

**Progress report on the implementation of the Beijing Declaration
and Platform for Action in BIH within the Beijing +25 process**

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Table of Contents

INTRODUCTION	4
SECTION 1: PRIORITIES, ACHIEVEMENTS, CHALLENGES AND SETBACKS	6
1. The most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years in BiH	6
2. Priorities for accelerating progress for women and girls in BiH over the past five years through laws, policies and/or programmes?	9
3. Measures that BiH took to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination	14
4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in BiH	17
5. Priorities for accelerating progress for women and girls in BiH for the coming five years through laws, policies and programmes?	18
SECTION TWO: PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN	22
INCLUSIVE DEVELOPMENT, SHARED PROSPERITY AND DECENT WORK	22
6. Actions that BiH has taken in the last five years to advance gender equality in relation to women’s role in paid work and employment	22
7. Actions that BiH has taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation... ..	25
8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?	26
ERADICATING POVERTY, SOCIAL PROTECTION AND SOCIAL SERVICES	26
9. Activities undertaken by BiH over the past five years to reduce/eradicate poverty among women and girls	26
10. Activities undertaken by BiH over the last five years to improve access to social protection for women and girls	29
11. Activities undertaken by BiH in the past five years to improve the health outcomes of women and girls	30
12. Activities undertaken by BiH over the last five years to improve the learning outcomes and skills of women and girls	32
FREEDOM FROM VIOLENCE, STIGMA AND STEREOTYPES	32
13. Forms of violence against women and girls prioritised for action in BiH in the last five years	32
14. Priority actions of BiH in the area of violence against women and girls in the last five years	34
15. Strategies used by BiH in the past five years to prevent violence against women and girls	37
16. Activities undertaken by BiH in the last five years to prevent and respond to technology-facilitated online violence against women and girls	39
17. Activities undertaken by BiH in the past five years on the representation of women and girls, addressing discrimination and/or gender bias in the media	41
18. Activities undertaken by BiH in the last five years to address violence against specific groups of women facing multiple forms of discrimination	42
PARTICIPATION, ACCOUNTABILITY AND GENDER-RESPONSIBLE INSTITUTIONS	43
19. Actions and measures undertaken by BiH in the past five years to promote women's participation in public life and decision-making	44
20. Activities undertaken by BiH in the last five years to increase the approach of women to expression and participation in decision-making in the media, including information and communication technologies (ICT)	46
21. Percentage of the national budget of BiH invested in the promotion of gender equality and empowerment of women	48
22. Donations to other countries to promote gender equality and empower women	48
23. National strategy/action plan of BiH for gender equality	48

24. AP and the deadline for the implementation of the recommendations of the CEDAW Committee in BiH or other human rights mechanisms of the UN that address gender inequalities/discrimination against women	49
25. National Human Rights Institution and its focus on gender equality	49
PEACE AND INCLUSIVE SOCIETIES	50
26. The activities undertaken by BiH in the last five years in building and maintaining peace, promoting peaceful and inclusive societies for sustainable development and implementation of the agenda - Women, Peace and Security	50
27. The activities undertaken by BiH in the last five years to increase the leadership, representation and participation of women in conflict prevention and resolution, peace-building, humanitarian action and crisis response, at the decision-making level in situations of armed and other conflicts, and in fragile or crisis settings.....	53
28. Activities undertaken by BiH in the last five years to improve judicial and non-judicial accountability for violations of international humanitarian law and human rights violations of women and girls in situations of armed and other conflicts or humanitarian actions and crisis response	55
29. Activities undertaken by BiH in the last five years to eliminate discrimination and violation of the rights of the child	58
ENVIRONMENTAL PROTECTION AND ENVIRONMENT REHABILITATION	59
30. Activities undertaken by BiH in the last five years to integrate gender perspectives and interests in environmental policies	59
31. Activities undertaken by BiH in the integration of gender perspectives into disaster risk reduction policies and programs, climate resilience and mitigation.....	60
SECTION 3: NATIONAL INSTITUTIONS AND PROCESSES	62
32. National mechanisms of BiH for gender equality and empowerment of women	62
33. Membership of the management of national institutional mechanisms in the institutional process of the SDG implementation	62
34. Formal mechanisms for participation of different stakeholders in the implementation and monitoring of the Beijing Declaration and Platform for Action and the Agenda for Sustainable Development 2030	63
35. Gender equality and empowerment of all women and girls as a key priority in the national plan/strategy for SDG implementation.....	64
SECTION 4: DATA AND STATISTICS	66
36. The main areas in which BiH has achieved the greatest progress in the last five years in terms of gender statistics at the national level.....	66
37. Priorities of BiH in the next five years in the field of gender statistics at the national level.....	67
38. National and gender specific indicators for monitoring progress towards the SDGs	69
39. Collection and compilation of data on the SDG5 indicators and gender specificities within other SDGs	69
40. Data that is routinely classified and provided for major researches in BiH	69

Abbreviations

AP	Action plan
GEA BiH MoHRR BiH	Gender Equality Agency of Bosnia and Herzegovina, Ministry of Human Rights and Refugees of Bosnia and Herzegovina
BD BiH	Brčko District of Bosnia and Herzegovina
BHAS	BiH Agency for Statistics
BiH	Bosnia and Herzegovina
CEDAW	Convention for Elimination of all Forms of Discrimination against Women
EU	European Union
FBiH	Federation of Bosnia and Herzegovina
FIGAP	Financing the Implementation of the Gender Action Plan of Bosnia and Herzegovina
GAP	Gender Action Plan
GC FBiH	Gender Centre of Federation of Bosnia and Herzegovina
GC RS	Gender Centre of Republika Srpska
IPA	Instrument for Pre-Accession Assistance
Istanbul Convention	The Council of Europe Convention on preventing and combating violence against women and domestic violence
LGBTI	Lesbians, gay, bisexual, transgender and intersexed persons
MoD BiH	Ministry of Defence of Bosnia and Herzegovina
MoS BiH	Ministry of Security of Bosnia and Herzegovina
Mol	Ministry of Interior
NGO	Nongovernmental organisations
CSO	Civil society organisations
Ombudsman Institution	Institution of Human Rights Ombudsman in Bosnia and Herzegovina
AF BiH	Armed Forces of BiH
OSCE	Organisation for Security and Cooperation in Europe
GRB	Gender responsive budgeting
RS	Republika Srpska
SDG	Sustainable Development Goals
UN	United Nations
UNDP	United Nations Development Program
UNSCR 1325	United Nations Security Council Resolution 1325 "Women, Peace and Security"
GEL BiH	Gender Equality Law of BiH
LoPD	Law on Prohibition of Discrimination in BiH
LoPDV	Law on Protection against Domestic Violence
EI	Employment Institute

INTRODUCTION

In 2020, the global community will mark the 25th anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995), and the 5th anniversary of the adoption of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDG), one of which, namely the Goal number 5 pertains to gender equality. The next year will be pivotal in the entire world, and so in Bosnia and Herzegovina as well, for the establishment and enhancement of gender equality and empowerment of women and girls in all fields.

Late last year, the UN Commission on the Status of Women (CSW) called upon UN member states, including Bosnia and Herzegovina, to undertake comprehensive national-level reviews of the implementation of the Beijing Declaration and Platform for Action (1995) and contributions that member states made with regard to the implementation of principles set by the Beijing Declaration in achieving Sustainable Development Goals – 2030 Agenda.

Bosnia and Herzegovina received a request for re-submission of the Progress report on the implementation of Beijing Declaration for the period (2014-2019) through the Permanent Mission of Bosnia and Herzegovina to the United Nations in Geneva. A special focus of the report was placed on challenges and obstacles towards the establishment of gender equality and empowerment of women.

Bosnia and Herzegovina submitted to the UN Commission on the Status of Women (CSW) a 2014 Review of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly (2000) in Bosnia and Herzegovina in the period 2009-2014. The CSW session in Geneva confirmed the progress in integration of gender equality standards in the legislative framework of Bosnia and Herzegovina, and especially the progress in harmonisation of legislation in the area of labour, health and social protection, security and defence, election process, and laws that are harmonised to provide protection to victims of gender based violence, including domestic violence.

The review of progress was developed by the Gender Equality Agency of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of BiH, Gender Centre of the Government of Republika Srpska and Gender Centre of the Federation of Bosnia and Herzegovina, based on the collected information of relevant institutions of Bosnia and Herzegovina, Republika Srpska and Federation of Bosnia and Herzegovina, with a technical support of the UN Women Country Office Bosnia and Herzegovina. Review of the implementation of the Beijing Declaration and Platform for Action for Bosnia and Herzegovina in the period (2014-2019) was developed in conformity with the UNCSW Guidance note which was submitted in a form of a questionnaire and, at the same time, it gives an overview of the most significant achievements in the advancement of gender equality and empowerment of women by the promulgation of anti-discriminatory legislation, implementation of BiH Gender Action Plan and sector action plans.

In that regard, four consultative meetings were held in Bosnia and Herzegovina, namely in Sarajevo, Mostar, Banja Luka and Brčko District of Bosnia and Herzegovina, attended by 60 civil society organisations from 26 Bosnian and Herzegovinian municipalities and cities. This consultative process also included women from marginalised groups, particularly women from rural areas, women with disabilities, single mothers, unemployed women, LGBTI women and young women, and their needs and experiences were

integrated in the final progress report of Bosnia and Herzegovina on the implementation of the Beijing Declaration and Platform for Action in BiH within the Beijing +25 process.

The Gender Equality Agency of Bosnia and Herzegovina within the Ministry of Human Rights and Refugees of BiH, Gender Centre of Republika Srpska and Gender Centre of the Federation of Bosnia and Herzegovina, as well as other institutions of legislative and executive authorities in Bosnia and Herzegovina and international and non-governmental organisations invested lots of efforts towards the advancement of principles of Beijing Declaration and Platform for Action (1995), ever since the promulgation of the Gender Equality Law of BiH (2010) to the present. Namely, this process was additionally enhanced by the development of instruments for harmonisation of legislation of Bosnia and Herzegovina with *acquis communautaire* of the European Union, especially in relation to access to employment, vocational training, advancement and promotion in service, conditions of work, allocation and procurement of commodities and rendering of services, equality of pay, professional social security and burden of proof.

By submitting this report, Bosnia and Herzegovina reaffirms its commitment to the advancement of the position of women and girls in society, their empowerment and gender equality in all fields of life and society.

SECTION 1: PRIORITIES, ACHIEVEMENTS, CHALLENGES AND SETBACKS

1. The most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years in BiH

Achievement: successful implementation of policies and strategic documents

- The 2013-2017 Gender Action Plan of Bosnia and Herzegovina (GAP BiH) was successfully implemented with the efforts invested by the Steering Board consisted of the Directors of BiH Gender Equality Agency with the Ministry of Human Rights and Refugees (GEA BiH MoHRR BiH), Gender Centre of Republika Srpska (GC RS) and Gender Centre of Federation of BiH (GC FBIH) and coordination boards of BiH, RS and FBIH institutions appointed by the Council of Ministers of BiH, RS Government and FBIH Government. GAP BiH measures are integrated into policies of ministries through annual operational plans for the implementation of GAP BiH. The implementation of GAP BiH was financed from budgetary funds as well as from Financial mechanism for the Implementation of the Gender Action Plan of Bosnia and Herzegovina (FIGAP programme) which was supported by Swedish, Austrian and Swiss donors in the amount of EUR 2.8 million. GEA BiH MoHRR BiH, GC RS and GC FBIH were in charge of coordination, implementation and administration of FIGAP programme at all levels of authority. FIGAP was concluded in 2016. The final evaluation of FIGAP programme confirmed its efficiency and innovativeness.

- The second 2014-2017 Action plan (AP) for the implementation of the United Nations Security Council Resolution 1325 (UNSCR 1325) was successfully implemented in BiH. GEA BiH MoHRR BiH manages the work of the Coordination board for monitoring of the implementation of AP and extends a professional support to defence and security institutions in the implementation of GEL BiH. To that end, a lot of trainings on gender equality were conducted, numerous laws and bylaws were harmonised and many affirmative measures introduced towards the advancement of the position and participation of women in police and armed forces and peacekeeping missions. In 2015, the Global study on the implementation of UNSCR 1325 "Women, Peace and Security" recognised BiH as an example of good practice. BiH experiences and practices were applied to the regional and broader international level. At the G7 foreign ministers' meeting, the European Union chose BiH for its partner, which is yet another acknowledgment of positive experiences in our country with regard to the implementation of UNSCR 1325.

Achievement: Advanced legislative and strategic framework through gender mainstreaming

- The reporting period has seen a continued annual increase in the number of documents sent to GEA BiH MoHRR BiH, GC RS and GC FBIH for an opinion as to their consistency with the Gender Equality Law (GEL) in BiH¹ and international gender equality standards. The suggestions were in most cases accepted. This contributes to the elimination of gender based discrimination in BiH legislation and it also furthers the integration of gender equality principles and topics in the programmes, policies and strategies, and implementation of affirmative measures towards the advancement of the position of women in BiH society.

- As early as in the first part of the reporting period, GEA BiH MoHRR BiH submitted the total of 135 opinions related to the consistency of documents with the GEL of BiH. The number of submitted and processed legal documents on consistency with GEL is on

¹ Official Gazette of BiH, Vol 32/10.

the rise and has tripled compared to the previous reporting period. These suggestions were accepted in 90% cases. In the reporting period, GC RS provided 143 opinions about laws and bylaws. In 85 % cases, the laws and bylaws drafters accepted recommendations of GC RS, with the most significant progress being the acceptance of recommendations to provide for equal gender representation in authorities and bodies that are established by the regulations. The laws enacted in the reporting period contain the provisions prohibiting gender based discrimination and they pertain to public administration, labour and employment, education, culture and finance. In the reporting period, GC FBiH provided over 150 opinions on regulations and policies and issued recommendations aimed to ensure a strategic approach to the implementation of gender equality standards. The main fields of harmonisation were in labour and employment, public administration, health care and social welfare.

