexual harassment that undermines the peace, mental health or bodily integrity, shall be punished by imprisonment ranging between six months and five years." According to the data available there were 7 cases rendered by the criminal section of the Court of Bosnia and Herzegovina. In 6 cases perpetrators were found guilty with 5 probation sentences, 1 one year imprisonment sentence and 1 TV station was fined with a financial penalty. In 2 out of these 6 cases the court has adopted a plea agreement and in one the court didn't find evidence that the victim has suffered the consequence as defined by law.

Domestic violence is a criminal offense regulated in criminal codes of the entities and the Brcko District, while the entity Laws on protection against domestic violence identify protective measures that may be imposed on the perpetrators. In addition to these crimes, there is a whole set of other criminal offenses that include elements of gender-based violence and have been identified in the criminal codes in Bosnia and Herzegovina.

Gender Equality Agency and the Gender Centres investigate alleged violations of the Law on Gender Equality in BiH on the basis of applications submitted by individuals, groups of people or on its own initiative. Rules for Investigating Violations of the Law were adopted and they include the application form. Upon completion of the procedure, recommendations are issued in order to fix the violations of law. These recommendations rely on international obligations Bosnia and Herzegovina has undertaken in the area of gender equality (in particular, the CEDAW) and articles of the Law on Gender Equality in BiH, and they propose measures for remedying causes of violations of the Law on Gender Equality in BiH. Such measures mostly include proposals for amending laws, eliminating violations of the Law or proceeding in accordance with the Law, and adopting provisional measures. Such recommendations, though not legally binding, achieve the effect of protection of rights, as well as educational, preventive and awareness-raising effects.

There are no official data on the number of cases of discrimination adjudicated before domestic courts. The Rulebook on gathering information on number of cases in the area of discrimination has not been passed yet. A progress has been made with respect to gathering information on criminal cases, so the information on various criminal offenses containing elements of gender-based violence is available.

In January 2009 the Ombudsmen of BiH passed a decision on establishing a Department for Elimination of All Forms of Discrimination. In 2011, the Institution of Human Rights Ombudsmen registered 911 cases of discrimination, five of which concerned gender-based discrimination and one case of gender-based harassment. The Ombudsmen has reported that complaints concerning gender-based discrimination mostly describe cases of sexual harassment and gender-based violence, particularly in relation to insufficient protection of victims.

In terms of accessibility of legal aid to victims of violence, different levels of authority in BiH have adopted relevant laws on free legal aid. Republika Srpska, District Brčko and individual cantons in the FBiH have laws on free legal aid and institutions tasked with its provision. With the help of UNDP, a Network of Providers of Free Legal Aid was established in BiH, comprising NGOs and institutions providing free legal aid. Some of these organizations are dealing specifically with free legal aid to victims of domestic violence and violence against women, including victims of trafficking in women and asylum seekers and persons under temporary protection in BiH.

Numerous initiatives aim to improve legal literacy in the area of protection of women's rights and gender-based discrimination. Since their establishment, the institutional gender equality mechanisms have translated into the languages used in BiH most of the documents that contain international instruments for achieving gender equality. In addition, they produced or supported development of numerous publications that provide instructions on methods of protection against violations of rights or gender-based discrimination in a way that is appropriate for various target groups (such as the "Guide to Your Rights", "Guide to Labour and Social Rights", "Guide for Every Woman", "Handbook for Training and Education of Health Workers on Procedures in Cases of Domestic Violence" and many more). In addition, many training events have been organized or supported for different target groups, including vulnerable groups, professionals in judiciary, the police, and non-governmental organizations.

WOMEN AND THE MEDIA

Working with the Commission for Achieving Gender Equality of PA of BiH, Gender Equality Agency of BiH started the initiative to harmonize the Law on Public Broadcasting Service, Law on the Public Broadcasting System and the Law on Communications with the Law on Gender Equality in BiH. The purpose of these amendments is to introduce equal representation of genders in leading structures of the radio and TV system in BiH, equal opportunity at employment, equal representation of interests of both genders in the programs, as well as prohibition of offensive, stereotypical and humiliating presentation of men or women on the basis of their gender. The Broadcasting Code that applies to radio and TV stations that was adopted by the Regulatory Agency for Communications of BiH, stipulates under Article 4: Hate Speech, among other things, that radio and television stations shall not broadcast programs that contain or incite discrimination and/or violence on the basis of belonging to an ethnic group, sex/gender, sexual orientation, or incite any harassment or sexual harassment.

The Press Code of BiH is intended as the foundation of system of self-regulation that shall be considered morally binding for reporters, editors, owners and publishers of newspapers and periodicals. Its general provisions state that the printed media shall develop the awareness of gender equality and respect of individual particularities as integral parts of human rights.

Women are represented as journalists, reporters, editors and programme directors in almost all major media in BiH. Most private and public media in BiH do not have any editorial policies that would support the preparation and broadcasting of programme which involves protection of women's human rights and gender equality. Different research has shown that women are statistically and qualitatively less present in the media than men. Media still use gender stereotypes and a gender unbalanced language. During the Election campaigns female candidates are less present in the pre-election shows and print media.

WOMEN AND ENVIRONMENT

During the previous decade, BiH has intensified efforts to resolve environmental challenges and to harmonize the legal aspects of environmental protection in a set of laws on environmental protection drafted in line with European Union Directives. Key legislative acts that apply to this sector are the Laws on Protection of Environment of the Federation of BiH (the FBiH), Republika Srpska (RS) and Brčko District (BD) of Bosnia and Herzegovina, as well as the Laws on Waters. During the 2000-2012 period, the FBiH and RS had drafted some very important documents in the area of environment: Environmental protection Strategy of the FBiH 2008-2018 (2008) and Strategy of Protection of Nature of RS (2011). Gender-related impact of these laws and strategic documents has not been assessed yet, and this is considered to be one of future priorities, having in mind the recognized role of women in sustainable development and environmental protection.