- Gender mainstreaming in the legislative and strategic framework has been an ongoing activity of gender institutional mechanisms ever since their establishment, and so the achievements reached in this regard in the reporting period are the result of a several-year long strategic approach to the gender mainstreaming at all levels in BiH.

- BiH is amongst the first countries in Europe which ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). Towards the implementation of the Istanbul Convention, upon the proposal of the MoHRR BiH, the Council of Ministers of BiH enacted the 2015 Framework Strategy for the implementation of Istanbul Convention in BiH for the period 2015-2018².

- The third GAP BiH was drafted and adopted for the period 2018-2022³ as a document that contains strategic goals, programmes and measures towards gender equality in all spheres of social life and labour.

- The third AP for the implementation of UNSCR 1325 was adopted for the period 2018-2022⁴. The new AP follows the strategic goals of the previous AP and revises some midterm goals, expected results and planned activities.

- The Law on Prohibition of Discrimination (LoPD) was amended in 2016⁵, extending the list of discrimination grounds and so the grounds now explicitly include age, disability, sexual orientation, gender identity and sexual characteristics. The position of a victim of discrimination was advanced in the context of effective use of protection mechanisms, particularly the court proceedings for the protection against discrimination.

- The Law on Development Planning and Development Management in FBiH⁶ was adopted towards advancing and maintaining the efficient system of development planning that contributes to a sustainable socio-economic growth and development in FBiH, and one of basic principles in establishing and functioning of a harmonised system of development planning is the recognition of gender equality.

- By enacting the new Labour Law,⁷ FBiH made a significant progress in terms of parental leave. The possibility for a father to use parental leave contributes to the advancement and promotion of fatherhood role as one of the factors of increased gender equality in the fields of labour and economic relations. A new Labour Law⁸ was also adopted in RS, and it kept and improved the standards of gender equality and protection against discrimination and violence.

- A new Criminal Code of RS⁹ was also adopted. Harmonised with the standards of Istanbul Convention, it includes three new criminal offences, as follows: female genital

² Official Gazette of BiH, Vol 75/15

³ Official Gazette of BiH, Vol 89/18

⁴ Official Gazette of BiH, Vol 1/19

⁵ Official Gazette of BiH, Vol 66/16

⁶ Official Gazette of FBiH, Vol 32/17

⁷ Official Gazette of FBiH, Vol 26/16 and 89/18

⁸ Official Gazette of RS, Vol 1/16 and 66/18

⁹ Official Gazette of RS, Vol 64/17.

mutilation, stalking and sexual harassment.¹⁰ These offences have not yet been introduced in the Criminal Code of FBiH.

- GC RS and GC FBiH coordinated the sector strategies and AP at the levels of RS and FBiH, which pertain to: domestic violence, advancement of women in rural areas, introduction of gender responsive budgeting and response to natural disasters. It is worth noting that in 2018, BD BiH adopted the Law on Protection against Domestic Violence (LoPDV).

Challenge: Economic gender inequalities

- Although different employment policies and economic empowerment measures were conducted in BiH over the last decades, the economic gender inequalities remain one of the most significant fields of gender inequalities. They are very prominent and show almost no changes in generations especially in terms of employment and access to economic resources, family planning, household work and family care. Gender gap in employment exists across all generations, most prominently in young generations. The property gender gap also remains unchanged. Chances of getting introduced in the labour market are weak for everyone but especially for young women first time job seekers. When it comes to the type of employment, women are subjected to biases stemming from traditional patriarchal social norms about the type of work that is suitable for women and they face various difficulties preventing them from accessing higher decision-making positions.

- Despite the existence of laws and regulations that penalize any gender based discrimination, women at work are often faced with inconsistencies and irregularities that make it difficult to implement these laws such as different maternity leaves, lower pay for equal job, and promotion at work.

- Given the overall poor economic situation, the limiting elements for the development of women entrepreneurship are rising. The programmes of self-employment support notice an obvious problem of a lack of interest amongst women, which is why there is a small number of female beneficiaries in these programmes. Judging by the experience, this situation is the result of women not being property owners and being indecisive to become financially independent. The participation of women at the labour market in BiH is low, and 63,1% of young women and men between 15 and 24 are unemployed.

- In its 2016 Report, Ombudsman Institution stated that there had been no real progress achieved towards gender equality at the labour market in the field of employment, labour and protection of women's social rights. It frequently happens that women lose their jobs when pregnant, and that women working in the "grey economy" are not integrated in the formal labour market. There are some indicators that women are not equally paid for the same work.¹¹ In 2017, the Ombudsman Institution had several cases where grievances suggested the violation of gender equality, such as with women who got pregnant and their work contracts were either terminated or not extended.

Challenge: Institutional response to violence against women

- Although the Istanbul Convention is implemented in BiH at the strategical level, its efficient implementation poses a significant. It is a huge challenge to provide for mechanisms of vertical and horizontal link between all relevant institutions because the issue of domestic violence requires a multisector response and a response from each

¹⁰ Article 133, 144, and 170 of the RS Criminal Code.

¹¹ The 2015 study "Gender Disparities in Endowments, Access to Economic Opportunities and Agency", developed by the World Bank in cooperation with BiH Statistics Agency, FBiH Statistics Institute and RS Statistics Institute, state that "There is a visible gender difference in the hourly wages in favor of men that is persistent across levels of education, age groups, occupations and industries."

level and type of authority. A mechanism has been provided for a comprehensive and harmonised preventive action, response and protection in cases of domestic violence and there has been an ongoing harmonisation of regulations, training of professionals, enhancement of data collection, prevention, and coordination of all subjects in the system of response and protection.

Obstacle: gender specific patterns of upbringing and traditional values

- The key sources of inequality in BiH are recognised in gender specific patterns of upbringing and socialisation in families of origin, and norms and values that are the foundation of a dominant culture. Upbringing practices are gender specific – the focus of girls and boys is directed to different fields from their early age, parents support their different skills, apply different upbringing practices and differently introduce them in the activities and obligations, including the field of education. Patriarchal values are still present, according to which the men are more suitable for public roles and labour market while women are more suitable for private roles in households.

- The research conducted in RS¹² has shown that 54,5% grown women and 64,5% men consider that majority of household chores are suitable to women by their nature, 31,6% grown women and 39,1% men consider that men are more suitable for public and women for private activities, 27,3% grown women and 50% men consider it good that women and men are equal in marriage but that, as a rule, it is better that men have a final say.

Obstacle: Participation of women in decision making positions in a public and political life

- In terms of exercising civil and political rights of women in BiH, there is still an ongoing inequality, women are underrepresented and GEL of BiH violated. Preliminary results of the October 2018 general elections in BiH, again bring about the insufficient representation of women. At the level of BiH in the Parliamentary Assembly of BiH (PABiH), out of 42 representatives only 7 are women (16,6%); at the level of House of Representatives (HoR) of the FBiH Parliament, out of 98 representatives only 25 are women (25,5%); at the level of National Assembly (NA) of RS out of 83 representatives only 14 are women (16,8%). This percentage significantly bends the statutory obligation to have 40% of less represented gender in political positions¹³.

- A significant problem of political participation of women is reflected in a partial application of gender quota prescribed by the GEL of BiH which was integrated into the Election Law of BiH during the transitional reporting period which prescribe that the lists of candidates must have 40% of less represented gender. The gender quota is not yet applied consistently when it comes to appointments in the executive authority, public company boards, nor is it applied in elections in local communities.

2. Priorities for accelerating progress for women and girls in BiH over the past five years through laws, policies and/or programmes?

Equality and non-discrimination under the law and access to justice

- In the period 2015-2018, GEA BiH MoHRR BiH processed 20 requests for inquiry into violations of GEL, six of which were forwarded to GC RS and GC FBiH for their action and GEA BiH MoHRR BiH conducted the violation examination process for 12. GC RC processed at least 22, and GC FBiH at least 16 requests for inquiry into violation of GEL.

¹² 2016 Research by RS GC.

¹³ Available at: <https://www.Ombudsman>

Institution.gov.ba/documents/obmudsmen_doc2019030109434379bos.pdf, page 120.

In cases when violations were established as existent, recommendations were made for statutory, necessary and efficient measures and actions for the purpose of equal treatment of applicants and towards a full protection and care for victims of gender based discrimination and violence, as well as initiatives to amend regulations that led to the violation of gender equality principle.

- Amendments to the LoPD BiH¹⁴ were adopted in 2016 extending the list of grounds of discrimination to include age, disability, sexual orientation, gender identity and sexual characteristics. They also defined severe forms of discrimination and introduced multiple discrimination, repeated discrimination and prolonged discrimination. The definition of victimisation was also amended in as much as inciting to discrimination is also considered a form of discrimination and a more direct emphasis was put on the Ombudsman Institution obligation to promote the Law and inform the public.

- One of the most important amendments to the LoPD pertains to deadlines for protection against discrimination which had been too short before (subjective deadline of three months and objective deadline of one year) and as such did not provide for adequate protection of victims of discrimination. The deadline for filing a lawsuit is now three years as of the day of finding about violation of a right, and not longer than five years as of the day a violation was committed. In case of a continued discrimination, the deadline is counted as of the day of the latest action, while in cases of systemic discrimination the deadline is not counted.

- According to the LoPD, the burden of proof lies with the respondent, and the novelty refers to jurisdiction for lawsuits which now, besides the court with general jurisdiction, lies with the court in the plaintiff's permanent or temporary place of residence and the court in the place where the damage was incurred or the action of discrimination committed. This provision eliminates potential technical and financial obstacles in terms of access to court which is particularly important to persons from socially vulnerable and marginalised groups.

- Amendments to the LoPD improved the situation regarding collective lawsuits by associations and organisations in charge of protecting human rights or rights of one particular group, therefore an unspecific and arbitrary criterion of having a justified interest is eliminated and, in this context, it potentially limited the scope of collective lawsuits. It also includes the situation testing or a possibility for a witness to be a person who is knowingly exposed to discrimination in order to verify the application of the rule on prohibition of discrimination.

Eliminating violence against women and girls

- The Council of Ministers of BiH passed the 2015 Decision adopting the Framework Strategy for the implementation of Istanbul Convention in BiH for the period 2015-2018. The final report on the implementation of the framework strategy has noted the progress in the realization of goals and measures, with the challenge being that the RS Government did not accept its implementation¹⁵. For the said reason, the coordination body for the Strategy implementation has not been established which is why this role is taken by the GEA BiH MoHRR BiH.

- For the purpose of executing the obligations from the Istanbul Convention, the RS Government tasked the GC RS to be a coordination body for implementation, monitoring of implementation and reporting to the RS Government about the programmes and measures that stem from the Convention including the cooperation with authorities and organisations in RS, BiH and Council of Europe with regard to this Convention. At the

¹⁴ Official Gazette of BiH, Vol 66/16.

¹⁵ Government of RS does not recognize and does not accept the implementation of the Framework Strategy of BiH for the implementation of the Istanbul Convention (2015-2018), in line with the Conclusion of the RS Government No. 04/012-2-1674/15 dated 3 August 2015.

same time, all ministries and RS bodies and organisations are tasked to cooperate with GC RS in the execution of obligations from the Convention. Although the Framework strategy is not accepted in RS, the implementation of the Istanbul Convention is not at jeopardy: the new Criminal Code of RS is harmonised with the standards of the Convention, the Law on Protection against Domestic Violence (LoPDV)¹⁶ is also harmonised, Strategy for Prevention of Domestic Violence in RS is adopted and implemented (2014-2019)¹⁷ and a special AP for the implementation of the Istanbul Convention in RS for the period 2019-2020. Amendments to the LoPDV in RS are currently in the assembly procedure and they foresee the existence of domestic violence in case of the least degree of suspicion that a family member or family community conducted actions of violence. The Law also protects persons who were or still are in emotional or intimate relationship, regardless of whether they share household with a victim. The important amendment to the law is the one according to which domestic violence shall be punished exclusively as a criminal offence¹⁸.

- FBiH enacted the Strategy for prevention and combat against domestic violence 2013-2017¹⁹, a report on the implementation of five year strategy was adopted²⁰ as well as AP for the implementation of the Strategy for prevention and combat against domestic violence for the period 2018-2020²¹. The Strategy implementation provided for the coordinated and comprehensive action to enhance the legislation and establish the mechanisms of prevention, action and protection in cases of domestic violence. As a result, the work in this area has its legislative ground and guarantees the sustainability of action. Official training programmes for professionals and programmes of multisector trainings are developed, the system of data collection is improved with a focus on the introduction of electronic database on violence. A mechanism of coordinated action is provided for by horizontal and vertical link between all actors and the planning system, realization of activities and reporting at all levels. Activities in work with perpetrators of violence have been initiated, and promotional programmes were carried out.

- At the level of BiH many activities have been realised in order to make progress which is visible as: (1) increased number of reported cases of violence which may be connected with the enhancement of a multisector approach, conducted campaigns for violence reporting, thus increasing trust in mechanisms of protection; (2) increased number of reports on committed violence submitted to prosecutors' offices and increased number of requests to impose protective measures which is a direct result of training of police officials; (3) rise in the imposed protection measures, reduced number of suspended sentences and increased number of mandatory psycho-social treatment as a result of, among others, intensive trainings for judicial authorities personnel and enhancements in the health sector.