GIRL CHILD

Convention on the Rights of the Child (1989) is an integral part of constitutional framework. In the context of implementation of this Convention there is the implementation of rights of the girl child. Bosnia and Herzegovina ratified the Convention of the Council of Europe on Protection of Children from Sexual Abuse and Harassment in 2012 and started implementing

its obligations under this Convention. Establishment of mechanisms for implementation of the Convention is expected to improve protection of children against violence. In addition to the said international instruments, BiH has also adopted the Strategy for Combating Violence against Children 2012-2015.

There are no specific policies concerning female children in Bosnia and Herzegovina. Also, there is no reliable data on extent of exposure to violence of boys and girls. The problem is that cases against women and girls often remain unreported to bodies of prosecution, although the female child, in cases of abuse, is often exposed to physical abuse by her stepfather, brother, father or some other family member. Children in general are vulnerable witnesses and special measures from the Law on Witness Protection and legislation on criminal proceedings involving juveniles apply to them. Experts recognize that when talking to female children, a real effort has to be made in order to gain their trust and improve their confidence.

Apart from the issue of violence, the topic of female children has not been specifically studied in BiH or been subject of special policies. There are no data available on how the education system in BiH, as well as social, cultural and religious customs and the media, affect the treatment of female children and their upbringing. Neither have there been specific studies on how the norms that are accepted for female children through education systems, both formal and informal, as well as religious, define their future understanding of gender roles, treatment of women and their eventual empowerment.

SECTION THREE: DATA AND STATISTICS

When the Minimum Set of Gender Indicators are concerned Bosnia and Herzegovina has approximately 75% of these indicators. However, since the data from the last census are not yet available the data Bosnia and Herzegovina collects are based on research.

According to the Agency for Statistics of BiH and entity institutes for statistics, all statistics in which a citizen is the subject are disaggregated by sex and statistics segregated by education and age are produced, too. The Statistics Agency of Bosnia and Herzegovina publishes on an on-going basis "Women and Men in BiH" publication, which contains data from various statistical and other areas disaggregated by gender. The publication consists of the following chapters: population and vital statistics, education, employment, social security, living conditions, political power, election results and judiciary. When it comes to businesses, wherever possible, care is taken to include questions about sex, age and educational background. In addition, the Agency for Statistics of BiH and entity institutes for statistics conduct extensive researches (the Household Survey and the Labour Force Survey) to collect the data. The statistical programmes in Bosnia and Herzegovina are consistent with the programmes of EUROSTAT statistical surveys. Statistical activities important for human rights and gender equality are developed in this way, too.

This data is to a great extent used in the writing of this report and is available in the annex either directly or through the links to the publications „Women and Men in Bosnia and Herzegovina“.

The research of the prevalence of violence against women in Bosnia and Herzegovina (BiH) was conducted in 2013. The goal of the research was to gain insight into: prevalence of different forms of violence against women, both domestic and outside of the household; to identify the main characteristics of different forms of violence against women; to identify key factors that influence violence against women; and, to examine the consequences of violence against women and women's experiences with institutions and organizations that provide support to women victims of violence.

The survey was conducted on a sample of 3300 households and adult women in BiH, with appropriate representative subsamples for the RS and Federation BiH. Data has not only been collected from women, but also on the characteristics of the household itself.

These indicators are further explained in the annex of this document as well in Study of prevalence of violence against women in Bosnia and Herzegovina which is available in the list of publications with a link to the document.

SECTION FOUR: EMERGING PRIORITIES

Bosnia and Herzegovina remains committed to continue with a strategic approach to achieve goals set by the Beijing declaration and Platform for action. Following the adoption of the Gender Action Plan of Bosnia and Herzegovina a dual approach focusing both on gender equality and empowerment of women was adopted. The main strategy within the governments of Bosnia and Herzegovina adopted is gender mainstreaming since only strategic and long term efforts can ensure that progress is made when it comes to equality of women and men.

Bosnia and Herzegovina has invested significant resources into developing public policies which aim to ensure gender equality. Gender Action Plan of Bosnia and Herzegovina has created a framework for the adoption of other sector specific public policies in the area of domestic violence, Implementation of UN Resolution 1325 "Women, Peace and Security in BiH", Status of Rural Women, Gender-Responsible Budget which all contribute to a coordinated approach of different sectors of the government.

Thus the emerging priorities of Bosnia and Herzegovina are defined in the Gender action plan 2013-2017 which contains goals, programmes and measures for the realization of gender equality in all areas of social life and work, in the public and the private sphere. This strategic document still contains all areas of social life but prioritized and cross-cutting areas were defined, as well as areas related to strengthening the system, mechanisms and instruments to achieve gender equality and strengthening co-operation and partnership.

There are three strategic goals which the Gender action plan defines:

- **STRATEGIC GOAL 1:** Development, implementation and monitoring of the programme of measures for improvement of gender equality within governmental institutions, as per priority areas:
- **STRATEGIC GOAL 2:** Establishing and strengthening the system, mechanisms and instruments for realization of gender equality per priority areas:
- **STRATEGIC GOAL 3:** Establishing and strengthening co-operation and partnership per priority areas

However, a particular focus will be on the implementation of the remaining challenges.

Priority: Engaging more women in labour market and reduce the labour market segregation

The transitional toward free market economy and the global economic crisis adversely affect women in Bosnia and Herzegovina. Compared to other countries in the region with similar transitional processes Bosnia and Herzegovina has the lowest level of women participating in labour market. Labour market segregation is still visible and some sectors almost completely employ only women or men. In addition, uneven maternity rights in the county and lack of mechanisms for balancing professional and family life do not encourage active job seeing.

Therefore, the institutional mechanisms for gender equality will prioritize the institutional response of Bosnia and Herzegovina to ensure availability of labour market education for under-skilled workforce focusing primarily on women and to study and reduce the labour market segregation. Additionally, these actions will aim to ensure that there are enough services available to ensure balancing of professional and family life for parents with children including activities aiming to enhance the availability and affordability of childcare facilities to help women exercise their right to work, in order to increase women's access to the labour market

Priority: Preventing and combating violence against women and domestic violence

Bosnia and Herzegovina is currently developing public policies of a second generation focusing our efforts around the implementation of the Council of Europe, Convention on Preventing and Combating Violence against Women and Domestic Violence. A new Strategy on the state level to implement this Convention is currently being drafted and it is expected that it will be adopted during 2014. Both gender centres have developed or are currently developing action plans which aim to improve the institutional response to violence against women and domestic violence.

That is why Bosnia and Herzegovina remains determined to continue to work on prevention and combating of violence against women and domestic violence and especially in connection with other efforts to achieve gender equality and to effectively combat discrimination and stereotypes. Additional focus will be on the institutional response to protection of victims including the response of the judiciary.

Priority: Support to women who have survived sexual violence during the conflict

Bosnia and Herzegovina has made significant steps to combat impunity against perpetrators especially if we take into account the stigma which usually follows these proceedings. Although the B-H judiciary has made unprecedented progress when it comes to prosecution of these cases and to end impunity, much more is needed to ensure that all cases are processed and that all victims receive justice and redress. Additionally, it is necessary to continue to grant support to women survivors of sexual violence during the conflict including by combating the stigma attached to sexual violence; and expand the provision of compensation, support and rehabilitation measures and benefits, and ensure equal access to such services for all women victims, irrespective of their place of residence.

ANNEXES

a) Process of preparing the national review

The report was prepared by the Agency for Gender Equality of Bosnia and Herzegovina on the basis of previous activities of institutional mechanisms for gender equality in cooperation with all relevant actors in the executive, legislative and judicial authorities, answers to specific questionnaires and reviews of reports and studies of international and national institutions and non-governmental organizations by processing qualitative and quantitative data.

Based on the overall approach taken by the Agency for Gender Equality of Bosnia and Herzegovina and the Guidance note for the preparation of national reviews a country wide consultations were organised in the process of the preparation of the Review for Bosnia and Herzegovina. This process was supported by the UN Women Country Office for Bosnia and Herzegovina and this support has enabled the inclusion of a number of civil society organisation. A total of 5 consultative meetings were organised and included organisations and individuals which work in the area of empowerment of women and gender equality including those representing women from minority groups. Over 100 persons representing over 80 civil society organisations participated in the country wide consultations which was the widest consultations conducted over a report so far.

According to the Methodology developed for the consultation and validation process civil society organisations were considered as important stakeholders in the review process and an approach focusing on a two way communication was enhanced to maximise the inputs from the grass-root. In these consultations a focus was on the gathering, compilation and validation of information on current status in the progress made to achieve Beijing Declaration and Platform for Action agenda and to define and enhance a common understanding on the priorities in the post-2015 development agenda through the integration of a gender perspective.

Indirectly this process has contributed to the development of stronger synergies and coherence among women-related initiatives and advancing the empowerment of women and gender equality as well as on the validation and mobilization of support for the implementation of the priorities in the post-2015 development agenda with specific, time-bound actions based on and contributing to the Gender action plan of Bosnia and Herzegovina and other sector specific public policies;

b) Statistical information

Education and Training of Women

	Predškolsko obrazovanje <i>Pre-school education</i>		Osnovno obrazovanje <i>Primary education</i>		Srednje obrazovanje <i>Secondary education</i>	
	Djevojčice <i>Girls</i>	Dječaci <i>Boys</i>	Učenice <i>Female pupils</i>	Učenici <i>Male pupils</i>	Učenice <i>Female pupils</i>	Učenici <i>Male pupils</i>
2008/2009	7,763	8,497	175,192	184,710	73,387	74,713
2009/2010	8,083	8,706	170,897	180,221	72,842	74,077
2010/2011	8,066	8,962	163,056	172,347	75,076	76,604
2011/2012	8,211	9,082	154,061	162,596	80,539	82,745
2012/2013	8,958	9,859	148,585	156,296	82,242	84,420

Studenti u visokoškolskim ustanovama prema načinu studiranja

Students in institutions of higher education by mode of studying

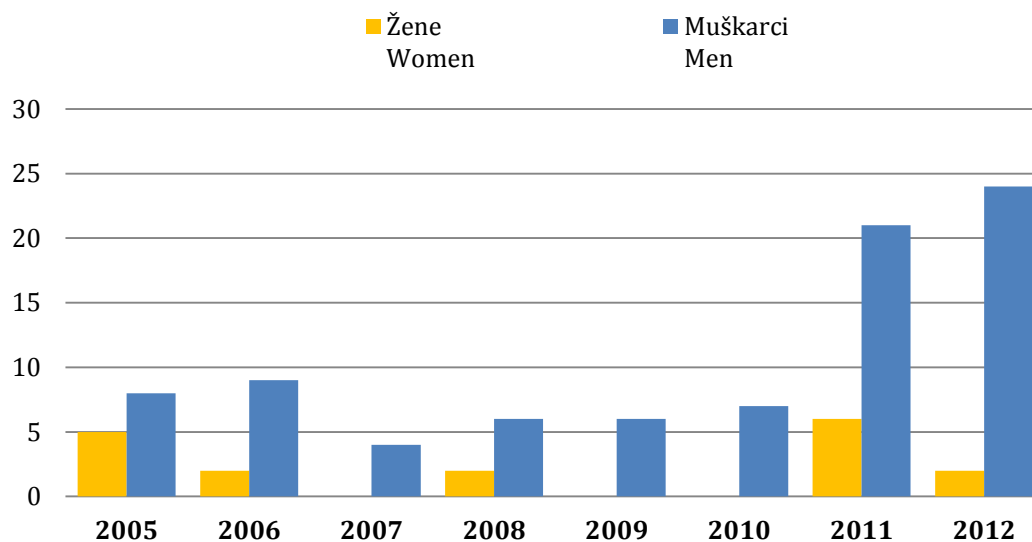
	Ukupno <i>Total</i>		Redovni studenti <i>Full-time students</i>		Vanredni studenti <i>Part-time students</i>	
	ženski <i>females</i>	muški <i>males</i>	ženski <i>females</i>	muški <i>males</i>	ženski <i>females</i>	muški <i>males</i>
2008/2009	59,028	46,460	46,376	35,957	12,652	10,503
2009/2010	58,814	46,323	47,962	37,420	10,852	8,903
2010/2011	59,886	47,651	49,737	38,960	10,149	8,691
2011/2012	59,411	47,672	49,417	38,712	9,994	8,960
2012/2013	56,325	46,118	46,157	36,638	10,168	9,480