- The cooperation with NGO was especially directed to prevention and protection against gender based violence. In 2015, GEA BiH MoHRR BiH signed the Agreement on cooperation with the "Safety network" of nongovernmental organisations from BiH that carry out the activities towards the achievement of Istanbul Convention goals and in 2017 projects were implemented towards the protection of victims of domestic violence. There is an ongoing implementation of the project "Strengthening of institutional capacities to resolve gender base violence in BiH" financed by USAID. Within the said project, grant

¹⁶ Official Gazette of RS, Vol 102/12, 108/13 and 82/15.

¹⁷ Decision on adoption published in the Official Gazette of RS Vol 63/14.

¹⁸ Draft Law on amendments to the Law on Protection against Domestic Violence in RS available at: <http://www.narodnaskupstinars.net/?q=la/akti/zakoni-u-proceduri/naact-zakona-o-izmjenama-i-dopunama-zakona-o-za%C5%A1titi-od-nasilja-u-porodici>

¹⁹ Official Gazette of FBiH, Vol 22/13.

²⁰ Official Gazette of FBiH, Vol 29/18.

²¹ Official Gazette of FBiH, Vol 102/18.

funds in the amount of EUR 80.000 were allocated to nine NGOs for a more efficient prevention and protection of victims of gender based violence.

Right to work and rights at work

- The 2015 study "Gender Disparities in Endowments, Access to Economic Opportunities and Agency in BiH"²² states that there is a visible gender difference in the hourly wages in favour of men that is persistent across levels of education, age groups, occupations and industries. The gender hourly-wage gap is estimated at 9% of the average hourly-wage of a male worker (EUR 2, 2 for men and EUR 1, 8 for women). Across industries and occupations the pattern is also largely in favour of men, with some minor nuances. While across occupations, men always earn more per hour than women, across industries there are some exceptions, as is the case in Agriculture and Mining, in Real Estate, and, considerably, in Administrative Services. Considering that BiH is still not conducting the Structure of Earning Survey²³, it is not possible to calculate this indicator in accordance with Eurostat methodology.

- The issues of employment and work, salaries and compensations are regulated by the laws at the level of Entities. The new Labour Law of FBiH dated 2016²⁴ contains provisions that prohibit any indirect and direct discrimination of employees and persons seeking employment on grounds of gender, gender identity, marital status, and other grounds of discrimination, as a discrimination that pertains to the rights at work. Indirect and direct discrimination are defined by the Labour Law of FBiH whereby this Law is harmonised with the GEL BiH. The labour legislation regulates the way of determining salaries and compensations, perks, special protection of employed women during, before and after giving a birth, protection of breastfeeding mothers, paternity leave after a child birth and maternity allowance during the maternity/paternity leave. Furthermore, this law contains provisions related to protection of breastfeeding mothers, rights of mother to one hour absence per day for the purpose of breastfeeding which can be exercised until a child reaches 1 year.

- During the reporting period, RS also adopted the new Labour Law²⁵, which kept the highest standards of gender equality and introduced some novelties as special measures for women. The new Labour Law kept the earlier standards of gender equality and protection against discrimination on any personal characteristic including gender, as well as standards of protection against gender based violence to work and at work which is now covered by a special chapter of the Law. Workers are guaranteed equal pay for the equal work or work of the same value. It prescribes the possibility to conclude various types of work contracts including flexible working arrangements such as part-time work, work outside employers' premises, homebased work and distance work, with a full protection of employees' rights, work in house. The Law extensively regulates the work without fulltime contract, including temporary and occasional jobs, temporary work contracts, vocational training and additional work, thus covering other informal forms of work. The Law especially regulates the employment of housemaids, and a minimum pay for this work in the amount of at least 50% of employees salary. This type of working arrangement requires a conclusion of contract which regulates all rights and obligations of parties to the contract. With regard to women who are employed on a defined time period contract and women who discharge household duties and concluded adequate work contract, the Law guarantees and provides social insurance and access to social services under same conditions as with employees to an undetermined time period. The

²² Research conducted in cooperation with the World Bank, BiH Statistics Agency, FBiH Statistics Institute and RS Statistics Institute.

²³ Structure of Earning Survey

²⁴ Official Gazette of FBiH, Vol 26/16 and 89/18.

²⁵ Official Gazette of RS, Vol 1/2016 and 66/2018.

Law now prescribes that a woman-mother acquires the right to pension for years of service reduced by one year per each born child in view of the requirements regulated under the Law on Pension and Disability Insurance.

Women's entrepreneurship and women's enterprises

- Entrepreneurship remains largely underdeveloped among BiH women due to a general preference for secure, predictable public sector jobs, to averseness to risk taking, and the lack of available support services such as child care and benefits for the self-employed. Women are generally reluctant to start their own businesses because of their limited exposure to the business world, limited financial skills and a difficult business environment. These are also exacerbated by the impact of the recent economic downturn leading banks to tighten their requirements for granting credit, and women's inability to meet these conditions.²⁶

- In the reporting period, the development of women's entrepreneurship in RS was recognised as very important and was particularly supported by the existing Law on Development of Small and Medium Enterprises²⁷, and the Strategy of Development of Small and Medium Enterprises in RS for the period 2016-2020²⁸. Women in RS are owners of about 30% businesses, with around 40% women employees amongst the total number of employees. In addition to these indicators, women entrepreneurs need support also due to certain barriers or prejudices. The Law on Development of Small and Medium Enterprises, among other things, defines the principles for the enactment of policies and programmes for small and medium enterprises. One of the principles is "the development of women's entrepreneurship through the enactment of programmes of support, training, better access to financing and liaison of female entrepreneurs." The Strategy of Development of Small and Medium Enterprises in RS for the period 2016-2020 foresees the programme of support to the development of female entrepreneurship and adoption and implementation of the Strategy of women's entrepreneurship in RS, providing for funds, education and training for women entrepreneurs, support to promotion and liaison of women entrepreneurs and strengthening the role of the Council for women's entrepreneurship within the RS Chamber of Commerce. The draft of the said Strategy was adopted in February 2019.

- In 2014 and 2015, the BD BiH Department of Economic Development, Sport and Culture conducted through the Employment Institute the programme of active employment policy in BD BiH. The said programme determined that the basic number of points is cumulatively increased by a specially determined percentage, that percentage for women being 15%. AP was developed for women's entrepreneurship with a view to advancing the economic empowerment of women and teaching them the skills to prepare and develop a business plan to start their own businesses.

Gender-responsive budgeting

- Introduction of gender responsive budgeting in the budget system of BiH constitutes an important tool and practical measure towards promotion and advancement of gender equality. At the initiative of GEA BiH MoHRR BiH, GC RS and GC FBIH, finance ministries introduced the gender equality component into the instructions for budgetary beneficiaries. Budget management information systems include the gender equality component and all budgetary beneficiaries must refer to it when preparing the budget. By this, the prerequisites are provided for the introduction of gender equality aspect in the entire budget process in BiH.

²⁶ Report World Bank, BiH Statistics Agency, FBIH Statistics Institute and RS Statistics Institute (2015).

²⁷ Official Gazette of RS, Vol 50/13.

²⁸ Available at: http://www.vladars.net/sr-SP-Cyrl/Vlada/Ministarstva/mpp/Documents/Strategija%20razvoja%20MSP%20RS%202016-2020_587173104.pdf

- With a help from Public Administration Reform Coordinator's Office project "Widening of the Budget Management Information System - BMIS by a software component for gender responsible budgeting" which was implemented from 2014 to 2015 the existing software is expanded by a GRB component. The upgraded software was tested and the budgetary beneficiaries were trained and so the prerequisites have been met to use the software and fill the programme tables.

- The Decision of FBiH Government²⁹ determined the responsibility for earmarked and purposeful budget planning and usage in line with GEL BiH and GAP BiH. Budgetary beneficiaries are obligated to introduce principles of gender responsive budgeting in the selected programmes of expenditure and reports on spent budgetary funds. The gender influence is monitored on programmes and projects within the FBiH budget throughout all ministries³⁰.

- GRB is one of the segments of budgetary reform in RS as well, and was accepted by participants in a budgetary process. Everyone is aware that budgets are not neutral from the gender equality perspective and the goal is to show the budgetary expenditures from the perspective of gender equality so that the allocation of budgetary funds become gender responsive. The introduction of gender aspect in the budget preparation was supported by the introduction of programme budgeting. In cooperation with GC RS, the Ministry of Finance introduced amendments to the instructions for budgetary beneficiaries and in the Budget management information system, the guidance for gender responsive budgeting was developed and training of budgetary beneficiaries conducted.

- CSO conducted advocacy activities in local communities towards the introduction and implementation of GRB, particularly in those communities with budgets referring to agriculture, CSO representatives see a significant opportunity for enhancement of this issue in local communities.

3. Measures that BiH took to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination

Women living in remote and rural areas

- Constant promotional activities were intensified on the occasion of marking significant dates such as: International Women's Day, International Women's Entrepreneurship Day and International Day of Rural Women, including workshops, roundtables, fairs, exhibits and trainings, trying to focus the attention to the issues of advancing knowledge and challenges in advancing the quality of their life.

- Upon the proposal of the Federation Ministry of Agriculture, Water Management and Forestry, FBiH Government enacts the programme of financial support for every budget year stating the items and determining general and special criteria.³¹ The Register of agricultural holdings in FBiH was established within the Ministry in such a way that the forms are tailored to the need of presenting gender statistics. The existing statistical

²⁹ Decision V. No 547/2016 – Official Gayette of FBiH, Vol 19/16.

³⁰ FBiH Ministry of Finance clearly prescribed the obligation of budgetary beneficiaries to introduce a clear gender equality statutory ground when preparing programme tables of financial request for the next three year or one year period, to make an assessment of effects by giving an overview of the outcome so far, to analyse costs and benefits, to give clear explanations on justification of consumption and anticipated results and also issued the instruction for a mandatory application of gender responsive budgeting as an upgrade of a programme budgeting software in FBiH Ministry of Finance.

³¹ This Ministry keeps the Register of agricultural holdings and clients where the records are categorised according to gender: (1) Structure of agricultural holdings per seat, number of employees, and number and gender of members of family holdings - structural report, (2) Structure of bearers and members of family agricultural holdings per education and gender - structural report, (3) Structure of bearers and members of family agricultural holdings per working activity and gender - structural report.

system in FBiH does not offer clearly categorised information about urban and rural areas in terms of infrastructure, population structure, employment, education and health, which limits a high quality monitoring of indicators of rural areas development.

- In 2015, the programme of co-financing the self-employment and employment in agriculture was started, and the amount of EUR 1.5 million earmarked for its implementation. The programme is implemented together with cantonal employment services. The Institute allocates incentives to persons who get an approval for that after they register an agricultural business and start working and refunding the incentives on a monthly basis.

- RS developed the measures for rural women through AP for enhancement of the position of rural women in RS by 2015³² as special temporary measures for rural women within the 2009-2015 Strategic Plan of Rural Development. This was a specially targeted public policy founded on the indicators from the ground, it encompassed various measures in the field of economic empowerment, education, training, improved quality of life and access to basic services, protection against violence, social empowerment of rural women and their participation in decision making. The final report on the implementation and evaluation of this plan was adopted by the National Assembly of RS in 2016, and measures for rural women were introduced in the 2016-2020 Strategic Plan for agricultural and rural areas development.³³

Women living with disabilities

- 2016-2021 Strategy for advancement of rights and status of persons with disabilities in the Federation of Bosnia and Herzegovina was adopted in 2016.³⁴ The goal of the Strategy is to provide for involvement and participation of persons with disabilities in all spheres of life on equal grounds with everyone else, the highest possible level of independence and freedom of choice in accordance with adopted international standards. The Strategy implementation should focus attention especially to vulnerable and potential multiply discriminated groups - for example women with disabilities. In November 2017, a cross-departmental and cross-sector coordination body of FBiH Government was appointed to monitor, direct and report on the realisation of activities from the 2016-2021 FBiH Strategy for advancement of rights and status of persons with disabilities which foresees the introduction of prevention programmes of domestic violence for persons with disabilities in existing 2018-2020 Strategy for prevention and elimination of domestic violence and three programme activities related to the issue of position of persons with disabilities. In election 2018 year, GC FBiH sent the information to the BiH Central Election Commission and political parties in FBiH relative to final observations of the UN Committee for rights of persons with disabilities regarding the 2017 initial report of BiH on the implementation of the Convention on rights of persons with disabilities and activities foreseen by 2016-2021 Strategy for advancement of rights and status of persons with disabilities in the Federation of Bosnia and Herzegovina with regard to equal participation in public and political life.

- Within the scope of its mandate, GC RS examined and analysed the position of women with disabilities in a special research with associations of women with disabilities. The data obtained in this research were submitted in reports to the RS Government along with recommendations for action. This gave a basis for development of special measures in accordance with the indicators of situation. In the reporting period, a Platform of social

³² Decision on Adoption published in the Official Gazette of RS, Vol 136/10.

³³ Available at: <http://www.vladars.net/sr-SP-Cyrl/Vlada/Ministarstva/mps/%D0%BC%D0%B8%D0%BD%D0%B8%D1%81%D1%82%D0%B0%D1%80%D1%81%D1%82%D0%B2%D0%BE/Documents/Strategija%202020.pdf>

³⁴ 84. Session of the FBiH Government on 23 December 2016.

entrepreneurship development in RS³⁵ was adopted thus providing a basis for support measures to women with disabilities, among other groups.

Women with diverse sexual orientations and gender identities

- Needs of LGBTI women are recognised in GAP BiH. For the purpose of strategic approach to advancement of rights of LGBTI persons in BiH, MoHRR BiH established a working group consisted of members of GEA BiH MoHRR BiH, GC RS, GC FBiH and Sarajevo Open Centre. AP for equality of LGBTI persons in BiH is drafted and currently is waiting to be introduced in the agenda of the Council of Ministers of BiH.

- GEA BiH MoHRR BiH continuously invests efforts towards the advancement of rights and raising awareness of the rights of LGBTI population in BiH. For example, the introduction of gender perspective in the training programme for police academies in order to expand knowledge on hate crime and violence against LGBTI persons, coordination board trainings for monitoring the implementation of GAP on rights and needs of LGBTI community, training of gender institutional mechanisms on rights and needs of same sex persons, training of Ministry of Security of BiH on rights of LGBTI persons with the focus on transgender persons. GEA BiH MoHRR BiH actively participates in the work of European network of governmental focal points for the issues of LGBTI population, and the International Day against Homophobia and Transphobia (17 May) is introduced in the programme of marking significant dates in the domain of human rights in BiH.

- By adopting amendments to the Law on Protection against Discrimination in 2016, BiH enhanced its legislative framework by prohibiting discrimination on grounds of sexual orientation, gender identity and sexual characteristics.

- In the reporting period GC FBiH introduced for the first time the issue of LGBTI population in the FBiH executive authority programmes. In 2016, trainings were held about the rights of LGBTI persons for police officials of FBiH Ministry of Interior, FBiH Police Department, Police Academy, 10 cantonal Ministries of Interior, and representatives of FBiH institutions which have representatives in the coordination board for the monitoring of implementation of GAP BiH. FBiH Government adopted 2018 Information of FBiH Ministry of Interior related to the requests for entry of data on same sex cohabiting couples into the records. It also adopted a proposal for the FBiH Ministry of Justice to establish a cross departmental group with a task to analyse the regulations within which same sex cohabiting couples can exercise rights that stem from the European Convention for Protection of Human Rights and Fundamental Freedoms, and to draft regulations that need to be adopted in that regard in the territory of FBiH.

- In 2016 and 2017, an initiative was realised to harmonise provisions of the Criminal Code of RS with international legal standards that regulate the acknowledgment, exercise and protection of rights of LGBTI. A new Criminal Code of RS was harmonised with all

³⁵ Available at: http://www.vladars.net/sr-SP-Cyrl/Vlada/Ministarstva/mpb/PAO/Documents/Platforma_razvoja_socijalnog_preduzetnistva.pdf

aspects as requested.³⁶ FBiH adopted 2016 Law on amendments of the Criminal Code of FBiH thus criminalizing hate crime.³⁷

- In May 2016, the Administrative Centre of the RS Government was the venue of the first regional conference "Public policies for equality of LGBTI persons in BiH", where the experience from the region were exchanged relative to issues of rights and needs of LGBTI persons.

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in BiH

- In May 2014, BiH was struck by floods which caused large damage in certain parts of BiH. GEA BiH, GC RS and GC FBiH reacted by showing the complex and different consequences that floods had on men and women, boys and girls, and underlined that the gender aspect should be taken into account when planning and conducting the interventions of prevention and elimination of consequences of disasters. Upon the initiative of GEA BiH, MoHR BiH allocated EUR 15.000 from FIGAP Programme for help to women, children and elderly in municipalities of BiH that were most affected by floods. This reallocation of funds from FIGAP programme was approved based on well-reasoned request grounded on strategic goal 2, AP UNSCR 1325.

- Shortly after May 2014 floods, GC RS and GC FBiH developed an AP for gender equality in the conditions of disasters May-December 2014, in order to conduct specific programmes and measures towards facilitating and restoring the consequences of natural disasters on women and men.

- During the implementation of AP, GC RS and GC FBiH closely cooperated with relevant institutions in coordinating the aid to vulnerable population. They also cooperated with associations of women and local self-governance units through gender equality commissions in order to assess specific needs of women, children and on the ground, procurement and distribution of humanitarian aid. Media reporting on gender issues in disaster situations was especially analysed, and so the rulebook was developed and trainings held for the media with the guidance on reporting in cases of disasters.

- GC FBiH supported the development of analysis "In the aftermath of floods—gender analysis in the Federation of BiH". At the 2015 request of GC FBiH, involvement of women was one of the criteria in the call for submission of requests for financial aid from the FBiH Governments Fund for aid and recovery from floods. FBiH Government Guidelines for interventions in natural disasters were developed, in order to ensure that interventions are as gender sensitive as possible. Recommendations to institutions of Federation stemming from the said document, pointed to the importance of sensitising

³⁶ So the principle of equality of perpetrators of criminal offences was introduced which, among other things, defines equality on grounds of sexual orientation or gender identity, Article 52 defines "General rules on meting out sentence" prescribe that if a criminal offence is entirely or partly perpetrated due to actual or assumed ethnic or national origin, language or script, religious beliefs, race, colour, sex, sexual orientation, political or other affiliation, social origin, social status, age, health and other characteristics, or due to the association with persons with such characteristics the Court shall take that as an aggravating circumstance unless hatred is in the qualification of that criminal offence; Article 123 defines hate crime which includes sexual orientation or gender identity as one of the grounds, that is, motives or incentives for hate crime; Article 359 regulates the criminal offence „Public inciting of violence and hatred“ and refers to inciting and inflaming violence and hatred via press, radio, television, computer system or social networks, at a public gathering or a public place towards certain person or groups on the basis of their national, racial, religious or ethnic background, skin colour, sex, sexual orientation, disability, gender identity, origin or other characteristic; and Article 139 which prescribes the criminal offence „Violation of citizens' equality“ which include the main difference, among others, in sex, gender, or gender identity and sexual orientation.

³⁷ Hate crime is defined as any criminal offence committed for reasons of race, colour, religious belief, national or ethnic origin, language, disability, sex, sexual orientation or gender. Such an act shall be considered an aggravating circumstance unless this Code expressly provides for a more severe punishment for the aggravated form of the crime committed out of hatred.

persons involved in the reconstruction and recovery programme towards vulnerable groups such as rural women, victims of multiple discrimination.

- All the aforementioned measures taken during the floods in BiH, were presented and discussed at the thematic conference "Gender and Natural Disasters" which was organised in 2015 by the Committee on Gender Equality of House of Representatives with Parliamentary Assembly of BiH and GEA BiH MoHRR BiH with a support from OSCE Mission to BiH. The goal of the conference was to present and promote activities of institutions, nongovernmental organisations and other actors who pointed to gender aspect in the circumstances of natural disasters, with a special focus on 2014 floods in BiH. The thematic conference was attended by entities commissions and Brčko District Commission for gender equality, gender institutional mechanisms, representatives of civilian protection, Ministry of Security, Ministry of Defence, nongovernmental and international organisations and embassies in BiH.

- Refugee crisis poses a serious challenge for Europe now and in the forthcoming years. Women and children arriving from other countries make over 50% of refugees and migrants. They are often victims of physical and mental violence; prostitution, human trafficking, and they also make the highest percentage of those who went missing in the course of their transfer to Europe. When refugees from Syria started coming in 2015, GEA BiH MoHRR BiH pointed to special needs and vulnerability of women and children in migrations, stressing the importance of targeted actions and measures to provide them protection and integrate them in the society. Upon the initiative of GEA BiH MoHRR BiH, the Coordination Board (CB) for monitoring of the implementation of AP UNSCR 1325 started the action of collecting aid from institutions and distributed the aid to Syrian refugees in the territory of the Republic of Serbia. By this action, CB pointed to the fact that the migrant crisis represents a new security challenge especially for women and children stressing that this issue should be especially considered in the policy making and measures for implementation of UN Resolution 1325 "Women, Peace and Security".

- Certain areas in BiH are especially affected by migrant crisis (Bihać area) and attention to a large number of women is given by international organisations. Despite these efforts, a systemic protection is needed for children and women, particularly in their access to education and health care. There are cases of violence against migrant women especially girls, as well as the cases of trafficking in women for prostitution. Due to a lack of appropriate accommodation for migrants, they are accommodated in a safe house intended for women victims of domestic violence in Bihać, which makes it harder to work with victims of gender based violence in this region.

5. Priorities for accelerating progress for women and girls in BiH for the coming five years through laws, policies and programmes?

Poverty eradication, agricultural productivity and food security

- The priority measures in the field of agriculture and rural development in RS shall be the following: consistent implementation and application of laws that define rights and protection of women, tax policy making in a way to give certain reliefs to women entrepreneurs and defining measures that allow a higher rate of using incentives by women holders of agricultural holdings. A new 2016-2020 RS Strategic plan of agricultural and rural areas development is adopted as a special sector public policy which incorporates the commitment to enhancement of gender equality, visibility of gender equality and standards principle, and consistent application thereof by the relevant Ministry. A new 2019-2020 AP was also adopted for enhancement of the position of rural women in RS for the period of five years.

Eliminating violence against women and girls

Harmonisation of legislation with the Istanbul Convention and provision for an equal access to rights and services of protection against violence to female and male citizens of BiH regardless of the Entity, Canton or municipality they live in. The main activities of the GEA BiH MoHRR BiH in the coming period shall be directed to the development of standards for equal implementation of Istanbul Convention, establishment of harmonised methodology for data collection, establishment of the Board to monitor the Istanbul Convention and *femicide watch*. Besides that, cooperation with international partners (Council of Europe, UN Women, USAID and IPA) and activities shall continue.

- Certain steps were taken to analyse the problem of femicide, and to identify the scope of femicide in BiH. To that regard, an ongoing activity pertains to the establishment of the Board to monitor the implementation and reporting on Istanbul Convention and femicide in BiH, which makes the basis for further action in this regard. In order to raise awareness of professional and broader community about femicide as the most severe form of violence against women, in December 2015 GC RS organised the first regional conference about femicide for the first time opening a broad discussion with all relevant institutions about the problem of femicide and efficiency of measures for prevention and elimination thereof. The conference was attended by representatives of legislative and executive authority in BiH and countries in the region.

- FBiH Government enacted a 2018-2020 AP for the implementation of the Strategy for prevention and elimination of domestic violence which guarantees a continuity of strategic and comprehensive action in the field of prevention, elimination and action in cases of domestic violence. Certain activities holders referred to in the AP for the Strategy implementation; plan the activities towards the realisation of the strategy in the document of framework budget and annual institutional work plans. Therefore the planned activities become part of public policies and provide for consistency with other relevant regulations, establishing the system of sustainability and action continuity. Also, the Strategy implementation provides for donor funds as a support to realisation of certain activities in accordance with programmes of international organisations that are in accordance with strategic action of the FBiH Government.

- With regard to elimination of violence against women and girls in RS, a priority shall be given to a consistent application of the Criminal Code of RS and Law on Protection against Domestic Violence, development, adoption and implementation of new five year strategy for prevention of domestic violence in RS, and realisation of AP for the implementation of Council of Europe Convention on preventing and combating violence against women and domestic violence in RS for the period 2019-2020, which was adopted in January 2019 by the RS Government, upon a proposal by GC. Another priority shall refer to strengthening of local referral mechanisms and protection of women and girls against violence in a coordinated cooperation of institutions, bodies and other actors in local self-governance units.

Access to affordable quality health care, including sexual and reproductive health and reproductive rights

- With regard to health sector, 2018-2022 GAP BiH plans to undertake a series of measures and activities towards identifying priority laws, strategies and other documents in the field of healthcare and prevention, with a view to introducing and applying international and domestic standards for gender equality in this area.³⁸

³⁸ There is a plan for a gender analysis of the strategies, policies, programmes and projects in the area of healthcare with the aim of identifying disadvantages, advantages, actual needs and possibilities from the aspect of gender equality, as well as regular collecting, analysing and publishing data classified by gender, on participation in, access to and usage of health services. It also foresees drafting and implementing programmes of measures and activities for achieving equal rights and equal access to health care, including strengthening professional capacities for the implementation of national and international standards in the abovementioned areas, introducing gender

- One of the most significant activities towards the enhancement of healthcare in RS is the development of Strategy for advancement of sexual and reproductive health in RS (2019-2029) which is based on the highest principles of health, human rights protection, non-discrimination, beneficiary oriented services, availability and continuity of services for advancement of sexual and reproductive health, solidarity and equity in using of health services, gender equality and empowerment of all women and girls, promotion of reproductive health, prevention of illness and multisector cooperation, enhancement of health care quality, strengthening of responsibility and establishing permanent partnership between governmental and nongovernmental organisations.

Women's entrepreneurship and women's enterprises

- Labour, employment and access to economic resources is one of the priority areas covered by 2018-2022 GAP BiH which planned measures such as the elimination of gender-based discrimination in work, employment and the labour market, and ensuring equal opportunities for women and men in accessing economic resources, including reduction of poverty through the new macroeconomic and development strategies³⁹. It foresees that the bodies realise the said measures within their regular activities and budgets, and also through financial instrument for the implementation of GAP BiH (FIGAP II 2018-2021), with the total budget of EUR 1, 5 million.

- The project financed through IPA II – Local development strategies is, among other things, directed towards solving unequal opportunities for men and women in the labour market, and supporting women and young entrepreneurs through targeted training programmes and counselling. The project would also focus on problems and needs of men and women and ensure that the project management has adequate capacities to increase the participation of women in project activities and work towards the goals of gender equality. All project activities are directed towards strengthening of competitiveness of genuinely integrated principles of equal opportunities.