Magistri nauka, specijalisti i doktori nauka na visokoškolskim ustanovama
Masters of science, specialists and doctors of science on high schools institutions

	Magistri nauka i specijalisti <i>Masters of science and specialists</i>		Doktori nauka <i>Doctors of science</i>	
	ženski <i>females</i>	muški <i>males</i>	ženski <i>females</i>	muški <i>males</i>
2008	291	289	59	127
2009	440	434	56	101
2010	677	621	89	116
2011	1,243	857	75	114
2012	1,542	1,088	88	122

WOMEN AND HEALTH

New registered case of HIV/AIDS by sex



VIOLENCE AGAINST WOMEN

VIOLENCE AGAINST WOMEN SEEN THROUGH THE UNECE INDICATORS

Indicator 1: Total and age-specific rate of women subjected to physical violence in the last 12 months by relationship to the perpetrator and frequency.

Table 4.21a: Total and specific age rates of physical violence committed against women in past 12 months, by relationship with the perpetrator, BiH

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	0	0	3	2.4	3	2.4	125
25-34	11	2.9	6	1.6	16	4.2	385
35-44	12	2.1	6	1.1	14	2.5	560
45-54	15	2.1	5	0.6	18	2.6	703
55-64	9	1.3	6	0.9	12	1.7	692
65+	9	1.1	7	0.8	16	1.9	835
Total	56	1.7	33	1.0	79	2.4	3300

Table 4.21b: Total and age-specific rates of women subjected to physical violence in the past 12 months, by relationship with the perpetrator, FBiH

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	0	0.0	0	0	0	0.0	87
25-34	8	3.2	3	1.2	11	4.4	252
35-44	7	1.8	4	1.0	9	2.3	390
45-54	11	2.4	4	0.9	14	3.1	457
55-64	8	1.8	4	0.9	10	2.3	437
65+	6	1.2	6	1.2	12	2.4	490
Total	40	1.9	21	1.0	56	2.7	2113

Table 4.21c: Total and age-specific rates of women subjected to physical violence in the past 12 months, by relationship with the perpetrator, RS

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	0	0	3	7.9	3	7.9	38
25-34	3	2.3	3	2.2	5	3.8	133
35-44	5	2.9	2	1.2	5	2.9	170
45-54	4	1.6	1	0.4	4	1.6	246
55-64	1	0.4	2	0.8	2	0.8	255
65+	3	0.9	1	0.3	4	1.2	345
Total	16	1.3	12	1.0	23	1.9	1187

The data on incidence of violence, i.e. the frequency of violent events indicate that in most cases this is a recurring violence, whether committed by partners or other persons.

Table 4.22: Frequency of physical violence committed in last 12 months by perpetrator¹, u %

Frequency	BiH		FBiH		RS	
	Partner	Others	Partner	Others	Partner	Others
Once	36,0	16,1	36,1	19,0	35,7	10,0
Several times	60,0	51,6	58,3	42,9	64,3	70,0
Many times	4,0	16,1	5,6	23,8	0	0
Total	100	100	100	100	100	100

Indicator 2: Total and age-specific rate of women subjected to physical violence during lifetime, by relationship to the perpetrator(s) and frequency.

Table 4.23a: Overall and specific age groups of physical violence committed against women in lifetime, by relationship with the perpetrator, BiH

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	4	3.2	22	17.6	25	20.0	125
25-34	39	10.1	68	17.7	89	23.1	385
35-44	56	10.0	81	14.5	115	20.5	560
45-54	87	12.4	120	17.1	168	23.9	703
55-64	73	10.5	121	17.5	164	23.7	692
65+	122	14.6	171	20.5	240	28.7	835
Total	381	11.5	583	17.7	801	24.3	3300

Table 4.23b: Overall and specific age groups of physical violence committed against women in lifetime, by relationship with the perpetrator, FBiH

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	3	3.4	11	12.6	13	14.9	87
25-34	21	8.3	40	15.9	52	20.6	252
35-44	32	8.2	52	13.3	73	18.7	390
45-54	46	10.1	79	17.3	99	21.7	457
55-64	47	10.8	82	18.8	107	24.5	437
65+	73	14.9	102	20.8	143	29.2	490
Total	222	10.5	366	17.3	487	23.0	2113

Table 4.23c: Overall and specific age groups of physical violence committed against women in lifetime, by relationship with the perpetrator, RS

¹Frequency with respect to former partners has not been shown due to small number of cases.

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	1	2.6	11	28.9	12	31.6	38
25-34	18	13.5	28	21.1	37	27.8	133
35-44	24	14.1	29	17.1	42	24.7	170
45-54	41	16.7	41	16.7	69	28.0	246
55-64	26	10.2	39	15.3	57	22.4	255
65+	49	14.2	69	20.0	97	28.1	345
Total	159	13.4	217	18.3	314	26.5	1187

Information about perpetrators of physical violence against respondents show that the violence committed by non-partners is mostly committed by fathers, and then mothers

Table 4.24: Non-partner violence during lifetime by perpetrators

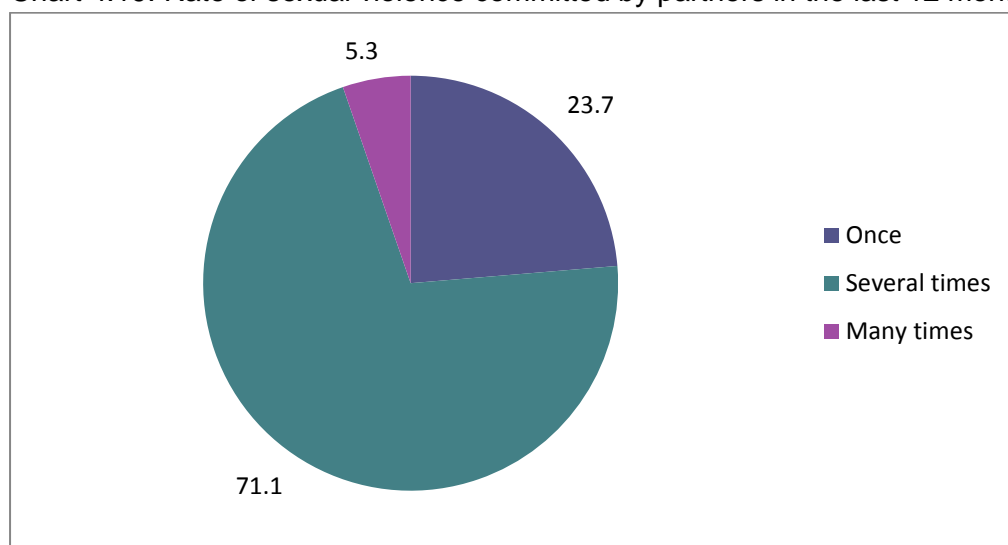
Perpetrators	BiH		FBiH		RS	
	n	%	n	%	n	%
Father/stepfather	243	41,7	143	39,1	100	46,1
Mother/stepmother	126	21,6	79	21,6	47	21,6
Other male relative	71	12,2	45	12,3	26	12,0
Other female relative	19	3,3	15	4,1	4	1,9
Male colleague/superior	7	1,2	3	0,8	4	1,8
Female colleague/superior	2	0,3	1	0,3	1	0,5
Male friend/acquaintance	25	4,3	14	3,8	11	5,1
Female friend/acquaintance	8	1,4	8	2,2	0	0
Male teacher/professor	8	1,4	5	1,4	3	1,4
Female teacher/professor	1	0,2	1	0,3	0	0
Other	73	12,4	52	14,2	21	9,6
Total	583	100	366	100	217	100

Indicator 3: Total and age-specific rate of women subjected to sexual violence in the last 12 months by relationship to the perpetrator(s) and frequency.

Table 4.25: Total and age-specific rate of sexual violence committed against women in the last 12 months, by relationship with the perpetrator, BiH

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	2	1.6	1	0.8	2	1.6	125
25-34	8	2.1	0	0.0	8	2.1	385
35-44	12	2.1	2	0.4	12	2.1	560
45-54	12	1.7	2	0.3	12	1.7	703
55-64	7	1.0	1	0.1	7	1.0	692
65+	1	0.1	0	0.0	2	0.2	835
Total	41	1.2	6	0.2	43	1.3	3300

Chart 4.19: Rate of sexual violence committed by partners in the last 12 months



Indicator 4: Total and age-specific rate of women subjected to sexual violence during lifetime by relationship to the perpetrator(s) and frequency.

Table 4.26a: Total and age-specific rates of sexual violence committed against women during lifetime, by relationship with perpetrator, BiH

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	3	2.4	3	2.4	5	4.0	125
25-34	19	4.9	8	2.1	24	6.2	385
35-44	30	5.4	15	2.7	38	6.8	560
45-54	33	4.7	16	2.3	41	5.8	703
55-64	35	5.1	7	1.0	41	5.9	692
65+	47	5.6	7	0.8	49	5.9	835
Total	167	5.1	56	1.7	198	6.0	3300

Table 4.26b: Total and age-specific rates of sexual violence committed against women during lifetime, by relationship with the perpetrator, FBiH

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	2	2.3	2	2.3	3	3.4	87
25-34	12	4.8	6	2.4	16	6.3	252
35-44	18	4.6	10	2.6	23	5.9	390
45-54	19	4.2	8	1.8	23	5.0	457
55-64	25	5.7	3	0.7	28	6.4	437
65+	29	5.9	3	0.6	29	5.9	490
Total	105	5.0	32	1.5	122	5.8	2113

Table 4.26c: Total and age-specific rates of sexual violence committed against women during lifetime, by relationship with the perpetrator, RS

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	1	2.6	1	2.6	2	5.3	38
25-34	7	5.3	2	1.5	8	6.0	133
35-44	12	7.1	5	2.9	15	8.8	170
45-54	14	5.7	8	3.3	18	7.3	246
55-64	10	3.9	4	1.6	13	5.1	255
65+	18	5.2	4	1.2	20	5.8	345
Total	62	5.2	24	2.0	76	6.4	1187

Indicator 5: Total and age-specific rate of women subjected to sexual or physical violence by current or former intimate partner in the last 12 months, for sub-sample of women who have ever had a partner

Table 4.27: Total and age-specific rates of physical and/or sexual violence committed by current or former partners during the last 12 months

Age	BiH			FBiH			RS		
	n	%	Total women who have had partners	n	%	Total women who have had partners	n	%	Total women who have had partners
19-24	1	0.8	118	0	0	82	1	2.8	36
25-34	15	3.9	383	11	4.4	251	4	3.0	132
35-44	18	3.2	559	11	2.8	389	7	4.1	170
45-54	21	3.0	701	16	3.5	456	5	2.0	245
55-64	13	1.9	687	11	2.5	434	2	0.8	253
65+	9	1.1	831	6	1.2	489	3	0.9	342
Total	77	2.3	3279	55	2.6	2101	22	1.9	1178

Indicator 6: Total and age-specific rate of women subjected to sexual or physical violence by current or former intimate partner during lifetime, for sub-sample of women who have ever had a partner

Table 4.28: Total and age-specific rates of physical and/or sexual violence committed by current or former partner during lifetime

Age	BiH			FBiH			RS		
	n	%	Total women who have had partners	n	%	Total women who have had partners	n	%	Total women who have had partners
19-24	6	5.1	118	4	4.9	82	2	5.6	36
25-34	49	12.8	383	27	10.8	251	22	1.7	132
35-44	66	11.8	559	40	10.3	389	26	15.3	170
45-54	93	13.3	701	50	10.9	456	43	17.6	245
55-64	82	11.9	687	53	12.2	434	29	11.5	253
65+	134	16.1	831	80	16.4	489	54	15.8	342
Total	430	13.1	3279	254	12.1	2101	176	14.9	1178

UNECE indicator 7: Total and age-specific rate of psychological violence committed against women by their current or former intimate partners in the last 12 months, for the women who have ever had a partner

Table 4.29: Rates of psychological violence committed against women their current or former partners in the last 12 months²

Indicator	% of women who have ever had a partner		
	BiH	FBiH	RS
Rate of psychological violence manifested as controlling behavior	5,2	5,3	4,8
Rate of emotional psychological violence	4,8	5,0	4,3
Total rate of psychological violence	8.3	8.8	7.3

Indicator 8: Total and age-specific rate of economic violence committed against women by their current or former intimate partners in the last 12 months.