- In 2018, the Government of FBiH adopted a 2018-2020 AP for development of women's entrepreneurship, which operationalises the first SBA principle "Create a stimulative atmosphere for the development of entrepreneurship" with the subsector pertaining to women's entrepreneurship. AP is created through an intensive public-private dialogue with crucial actors who can contribute to the development of women's entrepreneurship, with three agreed goals: advancement of analytical ground for monitoring and stimulating the development of women's entrepreneurship; ensuring a

responsible budgets, and establishing adequate institutional mechanisms to coordinate implementation of these measures. GAP BiH further foresees organizing gender equality training for health professionals in order to secure health services which take into account different needs and interests of women and men; Providing support to research on gender equality in the area of health, as well as to the programmes focused on the improvement of health by prevention and protection, protection of mental health of men and women, protection of sexual and reproductive health with the special attention to vulnerable group; Implementing promotional activities, information/awareness-raising campaigns on health, including sexual and reproductive health, and detailed information regarding options of family planning through the media, health and educational institutions; Progress monitoring and reporting on the representation and access of women and men in the area of health, access to and usage of health services, prevention and protection.

³⁹ Some of the key measures foreseen by GAP BiH in the area of labour, employment and access to economic resources are as follows: introducing international and national standards of gender equality in relevant domestic legislation; Implementation of gender analysis of strategies and policies in order to identify actual needs and opportunities; Regular collection, analysis and publication of data classified by gender development and implementation of measures and activities to eliminate discrimination of equal participation of women and men in the labour market and economic life; introducing gender-responsible budgets.; Providing support to research and programmes geared toward increased participation of women in the workforce and reduced unemployment, development of women entrepreneurs, representation in agricultural production and informal sector, and economic and social empowerment of women; improving measures to harmonize business and private life Implementation of promotional activities, information/awareness-raising campaigns on the right to equal access to employment, labour market and economic resources and entrepreneurship.

systemic support to the development of women's entrepreneurship and strengthening the promotion and liaison of women entrepreneurs. It is expected that a successful implementation of 2018-2020 AP for development of women's entrepreneurship will significantly contribute to the enhancement of women's entrepreneurship, while lessons learned during the implementation of this AP shall be used in a next round of strategic planning and development of sector programmes and policies. A progress is expected in terms of evaluation and reporting to OECD regarding the Index of small and medium enterprises.

- Pursuant to the 2016-2020 RS Strategy of development of small and medium enterprises, a draft 2018-2022 Strategy of development of women's entrepreneurship was adopted by the RS National Assembly in February 2019. The Strategy and Action Plan define the basic goals, activities, leaders of the development of women's entrepreneurship, deadlines and funds necessary for support to women's entrepreneurship, the realization of which will achieve the following strategic goals: (1) strengthening of competitiveness of businesses started and managed by women entrepreneurs, (2) advancement of availability and attractiveness of entrepreneurship and business for women, (3) additional support to specific field of women's entrepreneurship. Funds for the realisation of AP in the period 2018-2022 amount to the total of EUR 2, 3 million the largest part of which pertains to the credit support of investment development bank of RS and other funds come from RS and local budgets and funds of international projects and programmes. Investment-development bank of RS shall work on additional reduction of an interest rate for the purpose of stimulating women's entrepreneurship, so that this target group advances its business and become economically empowered.

Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)

- Developing, adopting and implementing annual operational plans for the implementation of GAP BiH in FBiH shall provide for a higher social security of all male and female citizens by way of amendments to and harmonisation of legislation in the area of social inclusion and development and application of modern social policies and programmes of social protection. Some of planned measures are the identification of priority laws, strategies, action plans, programmes and other acts in the area of social protection, with the aim of introducing and implementing international and national gender equality standards in these areas.⁴⁰

- With regards to gender sensitive social protection, a priority for RS shall be to realise the right to maternity allowance and rights to promoting birth-rate allowance for the third and fourth child in line with the Law on Child Protection⁴¹.

Gender-responsive budgeting

- Developing, adopting and implementing annual operational plans for the implementation of GAP BiH shall provide for the initiative to introduce GRB into budgets

⁴⁰ Other measures include Regular collection, analysis and publication of data classified by gender, on participation, access and use of social protection, drafting and implementation of programmes of measures and activities for the achievement of equal rights and equal access to social protection, including strengthening of professional capacities for the implementation of national and international standards in this area, introduction of gender-responsive budgets and establishment of adequate institutional mechanisms for coordination of the implementation of these measures. It also foresees providing support to the pension system programmes pertaining to specific aspects of professional carrier and unequal distribution of duties between men and women (child care, care of other family members, etc.), including, when necessary, compensation measures to alleviate negative consequences of the existing pension system for women. These measures shall also provide support to the programmes intended to multiple marginalised groups exposed to the risk of poverty and isolation, which are usually made of women, in order to support their inclusion in labour market and exercising of rights to social protection.

⁴¹ Official Gazette of RS, Vol 114/17 and 122/18.

at all levels of authority. To that regard, an analysis is planned to evaluate the influence of existing budgetary means for various needs of men and women and it will serve as a basis for planning the activities in line with sections of GAP BiH. Development and implementation of programmes of measures and activities to eliminate gender based discrimination in the area of labour, employment and access to economic resources is planned, as well as strengthening of institutional capacities for application of international and domestic standards, introduction of gender responsive budgets, and establishment of adequate institutional mechanisms for gender equality that will coordinate the implementation of these measures.

SECTION TWO: PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN

INCLUSIVE DEVELOPMENT, SHARED PROSPERITY AND DECENT WORK

6. Actions that BiH has taken in the last five years to advance gender equality in relation to women's role in paid work and employment

Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation

- BiH has undertaken significant activities in this area towards prohibiting discrimination of women in employment and advancement of position of women in the public and private sector. To that regard, a decision was drafted in 2017 cancelling the Underground Work Convention 1935 (No. 45), of the Internal Labour Organisation in order to harmonise this area with the European Social Charter.

- With regard to harmonisation of GEL BiH, especially the parts related to the area of labour and employment, Labour laws of FBiH and RS, which were adopted in 2016 and additionally amended in 2018, contain the general prohibition of discrimination of persons seeking employment or employees per "open" list of grounds which include gender.⁴² They define direct and indirect discrimination, determine the grounds and types of discrimination in labour and employment, they prohibit discrimination on grounds of marital status, family obligations and pregnancy, among others, and provide for protection in cases of discrimination. With the aim of being harmonised with the GEL BiH, these new laws for the first time treat gender based sexual harassment, violence and mobbing and determine the legal protection for such cases⁴³. The previous laws contained the prohibition on an employer to refuse to employ a woman on account of her pregnancy, or terminate her labour contract during her pregnancy. New laws expand this prohibition in as much as explicitly prohibiting termination of employment during maternity leave, or the time a parent exercise the right to work half time under certain conditions, and the exercise of right to absence for the purposes of breastfeeding.

⁴² "Discrimination of employees and job seekers shall be prohibited based on gender, sexual orientation, marital status, family obligations, age, disability, pregnancy, language, religion, political and other opinion, nationality, social background, financial standing, birth, race, skin color, membership or non-membership in political parties and trade unions, health status, or any other personal characteristic."

⁴³ With regard to sexual harassment and gender based violence, it is determined that the employee has the right to seek protection from the employer and in case the employer does not satisfy such request, the employee may file a lawsuit to the relevant court. In that case, the burden of proof lies with the employer who has to prove that there was no discrimination. Therefore, the victim of discrimination does not have to prove the existence of discrimination in court proceedings but only state the facts, submits documents to convince the court that discrimination exists, while the burden of proof that there was no discrimination lies on the employer. In practice, women are often victims of mobbing but a very low number of mobbing cases end up in courts due to women's fear that they would lose their jobs.

- Women in social isolation⁴⁴ need a greater support in employment, and so this group should be targeted in strategic documents. Additionally, the measures for employment of persons with disabilities should be more gender sensitive. Activists also point to the problem of mobbing at workplace pointing out that the victims of mobbing are largely women. They further point to the lack of official data on mobbing, overtime work, difference in pay in the public and private sector. Women in private sector are especially vulnerable, private employers most often fail to register them and they apply discriminatory practices in terms of family planning. Overtime for women is not valued and it remains a challenge. Alternative methods of employment need to be strengthened and local communities should give stronger support to employment of women from marginalised groups.

Introduced / strengthened gender-responsive active labour market policy (e.g. education and training, skills, subsidies)

- Implementation of GAP BiH 2013-2017 contributed to the achievement of positive results through continues implementation of promotion activities aimed at focus the public attention on importance of economic empowerment of women⁴⁵. These activities are conducted by relevant representatives of institutions, international and nongovernmental organisations. From 2012 to 2015, within FIGAP programme several NGOs were supported⁴⁶ in the realisation of projects of economic empowerment of women and promotion of women's entrepreneurship, requalification and additional qualification for employment and self-employment in line with needs of the labour market. The realisation of these projects resulted in 41 women employees as nurses, 268 entrepreneurs were given start-up funds, and over 300 women requalified and trained for self-employment. GC RS supported four NGO projects from FIGAP programmes for economic empowerment of women which were completed in 2014 with the total amount of EUR 18.100.

- FBiH Employment Institute introduced the programme for reduction of women's unemployment as there are more unemployed women than men registered FBiH. The programme increased the basic amounts if incentives for women's employment in order to achieve equality in the labour market. Conducted measures were directed to labour force with more difficulties in getting employed, largely women with social and gender vulnerability, with a view to strengthening competitiveness in the labour market, preventing long-term unemployment and creating conditions for achievement of first working experience.

- In 2014, RS conducted a special project in cooperation with the Ministry of Trade and Tourism and GC RS titled "Women as bearers of rural tourism development" with a view to increasing knowledge and skills of women in managing rural holdings rendering tourism services, considering that rural tourism is recognised as one of the priorities in the Strategy of Rural Tourism for the period 2011 – 2020.

- BD BiH Employment Institute conducts activities within its Active employment policy aimed at strengthening the involvement of unemployed persons and training for

⁴⁴ For example women who live in distant areas, mothers of children with disabilities, women who lack several years of working experience to get the right to pension, women with disabilities, single mothers in villages, elderly women.

⁴⁵ Every year, GEA BiH MoHR BiH in cooperation with international and nongovernmental organisations organises and/or participates in events on the occasion of significant dates such as: International Women's Day, International Women's Entrepreneurship Day and International Day of Rural Women, including workshops, roundtables, fairs, exhibits and trainings, trying to focus the attention to the issues of advancing knowledge and challenges in advancing the quality of their life.

⁴⁶ These projects included numerous forms of informal training (business startup, beekeeping, greenhouse fruit and vegetable growing, information technology training), towards developing women's skills for participation in the labour market and starting their own businesses.

active job seeking through preparation for the labour market for all unemployed persons and through financial support for employment of persons registered with the Institute. The activities conducted on an annual basis include vocational training and preparation for self-employment⁴⁷; programme of harmonisation of the labour market and education system – carrier counselling; programme of financial support to employers to employ persons registered with the Institute and programme of self-employment in the territory of BD BiH.

Strengthened land rights and tenure security

- In early 2017, GEA BiH signed a Memorandum of Understanding with the project "Capacity Building for Improvement of Land Administration and Procedures in BiH" - CILAP and geodetic administrations of RS and FBiH, towards the implementation of joint trainings, campaigns and events as well as integrating gender dimensions in the development of strategic documents, legislative framework policies, action plans and programmes of measures, development and processing of statistical data and registers, conduct of analysis, marketing and promotional plans. CILAP is a long term project aimed at capacity building and transfer of knowledge in order to increase efficiency and reliability of land administration in BiH. The Project contains six components emphasising a multi-sectorial cooperation in promoting gender equality in the work of geodetic administrations and advancement of women's property rights of women.⁴⁸ The project's vision in the field of gender equality is transformation of land administration into the administration highly aware of the importance of gender equality in geodetic and property affairs and to promote it. Strategic goals are as follows: (1) equal exercise of property rights for all men and women in the work of land administration; (2) Increase in the number of registered women in the public records as owners of real estate; (3) Promotion of gender equality in decision making and managerial positions in land administration. Gender Equality and Non-discrimination Policy was adopted in the Administration for Geodetic and Property Affairs of Republika Srpska.⁴⁹

- The 2015 annual report of Ombudsman Institution contains a recommendation to relevant institutions to approach amendments to the existing legislation in order to ensure common-law partners the same rights as to marital partners with regard to pension-disability protection. However, the new Law on Pension and Disability Insurance of FBiH did not bring changes in this field, while the Law on Pension and Disability Insurance RS did not change since 2015. The issue of common law spouses with regard to the enjoyment of the right to a survivor's pension was also reviewed by the Constitutional Court of BiH in the case AP-4077/16 and reached the decision on admissibility and meritum in its sessions on 11 October 2018⁵⁰.

- The ownership over land is problematic especially by rural women who are invisible and most marginalised, while they are holders of agriculture and household. Further

⁴⁷ Planned preparation for the labour market through informal education trainings aims to capacitate unemployed persons for a greater mobility in the labour force market. Training for acquiring new knowledge and skills conducted in line with the interest of unemployed persons – selected according to a survey and conducted in the area of information technology, keeping of business books, learning of foreign languages, to achieve overall competence of unemployed persons. This type of preparation for the labour market is particularly interesting for youth and women, so that the percentage of women participating in the trainings moves from 72% in 2014 to 82% in 2018.

⁴⁸ According to the data of Geodetic Administration for geodetic and property affairs of FBiH for 2017, women are registered as owners or coowners of real estate 38,4% in FBiH (in 2013 that percentage was 26,8%, in 2003 it was 24,7%).

⁴⁹ Decision No. 21.01/052-731/18 dated 10 October 2018.