Table 4.30: Total rates of economic violence committed against women by their current or former intimate partners in the last 12 months

Unit	% of women who have ever had a partner
BiH	1,2
FBiH	0,9
RS	1,6

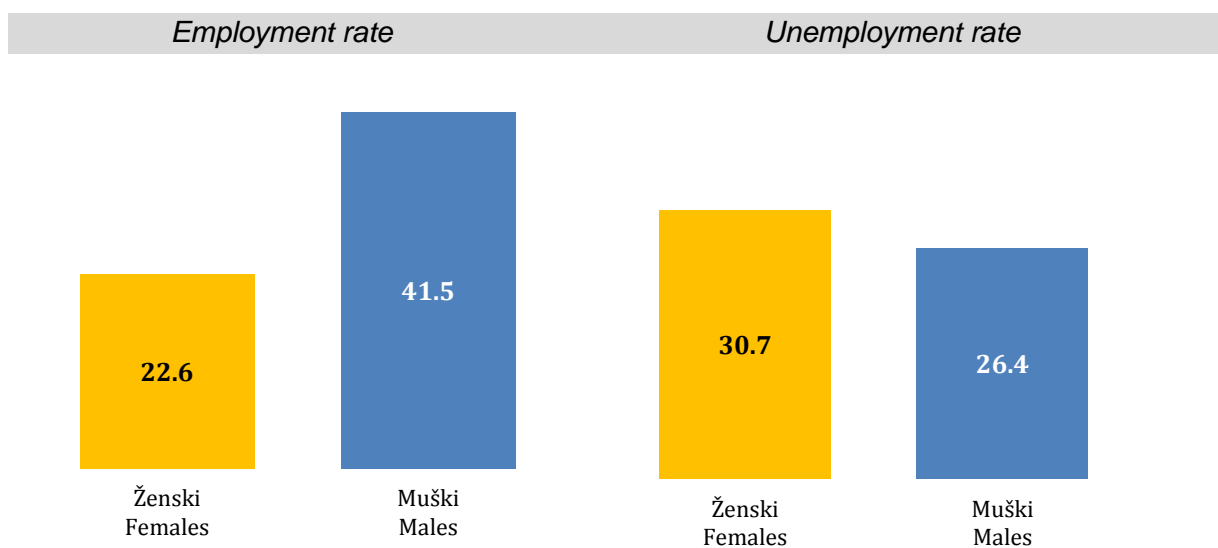
² Only for women who have ever had a partner.

Potential trafficking victims

	Žene / Females			Muškarci / Males		
	ukupno <i>total</i>	maloljetni <i>minors</i>	punoljetni <i>adults</i>	ukupno <i>total</i>	maloljetni <i>minors</i>	punoljetni <i>adults</i>
2009	64	23	41	5	4	1
2010	21	3	18	4	2	2
2011	28	12	16	7	7	0
2012	36	16	20	3	3	0

WOMEN AND THE ECONOMY

Measures of the activity of the population by age groups and sex in 2012

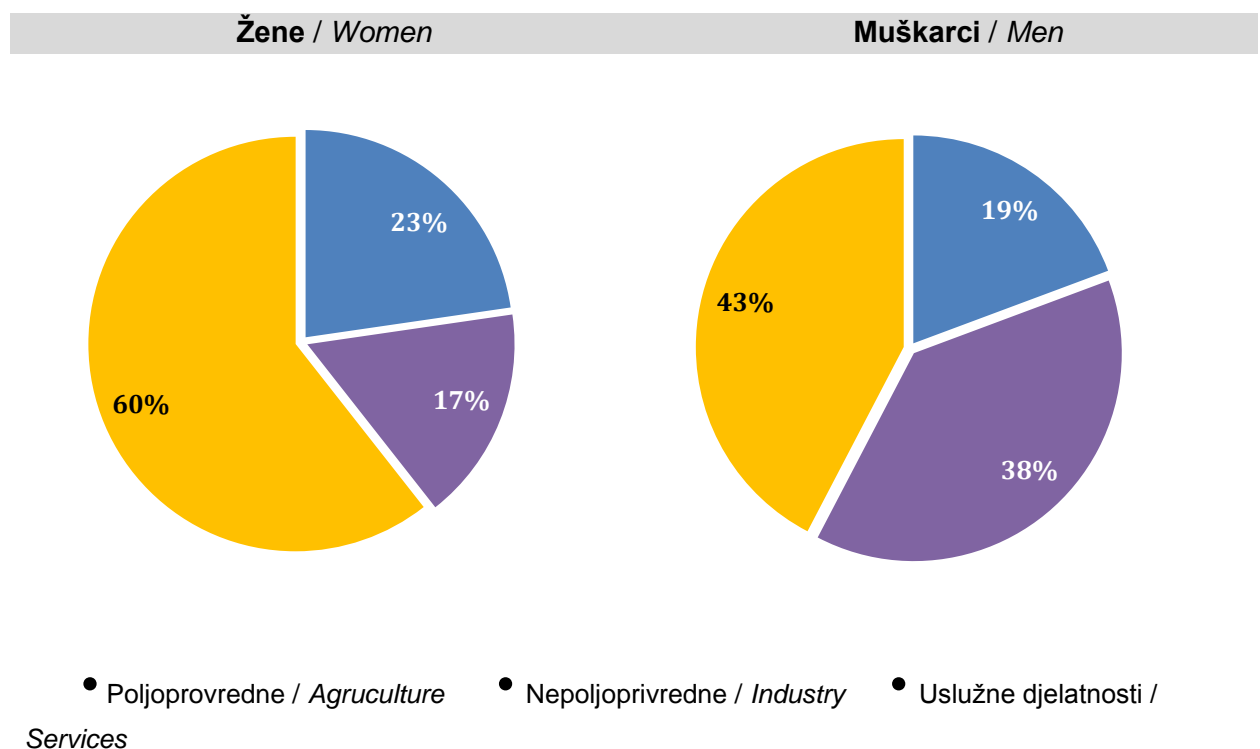


	(%)					
	Total		Ženski / Females		Muški / Males	
	2011	2012	2011	2012	2011	2012
Zaposlenici <i>Employees</i>	74.7	72.6	74.4	72.4	74.9	72.7
Samozaposlenici <i>Self-employed persons</i>	20.0	22.7	15.3	18.6	22.8	25.1
Neplaćeni pomažuci članovi <i>Unpaid family workers</i>	5.2	4.7	10.3	9	2,3	2.2

Izvor: Anketa o radnoj snazi, 2012.

Source: Labour Force Survey, 2012

Struktura zaposlenih prema grupama područja djelatnosti ¹ u 2012. godini
Structure of persons in employment by groups of sections of economic activities¹ in 2012



Izvor: Anketa o radnoj snazi, 2012.

Source: Labour Force Survey, 2012

Women in Power and Decision-making

Poslanici i delegati u Parlamentarnoj skupštini BiH prema spolu u periodu 2010-2014. godine

Representatives and Delegates in the Parliamentary Assembly of BiH by sex in period 2010-2014

	Ukupno <i>Total</i>	Žene <i>Women</i>	Muškarci <i>Men</i>	Spolna struktura,% <i>Sex structure,%</i>		
				žene <i>women</i>	muškarci <i>men</i>	
Parlament BiH	57	11	46	19.3	80.7	<i>Parliament of BiH</i>
Predstavnički dom	42	9	33	21.4	78.6	<i>House of Representatives of BiH</i>
Dom naroda	15	2	13	13.3	86.7	<i>House of People of BiH</i>

Registrovani birači koji su izašli na Lokalne izbore 2012.

Registered voters and voters who exercised their right in 2012 Local Elections

	Ženski <i>Females</i>	Muški <i>Males</i>	Spolna struktura,% <i>Sex structure,%</i>		
			ženski <i>females</i>	muški <i>males</i>	
Registrovani birači	1,577,894	1,571,386	50.1	49.9	<i>Registered voters</i>
Birači koji su glasali	877,088	902,630	49.3	50.7	<i>Voters who voted</i>

Izvor: Centralna izborna komisija BiH

Source: Central Election Commission of BiH

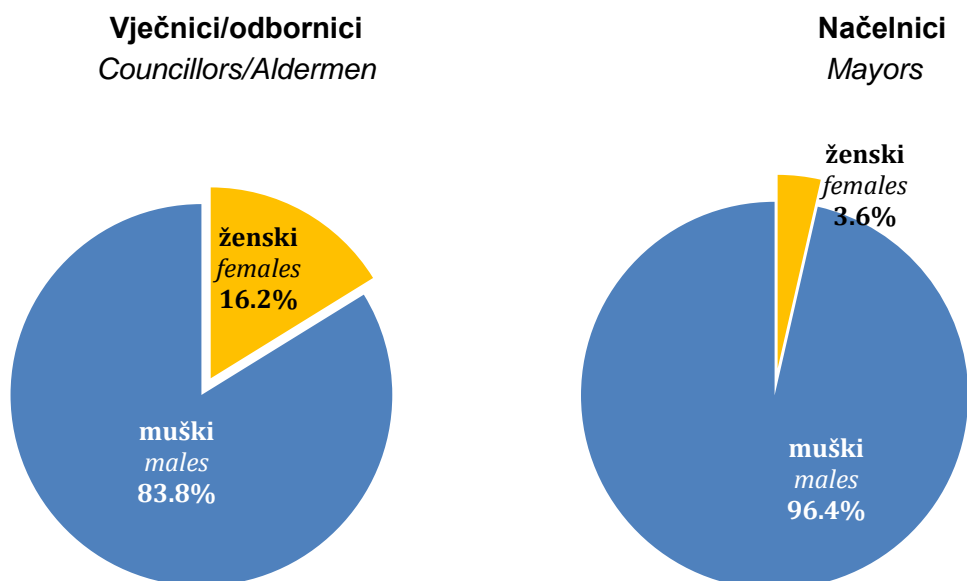
Kandidati na Lokalnim izborima 2012, prema nivou vlasti
2012 Local Elections candidates, by the level of authority

	Ukupno <i>Total</i>	Ženski <i>Females</i>	Muški <i>Males</i>	Spolna struktura,% <i>Sex structure,%</i>	
				ženski <i>females</i>	muški <i>males</i>
				Za načelnika <i>For Mayor</i>	550
Za općinsko vijeće/skupštinu opštine <i>For Municipal Council/Municipal Assembly</i>	29,652	10,694	18,958	36.1	63.9
Za nacionalne manjine <i>For National Minorities</i>	149	25	124	16.8	83.2

Izvor: Centralna izborna komisija BiH
Source: Central Election Commission of BiH

Spolna struktura izabranih vijećnika/odbornika i načelnika na Lokalnim izborima 2012.