⁵⁰ This Decision promotes similar position as the mentioned initiative of Ombudsman Institution, as this Judgment established the violation of the right to prohibition of discrimination under Article 14 of the European Convention on Protection of Human Rights and Fundamental Freedoms with regard to the right to property under Article II/3.k) of the Constitution of BiH and Article 1 of Protocol 1 to the European Convention on Protection of Human Rights and Fundamental Freedoms.

improvement of legislation is necessary, particularly the ones regarding the ownership of commercial and non-commercial holdings, is needed in order to enable reliefs for women and terminate retroactive collection of taxes and contributions.

7. Actions that BiH has taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation

Introduced or strengthened maternity/paternity/parental leave or other types of family leave

- Protection of motherhood, including the provisions of paid maternity/paternity leave, is one important segment for a better balance between professional and private life and so the activities of BiH gender institutional mechanisms during the reporting period were directed to amendments of the relevant legislation. 2013-2017 GAP BiH foresaw the activities in advancing the measures for balance between professional and private life including the protection of motherhood and fatherhood, enhancement of provisions on paid maternity/paternity leave, and special measures that help employees to strike a balance between professional and family obligations.

New Labour Laws in FBiH and RS passed in 2016 and amended in 2018, as well as the Labour Law of BD BiH prescribe that during pregnancy, delivery, and care for the baby, a woman shall be entitled to maternity leave of one year without interruption, and for twins and third or each subsequent child 18 months without interruption. A legislative framework is completed to strengthen the role of parenthood as a tool in the development of gender equality in the area of work and economic relations. Leave after a child birth can be used in two parts: first part may be used only by a mother (at the moment when mother and child need special protection), and second part may be used by one parent upon their agreement. After the expiry of 60 days from the child birth in RS and 42 days in FBiH, a father of a child may also exercise the right to paternity leave, if the parents so agree. There is a special regulation of the employment relationship with housemaids and the minimum wage for this type of work is at least 50% of the employee's salary. This type of a working arrangement requires signing of a contract that regulates all rights and obligations of contractual parties.

- A positive example of elimination of discrimination is the fact that since 2015 the police authorities at the state level have calculated and paid out maternity leave with a police allowance to police officials.

- Due to divided jurisdiction between Entity and local community in FBiH, it is still a challenge to determine the basic minimum for calculation of pay for maternity or paternity leave. Given the situation, there are significant differences between the amount and degree to which this pay is used, depending on the permanent place of residence of the persons using the leave.

Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work

- With a view to raising awareness about the unpaid work in a household and care duties, in the reporting period, GC RS covered these issues in a study on gender inequalities during a life cycle. The data point to explicitly patriarchal patterns of household work and care of family in RS where obligations are almost completely assigned to women. Women and men do not equally share parental responsibilities – they are largely taken over by mothers, especially when children are small. Almost half the number of fathers (44, 3%) does not assume any responsibility towards a small child. On the other hand, 9 out of 10 mothers are involved in their obligations. Household work is almost completely assigned to women. In families with small children, women carry out home

work of 33, 89 hours weekly longer than men on average (which is almost another full time job). In striving to strike a balance between family obligations and obligations at workplace, mothers with small children are most exposed to stress and fatigue.

- A special report on findings and recommendations of this research, adopted by the RS Government, defines recommendations for measures that will change relations and distribution of responsibilities in family such as stimulating fathers to use paternity leave and share the responsibility for a child with women; conduct of campaigns for redistribution of unpaid household work, stimulating a higher participation in house work and care of family, such as by calculating the price of such work and organising actions that would change the practices (such as a day in a year when women have to be paid for that work according to the market price and the like); make more available services of support to family (space, time and price wise) – pre-school institutions, day-care centres for children with difficulties in development, for elderly members of family and the like, which would reduce the burden from women, especially those who are employed. The report was adopted in December 2016 and GC shall further monitor the implementation of recommendations. The study was published, promoted and publicly available to expert and broader public thereby raising awareness of recognition the unpaid household work and duties of family care.

- It remains a significant challenge to recognise, reduce and/or redistribute unpaid care and work in household, and promote measures towards striking a balance between work at workplace and in family. There is a lack of data about the value of unpaid work conducted by women. One of the civil society organisations states that it conducted an experiment asking women, who take care of family and household, how much they would pay for such work to someone else and the calculation showed that such work would be below EUR 500 per month. Activists show that they use this method towards the empowerment of women as women need to become aware of the value of their unpaid work. They also consider that a huge problem is in the fact that housewives do not have the right to pension although they carry out unpaid work on a daily basis.

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

- Yes, over the past five years, BiH introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, but there has been no evaluation made as to its impact on women and men.

ERADICATING POVERTY, SOCIAL PROTECTION AND SOCIAL SERVICES

9. Activities undertaken by BiH over the past five years to reduce/eradicate poverty among women and girls

Promoting access to decent work for underprivileged women through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures

- The Labour and Employment Agency has recognised the need for gender institutional mechanisms in BiH to recommend promoting the access of underprivileged women to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) as well as that targeted measures should be referred to the Entity Employment Offices and the Employment Service of the BD BiH as well as to the Entity Ministries of Labour, in the light of their competences.

- The World Bank's Employment Support Project, implemented in the FBiH since 2017, foresees that by 2020 employers will employ 15,000 hardly employable categories

of unemployed, including women.⁵¹ According to the preliminary results for active employment policy measures in 2017, 3,085 employers and 6,934 individuals took part in various programmes, of which 2,863 are women, average age 26 to 48.

- According to the 2017 report of the FBiH Employment Office, a total of 42,670 women are no longer registered as unemployed thanks to their employment in 2016. As for the implementation of the active employment policy programme, under the 2018 Work Programme of the FBiH Employment Office, women are recognised as a target group of all individual programmes for co-financing employment, self-employment and preparation for work. In the implementation of the 2013-2017 Strategy for the Prevention and Combating Domestic Violence, the FBiH Employment Office regularly carries out active employment policies through the Programme of Co-financing, Employment, Self-Employment and Work Preparation, and support for hardly employable categories of unemployed including victims of domestic violence.

- The Action Plans for Employment in the Republika Srpska, implemented each year, include women from rural areas and women victims of violence as a specific target group.

- It is necessary to adopt a strategy to combat poverty, with special measures targeting women, and especially marginalised women. An additional problem is the high unemployment rate and the lack of employment and self-employment programmes that will be sustainable and interconnected. There is an evident lack of systemic solutions such as day centres for children with disabilities or the elderly, so that women would have the time to work and become employed.

Introduced/reinforced affordable legal services for women living in poverty

- The Law on Free Legal Aid BiH⁵² adopted in 2016 regulates that the right to free legal aid based on status is exercised, among other, by a beneficiary of social assistance, as well as by victims of domestic violence or gender-based violence. The right to free legal aid may be exercised by persons who, by paying for such services, would have means of sustenance significantly reduced for themselves, as well as for members of their families. This also improves access to justice and represents the next step and new quality in development and guarantees in strengthening the rule of law.

- There are free legal aid offices active in the FBiH in nine out of ten cantons. These offices are a part of the Legal Aid Network in BiH, together with non-governmental organisations from the territory of the FBiH. Victims of domestic violence or gender-based violence have the right to free legal aid based on status according to certain cantonal laws, as do persons of poor financial standing when determined so by the relevant body. The right to free legal aid in the RS is also regulated by the Law on Free Legal Aid,⁵³ introducing the Free Legal Aid Centre. The Centre is in charge of providing legal aid to citizens of poor financial standing on the territory of the RS, and the right to free legal aid on the basis of the criterion of personal feature or status is exercised by beneficiaries of social protection, unemployed persons, persons of poor financial standing, victims of domestic violence, and others.

- NGOs providing free legal aid to violence survivors are dependent on donor funds and do not represent a systemic solution.

Support provided for women entrepreneurship and business development

- IPA - ILO project "Support to the Local Employment Partnerships in BiH" promotes employability, creativity at work and more inclusive labour market in line with the goals of the European 2020 Strategy, in particular with regard to employment, poverty reduction

⁵¹ Third Periodic Report on the International Pact on Economic, Social and Cultural Rights of BiH.

⁵² Official Gazette of BiH, 83/16.

⁵³ Official Gazette RS, 120/08, 89/13 and 63/14.

and social exclusion. The project addresses the shortcomings of progress in employment and social policy in BiH through the development of local capacity for effective implementation of employment policy, tackling skills mismatches, the promotion of employability, especially among women and specific categories of vulnerable groups and hardly employable categories, and stimulation of business creativity, promotion of employability, an inclusive labour market in line with the goals of the European 2020 Strategy.

- Development of women's entrepreneurship has been recognised through gender-sensitive policies at all levels of government in BiH. Thus, the 2016-2020 Strategy for the Development of Small and Medium Enterprises was adopted in the RS, with strategic goal of "Stimulating the Development and Promotion of Entrepreneurship and Entrepreneurial Skills" and its objective "Support to the Development of Women Entrepreneurship". During the reporting period, progress has been made in the development of women entrepreneurship, through with the introduction of the Women Entrepreneurship Council of the RS Chamber of Commerce and the implementation of the project "Support to Women Entrepreneurship". As a special provisional measure for women and an integral part of the operationalisation of the RS 2009-2015 Strategic Rural Development Plan, an action plan was adopted aimed improve the position of women in rural areas in the RS by 2015, with foreseen improvement of the economic position of women in rural areas in the RS. One specific indicator of the results was an increase in the percentage of female-headed farming households, from 12.5% in 2011 (the first year of AP's implementation), then 14% in 2015 (at the end of the implementation of the plan), up to 22.7% in 2017.

- The Women's Entrepreneurship Council in the RS has demonstrated the leading role of the Chamber of Commerce in prioritising women's entrepreneurship through political engagement, training and international networking. The Council is an important reference to supporting women's entrepreneurship for the Government's SME Strategy, and oversees the implementation of the Women Entrepreneurship Development Programme. Over the past period, the Women's Entrepreneurship Council with the Regional Chamber of Commerce Banja Luka, in cooperation with the RS GC, has organised a series of seminars on strengthening women's entrepreneurship, and two international conferences for entrepreneurs, attended by more than 200 entrepreneurs, representatives of institutions, chambers of commerce and international organisations from BiH, Serbia, Montenegro, Croatia and Slovenia. In 2018, workshops for entrepreneurs took place as part of preparations for the Strategy drafting and cooperation with entrepreneurs involving more than 50 participants, both women and men.

- In 2018, the FBiH Government adopted the 2018-2020 Women Entrepreneurship Development Programme, which relies on the strategic goal of "Promoting Entrepreneurship of Target Groups", the "Incentives for Women Entrepreneurship" measure from the Strategic Document on the 2009-2018 Development of Small and Medium Entrepreneurship in the FBiH. This AP represents the operationalisation of the first SBA⁵⁴ principle "Creating a conducive environment for entrepreneurship development" in the corresponding sub-dimension of women entrepreneurship within the AP implementation of the SBA Principle⁵⁵ for the FBiH 2017-2018. Within the framework of the regular budget, the FBiH Ministry of Entrepreneurship and Crafts allocates a grant for the development of women entrepreneurship in the amount of 434,500 EUR annually.

- More attention needs to be paid to monitoring and evaluation of women entrepreneurship activities, as well as to create a database on women entrepreneurs. Programmes supporting women entrepreneurship, especially in rural areas, need to be

⁵⁴ (SMALL BUSINESS ACT – SBA)

⁵⁵ Act on Small and Medium Sized Enterprises 2016-2018 (SBA Assessment).

tailored to the needs on the ground, citing the example that if women are supported by providing greenhouses from the programme, the next support for women entrepreneurship in the area should be, for example, to secure a refrigerator facility. It is necessary to heavily incentivise and provide greater support to the existing women-owned businesses.

10. Activities undertaken by BiH over the last five years to improve access to social protection for women and girls

Introduced or reinforced social protection of unemployed women (e.g. unemployment benefits, public works programmes, social assistance)

- The BiH Ministry of Civil Affairs coordinates the preparation of the Action Document IPA II Employment, Education and Social Policy 2019-2020, which provides for the results that are to contribute to an improved social status of women. The results relate to the strengthening of the social protection system and active labour market measures, including the economic empowerment of women in rural areas.

- In order to reduce poverty and improve access to social protection for women and girls in the RS, the Law on Child Protection⁵⁶ provides for the exercise of the right to a maternity allowance directly contributing to the protection of women/unemployed mothers. The right to maternity allowance is exercised by an unemployed mother for 12 months, that is, 18 months for twins and every third and subsequent child. The right to maternity allowance is set at 207 EUR per month. The right to a pronatality allowance for a third and fourth-born child can be earned by a mother for every third and fourth-born child regardless of the financial standing of the family and place of birth of the child in a one-off amount of 300 EUR for a third child and 230 EUR for a fourth-born child.

- In response to disparities in the unemployment allowance for 2019, the House of Representatives of the FBiH Parliament adopted a proposal of the Law on Support to Families with Children in the FBiH, which is a significant step toward equal rights of unemployed women. The text of the new law will meet international standards and will introduce equal conditions for exercising the right of unemployment benefit for unemployed mothers "Cash assistance for unemployed mothers" in the amount of 30% of the average salary in the FBiH for 12 months, taking into account the current financial capacities both of the cantons and the FBiH.

- In the last five years, the FBiH Employment Office has been funding measures and programmes of active employment policy in the last five years, involving a large number of women, especially young women without working experience, as well as those who are less likely to find employment due to lower degree of qualifications. These measures include women victims of violence as well as women returnees. In the past period, the following measures of active employment policy have been implemented, aimed at: employment incentives with a known employer, self-employment through registration of business, training, vocational training and professional training, as well as the preparation of the unemployed on the labour market. These measures were implemented by the FBiH Employment Office and cantonal employment services.