Sex structure of elected Councillors/Aldermen and Mayors in 2012 Local Elections



**Ambasadori i generalni konzuli u diplomatsko-konzularnim predstavništvima
BiH**

Ambassadors and General Consuls in Diplomatic-Consular Offices of BiH

	Žene <i>Women</i>	Muškarci <i>Men</i>	Spolna struktura, % <i>Sex structure, %</i>	
			ženski <i>females</i>	muški <i>males</i>
2008	8	41	16.3	83.7
2009	10	45	18.2	81.8
2010	8	48	14.3	85.7
2011	9	47	16.1	83.9
2012	12	42	22.2	77.8

Izvor: Ministarstvo vanjskih poslova BiH

Source: Ministry of Foreign Affairs of BiH

Procenat žena u Ministarstvu odbrane i Oružanih snaga BiH
Percentage of women in Ministry of Defense and Armed Forces of BiH

	% žena / % of women		
	2009	2011	2013
Zaposleni u Ministarstvu odbrane BiH <i>Employees in the Ministry of Defense of BiH</i>	41.5	36.4	35.6
Civilna lica u Oružanim snagama BiH <i>Civilians in Armed Forces of BiH</i>	28.0	23.8	23.8
Profesionalna vojna lica u Oružanim snagama BiH <i>Professional Military Personnel in Armed Forces of BiH</i>	0	3.8	4.8
Pripadnici Oružanih snaga BiH <i>BiH Armed Forces members</i>	5.0	5.4	6.5
Pripadnici mirovnih misija <i>Peacekeeping members</i>	0	0	3.5

Sudska vlast prema nivou i vrsti institucije u 2011. i 2012. godini

Administration of justice by the institution level in 2011 and 2012

	2011		2012	
	Sudnice <i>Female judges</i>	Sudije <i>Male judges</i>	Sudnice <i>Female judges</i>	Sudije <i>Male judges</i>
Sud BiH <i>BiH Court</i>	22	28	21	28
Apelacioni sud Brčko Distrikta <i>Brcko District Court</i>	4	4	4	4
Entitetski sudovi FBiH <i>FBiH Entity`s Courts</i>	16	11	17	10
Entitetski sudovi RS <i>RS Entity`s Court</i>	14	12	14	12
Kantonalni sudovi <i>Cantonal Courts</i>	85	42	84	39
Okružni sudovi <i>Regional Courts</i>	57	37	59	37
Općinski sudovi <i>Municipal Courts</i>	276	130	279	134
Osnovni sudovi <i>Courts of first instance</i>	126	75	127	76
Osnovni sud Brčko Distrikta <i>Brcko District Court of first instance</i>	10	8	10	7

Tužilaštvo prema vrsti institucije i spolu u 2011. i 2012. godini
Prosecutor's offices by the institution level and sex in 2011 and 2012

	2011		2012	
	Tužiteljice <i>Female prosecutors</i>	Tužitelji <i>Male prosecutors</i>	Tužiteljice <i>Female prosecutors</i>	Tužitelji <i>Male prosecutors</i>
Državni tužitelji BiH <i>BiH Country Prosecutors</i>	18	16	17	16
Tužitelji Brčko distrikta <i>Brcko District Prosecutors</i>	5	5	5	5
Entitetski tužitelji FBiH <i>FBiH Entity's Prosecutors</i>	4	4	6	5
Entitetski tužitelji RS <i>RS Entity's Prosecutors</i>	2	4	2	3
Kantonalni tužitelji <i>Cantonal Prosecutors</i>	83	89	84	85
Okružni tužitelji <i>Regional Prosecutors</i>	40	43	41	41

c) Policies, strategies, action plans and publications

Law on Gender Equality in Bosnia and Herzegovina

The Parliamentary Assembly of Bosnia and Herzegovina passed the Law on Gender Equality in Bosnia and Herzegovina (GEL) in 2003 (revised in 2010). The GEL forms the basis for the creation of a network of mechanisms and institutional structures for advancing gender equality at all levels of administration in the country.

LINK: http://arsbih.gov.ba/wp-content/uploads/2014/02/GEL_32_10_E.pdf

Law on Prohibition of Discrimination of Bosnia and Herzegovina

The Parliamentary Assembly of BiH has adopted the Law on Prohibition of Discrimination of Bosnia and Herzegovina which sets a framework for achieving equal rights and possibilities to all persons in BiH and regulates the system of protection from discrimination.

LINK: <http://arsbih.gov.ba/wp-content/uploads/2014/02/002-Anti-Discrimination-Law-.pdf>

Gender action plan of Bosnia and Herzegovina 2013-2017

GAP BiH 2013-2017 is a strategic document containing goals, programmes and measures for the realization of gender equality in all areas of social life and work, in the public and the private sphere. GAP BiH provides guidelines for the development of annual operational plans at the entity, cantonal and local level.

LINK: http://arsbih.w1.daj.ba/wp-content/uploads/2014/02/GAP_BIH_ENGLISH.pdf

Gender action plan of BaH 2006 – 2011

On 14 September 2006 the Council of Council of Ministers of BiH has adopted the Gender Action Plan of Bosnia and Herzegovina 2006-2011 as a strategic document in the area of gender equality in BiH, which is periodically drafted in accordance with the obligations stemming from the Law on Gender Equality in BiH, and it is developed by the Agency and entity Gender Centres.

LINK: <http://arsbih.gov.ba/wp-content/uploads/2014/02/006-Gender-Action-Plan-of-Bosnia-and-Herzegovina.pdf>

The Action Plan for Implementation of the UNSCR 1325 2010-2013

The Action Plan for Implementation of the UNSCR 1325 2010-2013, being the first in the region, was adopted in BiH on 27 July 2010 at the 129 session of the Council of Ministers of BiH and published in the Official Gazette of BiH, 92/10.

LINK:

http://www.peacewomen.org/assets/file/bosniaherzegovina_nationalactionplan_2010.pdf

Study of prevalence of violence against women in Bosnia and Herzegovina

Study of prevalence of violence against women in Bosnia and Herzegovina, being the first study of this kind in Bosnia and Herzegovina, has emerged as a result of a survey implemented by the Gender Equality Agency of BiH and the Entity Gender Centres, together with Institutes for Statistics and supported by the UNFPA and the UN WOMEN.

LINK: http://arsbih.w1.daj.ba/wp-content/uploads/2014/02/prevalency_study.pdf

Women and Men in BiH

Publication “Women and Men in BiH” is published by the Agency for Statistics of Bosnia and Herzegovina; it includes data from different statistical and other areas, disaggregated by sex. The data present a brief overview of the position of women and men in BH society. With this publication, the Agency for Statistics of BiH seeks to provide a specific contribution to gender equality.

LINK: http://www.bhas.ba/tematskibilteni/zim_2011_001_01-bh.pdf