Social protection programmes are reformed, contributing to the strengthening of women's access and benefits for women

- In 2017, the Law on the Single Registry of Beneficiaries of Cash Benefits in the FBiH was adopted,⁵⁷ regulating the establishing of this register, collecting and classifying data, and reporting. The Register will have specifications for each beneficiary individually,

⁵⁶ Official Gazette of RS, 114/17 and 122/18.

⁵⁷ Official Gazette of FBiH, 25/17.

and the general part of the specification will include, among other, gender breakdown for beneficiaries. It should ensure, among other, a summary overview of the number of beneficiaries of cash benefits per type of allowance and the legal grounds for receiving the allowance, with breakdown by gender, age and territorial structure. In 2017, the FBiH Law on Foster Care was adopted, allowing care and protection in a family environment for children without parental care, adults without family care, and the elderly and disabled persons and persons with disabilities. This law is in line with the Law on Gender Equality in BiH, in that its impact assessment has been carried out during the drafting, including a gender perspective, and legal arrangements have been developed to allow for the status of foster caregiver to be granted to single mothers and fathers where other general requirements are met.

- In early 2018, there was an increase in allowances for civilian victims of war by 1.5%. This increase covered 6167 women, of whom 1,707 lost a part of their body or their health was affected, 800 are women survivors of sexual violence and rape in war and 3,660 women lost one or several family members. These are allowances that are conditional on the status of a civilian war victim and are non-contributory. The previous increase in a similar amount was recorded in 2013.

- For women employed on fixed-term contracts, as well as for women working in households and in case they have concluded a relevant employment contract, the Entity's labour laws guarantee and allow for social security and access to social services under the same conditions as for those employed under employment contracts of indefinite duration.

Introduced or reinforced non-contributory social pensions

- From 2014 to 2018, the BD BiH Employment Service has paid in for 124 years of insurance for 68 women, thus they became eligible for age pension. To this end, 92,000 EUR was paid to the Entity's Pension and Disability Insurance Funds. In the same period, 1,316 women became eligible for unemployment benefit allowance, and 1 million EUR was allocated to this aim.

11. Activities undertaken by BiH in the past five years to improve the health outcomes of women and girls

Promote women's access to health services through the expansion of universal health care or public health services

- Women who have health insurance during pregnancy, childbirth and post-delivery are provided healthcare free of charge under the law. Amendments to Law on Health Care specifically regulate that primary health care includes the protection of health of women and children, meaning that health care for women is provided at the level of outpatient clinics and family medicine so that the primary level of protection is available to everyone, and especially women. Health care is provided to all persons without discrimination on any ground, including gender, sexual orientation, gender identity and sexual features.

- The pre-established practice of having laws and strategic documents forwarded to the FBiH GC for comments during the drafting process by the FBiH Government is still in place. Thus, a high level of cooperation with the FBiH Ministry of Health has been achieved, where 90% of regulations incorporate the gender component, and through strategic documents, almost all gender issues have been addressed. Additionally, there is cooperation in place with the FAMI Foundation and the FBiH Ministry of Health in the

project “Strengthening Nursing in BiH”, which encompassed a wide range of relevant activities in the area that employs a significant number of women.⁵⁸

- There are still differences in the availability of health care by different cantons in the FBiH, therefore it is necessary to intensify efforts to harmonise the overall health care system and integrate the gender perspective in all programmes and health sector reforms in order to ensure that women, including disadvantaged groups of women, enjoy equal access to health services and adequate health insurance.

- Quality and accessibility of health care are particularly problematic in rural areas or areas where there are no major health centres. As a result, in some areas, emergency medical assistance is as far as 60 km away. This is a particular problem for poor women and women from rural areas where the cost of participation or transport to a health centre is hampered by access to these rights and services. There is no systemic solution for preventive health care, which is particularly a problem in isolated and rural communities. Additionally, there are major discrepancies in local legislation and practice which generates inequalities in access to health care rights.

Specific health services for women and girls have been expanded, including reproductive health services, mental health, mothers’ health and services related to HIV patients

- In BiH there is a well-developed network of mental health centres. At present, 27 mental health centres in the RS and 41 in the FBiH centre are functional and are a part of outpatient clinics.

- In the past period, the RS Ministry of Health and Social Protection developed the Mental Health Development Strategy in the RS, currently in its adoption procedure, defining, among other, the need to develop and evaluate programmes in different contexts (women and children victims of domestic violence, psychological support to LGBTI) and to identify factors with an impact on the application and implementation. The Law on Mental Health is currently under preparation.

- In the FBiH, the Law on Infertility Treatment with Bio-Medically Assisted Fertilisation was adopted in 2018.⁵⁹ The Law allows women from the FBiH to have an infertility treatment with bio-medically assisted fertilisation co-financed by the Health Insurance Fund, thus reaching an equal treatment between women in the FBiH and the RS.

- A significant problem at the local community level is the quota or the required number of women living in certain areas to form an outpatient clinic or provide on-site visits of specialists in gynecological protection of women. This particularly affects women in rural or remote areas where there is also an evident trend of outward migration. The problem of gynaecological check-ups still remains for women with disabilities.⁶⁰ The patient’s right to choose a doctor is rarely recognised, thus creating resistance in some women⁶¹ reducing the number of women turning to health care institutions or going for preventive check-ups. Another highlighted problem is that of PTSD patients without adequate legal and social treatment, but with a major impact on families.

Gender-responsive training for health care practitioners provided

- Thanks to the organisation of the Entity ministries of health and with the support of UNFPA, gender-responsive training for health care practitioners has been implemented

⁵⁸ Some of these include: drafted proposals for integrating gender components in the field of health, developed expert opinions on the laws that were the subject of amendments in the field of health from the aspect of compliance with the Law on GE, an analysis of state of play in healthcare was submitted, recommendations given on the implementation of studies related to beneficiary needs and the promotion of nursing services in the context of specific gender needs. An analytical background from the aspect of gender equality was developed for improvement in nursing.

⁵⁹ Official Gazette of FBiH, 59/18.

⁶⁰ Such as, for example, an insufficient number of gynecological examination tables, non-qualified healthcare workers and the like.

⁶¹ Especially in women who refuse a male doctor because of their religious belief or tradition.

continuously. “Resource packages for the response of healthcare providers to gender-based violence” in the FBiH and the RS were adopted in 2015 and serve as a basis for ToT and training of health workers. Training is based on international legal sources and recognises in particular the importance of the provisions of the Istanbul Convention.

- Trainings also took place on Gender Aspect of Health and Health Care Services within primary care for nurses and medical technicians through the partnership initiative of the FBiH GC, the RS GC and the FAMI Foundation, within the project ProSes-Community Nursing. Currently, the “Gender and Health” workshops are being conducted for all project working groups, including working groups responsible for curriculum reform in secondary and higher education of nurses and medical technicians as well as a working group for standard operational procedures. A total of 90 participants are involved in the FBiH training and 15 participants in the RS. According to the Report on the Implementation of the Five-Year Strategy for the Prevention and Combating of Domestic Violence in the FBiH, 39 trainings of health professionals was carried out from 2014 to 2017, with 779 participants.

12. Activities undertaken by BiH over the last five years to improve the learning outcomes and skills of women and girls

Measures have been taken to increase girls' access to education, retention and completion of education, then technical and vocational education and training and skills development programmes

- Stereotypical attitudes in society remain the biggest problem, so it is necessary to act in the education system and through the media. There is a need to work with communities and with men, and women need to be further informed through media, especially social networks. Illiteracy is still at a greater rate among women, and another common problem is drop-out rate for young women over marriage and family.

- In 2016, the RS GC produced a “Special Report on the Findings and Recommendations of Research on Socio-Economic Gender Inequalities in the RS” containing recommendations to eliminate the gender inequalities as observed in education in the sense of raising the level of educational achievements of women and men and eliminating segregation in the areas of education. When it comes to girls, it is especially recommended to create incentive programmes for girls to opt for sciences where they are lesser in numbers, such as IT, engineering, technical science and math (STEM) that are particularly important for prosperous economic areas, better-performing and development-contributing industries.

FREEDOM FROM VIOLENCE, STIGMA AND STEREOTYPES

13. Forms of violence against women and girls prioritised for action in BiH in the last five years

Violence by intimate partner/domestic violence, including sexual violence and marital rape

- For the purpose of preparing strategic documents for the prevention and fight against domestic violence in 2013, the Survey on Violence against Women and Domestic Violence was conducted, as well as the Study on Causes of Domestic Violence in BiH. These surveys were the basis for defining the priorities for action and indicators for monitoring during the implementation of strategic activities. In this regard, activities aimed at changing of social norms and changing attitudes on domestic violence have been carried out through activities to increase citizen awareness, educate professionals and improve multisectoral responses. Society is now treating domestic violence as a public

problem with an adequate institutional response in place, while policies recognise the fight against violence as one of its priorities at all levels of government.

- Strategic documents at the level of BiH and entities were adopted in the reporting period,⁶² steps have been taken to align legislation with the Istanbul Convention and improve the existing standards of protection and prevention of violence, aside progress achieved in multisectoral cooperation in protection and prevention providers.

Sexual harassment and violence in public places, educational institutions and business environment

- Adoption of the Law on Prohibition of Discrimination in BiH⁶³ now complements the provisions of the BiH Law on Gender Equality by improving anti-discrimination mechanisms in line with the EU directives. For cases of direct and indirect discrimination, and encouraging discrimination, the Law on Gender Equality foresees a possibility to initiate litigation. Harassment or sexual harassment and acts of gender-based violence are the subject of complaints to the prosecutor's office, according to the standards of criminal law in BiH under which the proceedings are conducted. The labour laws across all levels have defined direct and indirect discrimination, harassment and sexual harassment, gender-based violence, all in line with the Law on Gender Equality in BiH.

- The GEA BiH MoHRR BiH has prepared a Guide for Effective Measures to Prevent Gender-Based Harassment and Sexual Harassment in Workplace in BiH Institutions, which is in the process of adoption by the BiH Council of Ministers. The GEA BiH MoHRR BiH was in charge of its preparation.

- The High Judicial and Prosecutorial Council (HJPC) of Bosnia and Herzegovina has also taken measures to prevent sexual and gender-based harassment by adopting the Guidelines for the Prevention of Sexual and Gender-Based Harassment in Judicial Institutions in BiH, which are mandatory for all judicial institutions since 2015. The Guidelines set out the concept of harassment, sexual harassment and gender-based harassment, to which the Guidelines apply, as well as internal procedures for preventive action, training and raising awareness on the prevention of sexual and gender-based harassment and monitoring and revision of the Guidelines. The HJPC BiH annually monitors the implementation of the Guidelines, conducts regular basic and advanced training for advisors for the prevention of sexual and gender-based harassment, both male and female, and as appointed by the judicial institutions, in accordance with the Guidelines.

Trafficking in women and girls

- In 2014, the Action Plan for Implementation of UNSCR 1325 was adopted in BiH. Within the strategic goal of achieving human security, trafficking in women and girls is one of priority goals.

- With amendments to the Criminal Code of BiH,⁶⁴ "Trafficking in Human Beings", as a crime, with exploitation elements in the country where the victim of trafficking has no nationality or place of residence, remained in this criminal law, while other crimes under trafficking in human beings are covered by criminal legislation of the Entities and the BD.

- In 2016, the Law on Amendments to the Criminal Code of the FBiH was adopted,⁶⁵ where Article 210 "Incitement to Prostitution" is now in line with the provisions of the Criminal Code of BiH and new provisions are made in Article 210a "Trafficking in Human Beings" and Article 210b "Organised Human Trafficking", in line with the relevant

⁶² Framework Strategy for the Implementation of the Convention on Prevention and Combating Violence against Women and Domestic Violence in BiH 2015-2018, FBiH 2013-2017 Strategy for the Prevention and Combating of Domestic Violence (2020), 2014-2019 Strategy for Combating Domestic Violence in the RS.

⁶³ Official Gazette BiH, 59/09 and 66/16.

⁶⁴ Official Gazette of BiH, 40/15.

⁶⁵ Official Gazette of FBiH, 46/16.

provisions of the Criminal Code of BiH. Also, the Criminal Codes of the RS⁶⁶ and the BD⁶⁷ are now in line with the Criminal Code of BiH. These amendments have also introduced harsher sentences for these crimes. Also, national legal framework for countering trafficking in human beings includes special laws on asset recovery. In the FBiH, these are the Law on Asset Recovery,⁶⁸ and the Law on Combating Corruption and Organised Crime.⁶⁹ This Law regulates the establishment of the Special Department of the FBiH Prosecutor's Office and the Special Department of the FBiH Supreme Court, which is, among other, responsible for the criminal offences of Organised Crime in conjunction with the criminal offence of Trafficking in Human Beings.

- When it comes to educational activities in combating human trafficking, the Ministry of Security of BiH has organised a series of workshops for the Regional Monitoring Teams (Sarajevo, Banja Luka, Tuzla, Mostar) in the framework of various projects. Trainings aimed to strengthen capacities of professionals in institutions and organisations dealing with trafficking in human beings to adopt and implement more effective policies, laws and regulations for combating trafficking in human beings, providing better protection and assistance to victims, and reducing demand in services for victims of trafficking in human beings.

- A number of activities in previous years were carried out by the FBiH Judicial and Prosecutorial Training Centre (CEST) with the OSCE Mission in BiH as a part of the "Trafficking in Human Beings" project, and also the regional project "Increasing the Expertise of Judicial Institutions in Albania and BiH: Treatment of Victims and Victims Witnesses of Human Trafficking" from 2013 to 2016. Training for judges and prosecutors on investigations and prosecution of trafficking in human beings is gender sensitive and includes training in the protection of victims of trafficking, such as a seminar on "Interviewing techniques of trafficking victims, including interviews with children".⁷⁰ Every year, the RS CEST carries out trainings on different topics related to human trafficking. During the reporting period, 15 training sessions took place.⁷¹

- In accordance with the work plans of the Police Academy, trainings on combating human trafficking is carried out as professional and advanced trainings (courses, seminars, etc.). As for the position of vulnerable groups of women, the FBiH MoI Police Academy has not held trainings on the risks of human trafficking with particular focus on Roma women. However, anti-trafficking trainings regularly address issues particularly concerning vulnerable groups of women such as are women of Roma ethnicity and displaced women, as well as underprivileged women.

14. Priority actions of BiH in the area of violence against women and girls in the last five years

Introduced or reinforced laws on violence against women, as well as their implementation and enforcement

- Domestic violence is regulated in BiH at the Entity and BD BiH level, through the laws on protection against domestic violence.

⁶⁶ Official Gazette of RS, 67/13.

⁶⁷ Official Gazette of BD BiH, 33/13.

⁶⁸ Official Gazette of FBiH, 71/14.

⁶⁹ Official Gazette of FBiH, 59/14.

⁷⁰ Data of the Centre for Education of Judges and Prosecutors of the FBiH submitted in 2017, in preparation of the Sixth Periodic Report under the UN Convention on the Elimination of All Forms of Female Disagreement (CEDAW).

⁷¹ Training was carried out in the following areas: secondary victimisation of trafficking victims, combating forced and harmful street child labour in BiH, child beggars, organised crime – trafficking in human beings, interviewing techniques for victims of trafficking, education and advanced training of trainers specialising in the area trafficking in human beings, trafficking in human beings for the purpose of labour exploitation and unlawful acts, understanding of trafficking as a business activity focusing on forcible begging and forcible marriages, human trafficking indicators and modern technology for trafficking in human beings, distinguishing criminal offences of trafficking in human beings/children from other crimes resulting in sexual exploitation of victims, trafficking in human beings and migration.

- In the FBiH, the mechanism for the protection of victims of domestic violence has been improved by imposing and enforcing protective measures against the perpetrator of the violence, thanks to the adoption of the necessary bylaws prescribed by the FBiH Law on Protection Against Domestic Violence as follows: the Rulebook on implementation and place of enforcement of protective measure of mandatory treatment of alcohol addiction, drug or other psychotropic substance abuse for perpetrators of domestic violence,⁷² the Rulebook on implementation and place of enforcement of protective measure of mandatory psychosocial treatment of perpetrators of domestic violence⁷³ and the Rulebook on implementation of protective measure with the police competence⁷⁴ Also, a free legal aid system was established through a legal framework consisting of nine laws on providing free legal aid in nine out of ten cantons in the FBiH.⁷⁵

- The new RS Criminal Code and the amendments to the RS Law Against Domestic Violence have been adopted in line with the Istanbul Convention standards, as well as amendments to the Law on Free Legal Aid, which included also victims of domestic violence among the beneficiaries of free legal aid. The Law Against Domestic Violence in the BD BiH⁷⁶ was adopted in 2018, including the accompanying rulebooks: the Rulebook on implementation and enforcement of protective measure of mandatory psychosocial treatment of perpetrators of domestic violence,⁷⁷ the Rulebook on implementation and place of enforcement of protective measure of mandatory abuse treatment for perpetrators of domestic violence,⁷⁸ the Rulebook on contents of records and reports on domestic violence⁷⁹ and the Rulebook on enforcing urgent and protective measures⁸⁰.

- CSO representatives support changes to the RS Law against Domestic Violence that are currently in the adoption procedure and which abolish misdemeanour sanctions for domestic violence; therefore, the acts of domestic violence will only be treated as a criminal offence.

Introduced, updated or extended National Action Plans for the Elimination of Violence Against Women and Girls

- The Framework Strategy for the Implementation of the Istanbul Convention was adopted in 2015, tasking all relevant BiH institutions to actively engage in the implementation of planned activities. In the reporting period for the implementation of the Framework Strategy (July 2015 to December 2018) progress has been recorded in the training of professionals on gender equality, protection and prevention of gender-based violence in state administration bodies, police agencies, health and social welfare institutions and educational institutions, by gender institutional mechanisms, civil service agencies, competent ministries, non-governmental organisations and international partners, and in achieving a more sustainable multidisciplinary approach to the protection and prevention of gender-based violence. The GEA BIH MHRR BiH initiated and implemented preparatory actions for the establishment of the Monitoring Committee for Implementation and Reporting under the Istanbul Convention and Femicide in BiH, whose task would be to monitor the implementation of policies and measures to prevent and combat violence against women and domestic violence across all levels. The Committee comprises representatives of seven institutions at the level of BiH,⁸¹ and it is expected that

⁷² Official Gazette of FBiH, 99/15.

⁷³ Official Gazette of FBiH, 63/17.

⁷⁴ Official Gazette of FBiH, 19/14 and 95/18.

⁷⁵ At the time of drafting the Report, only the Central Bosnia Canton has not yet regulated this area.

⁷⁶ Official Gazette of BD BiH, 7/18.

⁷⁷ Official Gazette of BD BiH, 33/18.

⁷⁸ Official Gazette of BD BiH, 33/18.

⁷⁹ Official Gazette of BD BiH, 29/18.

⁸⁰ Official Gazette of BD BiH, No. 14.5 -02-1602/18 dated 12 Sept 2018.

⁸¹ The GEA with the Ministry of Human Rights and Refugees, Agency for Statistics, Ministry of Security, Ministry of Civil Affairs, Ministry of Justice, High Judicial and Prosecutorial Council, Office for Legislation of the Council of Ministers

the Proposal of Decision on Forming the Committee will be adopted by the BiH Council of Ministers in 2019.

- With the aim of protection against domestic violence, the RS National Assembly adopted the 2014-2019 Strategy for Combating Domestic Violence in the RS, which is in line with standards and obligations in the Istanbul Convention. Its integral part is the Framework Action Plan, used as basis for the adoption of the annual action plans for combating and preventing domestic violence. The General Protocol on Actions in Cases of Domestic Violence in the RS was agreed and is in effect since 2014. The Government of the FBiH has adopted the AP for the implementation of the 2018-2020 Strategy for Prevention and Combating Domestic Violence⁸² with the aim of ensuring continuity in the implementation of strategic activities.

- There is a recognised progress in adopting and revising existing local protocols and policies dealing with the protection from domestic violence, but the efficient implementation of these policies in smaller communities remains a significant challenge. National strategies are often lost in the process of localisation, and administrative staff, ministers, and civil servants are seldom instructed that policy has been adopted or that an international document or standard is applied, and how to apply it.

Introduced or reinforced services for victims of violence (e.g. shelters, hotlines providing assistance, targeted health services, legal, judicial services, counselling, housing)

- Since 2017, the GEA BiH MoHRR BiH is implementing the project “Institutional Capacity Building for Addressing Gender-based Violence in BiH”, which contributes to the implementation of the Istanbul Convention, with the aim of improving services and equal access to prevention and protection from gender-based violence in BiH. The project has produced five sectoral analyses (legal framework, health care, social protection, specialised victim support services, data collection) based on stocktaking of the current status and capacity of victims in the protection, prevention and assistance to victims of violence against women and domestic violence in BiH. Based on the prepared analyses, the plan is to draw up a proposal for measures to adequately respond to all protection and assistance providers to victims of violence against women and domestic violence. The analysis of the capacity of the justice sector for the implementation of the Istanbul Convention has been initiated.

- In cooperation with UN Women, since September 2016, the GC RS and the GC FBiH have implemented projects to improve support services and care for victims of violence by establishing and strengthening existing local protocols and mechanisms for coordination, cooperation and monitoring of measures for consistent law enforcement.

- By the end of 2018, nine cantonal coordination bodies were formed in the FBiH, six cantonal programmes of measures adopted, as well as ten cantonal and 56 municipal cooperation protocols. Thus, a mechanism for improving the implementation of the Law on Protection against Domestic Violence in the FBiH has been ensured both horizontally and vertically. Another mechanism contributing to the implementation of the law as well as strengthening the services that respond to cases of violence are the sectoral programmes of education of professionals as well as the programme of multisectoral education. During the reporting period, nine programmes of professional education⁸³ were developed and about 100 professional trainings carried out and attended by around 3,000 domestic violence practitioners.

- The RS has supported the establishment of multisectoral mechanisms in two cities and 14 municipalities, and five local protocols have been developed, the Guidelines for

⁸² Official Gazette of FBiH, 102/18.

⁸³ Each line ministry has adopted its programme of professional training of practitioners - health, social protection, police, education, as well as the Judicial and Prosecutorial Training Centre and the Civil Service Agency when it comes to civil servants and non-civil service staff.

Multilateral Agencies Cooperation at a local level, instrument for monitoring the work of multisector mechanisms and the Istanbul Convention Implementation, two rulebooks for monitoring the work of the Municipal Coordination Team and for the professional team, a manual for beneficiaries, and a comprehensive multisectoral training programme for professional training of service providers in project target locations. The project involved 479 professionals (out of which 373 women), 16 perpetrators of violence and 10 media representatives. The Department for Social Work at the Faculty of Political Sciences of the University of Banja Luka included the course on Social Work and Domestic Violence in the curriculum since the autumn semester of 2018, as a direct project deliverable.

- NGOs are continuously providing specialised services including safe homes for victims of violence, SOS phones and free legal aid, while activities on standardising these services continue. It is necessary to work on the sustainability of these services through systemic financing arrangements.

- During the reporting period, numerous local protocols, programmes of measures (in the FBiH) were audited in both the FBiH and the RS, and a number of trainings were provided to violence responders. However, there remains an evident need for greater involvement of professionals, all with the aim of raising awareness and further empowering of service providers in response to violence. The greatest need is highlighted in terms of training of police officers, as well as judges and prosecutors. There is a problem in turnover of professionals dealing with violence, when sensitised individuals are shifted to other jobs, thus limiting the quality of access to support for survivors.

15. Strategies used by BiH in the past five years to prevent violence against women and girls

Raising awareness of the public and changing attitudes and behaviours

- The GEA BiH MoHRR BiH, the GC RS and the GC FBiH annually mark the campaign of 16 Days of Activism Against Violence Against Women and Domestic Violence, by joining the global campaign launched on 25 November, the International Day of Combating Violence Against Women and ending on 10 December, the International Day of Human Rights.

- Two campaigns against gender-based violence are implemented, specifically "Violence-Free Life" and "Men Stand Up Against Violence against Women". Promotional materials are distributed to local governments, educational institutions, social welfare centres, health care facilities, police stations, judicial bodies, non-governmental organisations dealing with protection and prevention of violence against women, the media. A special target group is made up of senior officials and decision-makers at all levels of government. NGOs dealing with the protection and care of women and children of victims of violence carry out special advocacy every year, as well as educational and promotional activities, insisting on the consistent application of the law and pointing to failures in victim protection and punishment of perpetrators.

- Also, issues of violence prevention against women and girls are also thematically represented during the regular annual marking of the Gender Week organised in the first half of March, including 8 March, International Women's Day.

- With the aim of exchanging experiences, monitoring trends and defining policies, conferences, workshops and other types of education that are not part of the official training programme of competent institutions are continually organised. To illustrate, from 2013 to 2018, around 300 such events on domestic violence were attended by about 6,000, and 28 promotional campaigns were carried out, and around 800 media reports on domestic violence were published.

- In the BD BiH, a series of activities took place aimed at raising public awareness of the importance of protection against domestic violence in cooperation with the CSOs.⁸⁴
- During the reporting period, a significant number of activities were undertaken to raise awareness and change attitudes and behaviour of young people, especially boys, through preventive programmes in selected schools in BiH. These programmes have covered 6,100 young people from 41 secondary schools and 576 preventive activities were carried out.
- When it comes to awareness raising, it is necessary to focus more attention on women from rural areas who are under-informed about their rights, as well as girls about the problem of early marriages. The problem of early marriages has been particularly evident in Roma girls, which can be seen from an increased number of reported violence to social welfare centres and safe houses by juvenile Roma women.

Work in primary and secondary education, including comprehensive sexual education

- Guidelines for Action on Violence against Children in BiH have been developed, a document that should facilitate the process of early identification and reporting of cases of violence against children in BiH.
- In the field of education, a draft of standards and norms for primary education was drafted, which regulates, among other, the engagement of social workers and psychologists in all educational institutions in the FBiH.
- Together with NGOs, the Sarajevo Canton has developed a new course on Healthy Lifestyles for schools, which covers, among other, all forms of gender-based violence, work-related stereotypes and other issues of importance for the prevention of gender-based violence among youth. This model is recognised as an example of good practice and is being applied in other cantons in the FBiH.
- In the RS, the Protocol on the Treatment of Violence, Abuse or Neglect of Children is applied, with the main goal to improve and strengthen the mutual cooperation of competent ministries in protecting children against any form of violence, abuse or neglect. Since the signing of the 2013 Protocol which, among other, is committed to the education and violence prevention, the Ombudsman for Children has organised and conducted regular workshops entitled “Do We Know What Violence Is?” under the programme “Your Rights in Your School”, attended by over 3,000 students in around 140 primary and secondary schools. The aim of these workshops is to familiarise children in the best way possible with the occurrence and forms of violence, the consequences of violence on the development of the child and the ways of protection and preventive action in this area.
- Work with young people to prevent violence remains insufficient. Reforms of curricula are almost impossible, and thus the awareness of young people through the education system is limited. Much of youth-focused work is developed through extracurricular activities carried out by non-governmental organisations. There is no education in kindergartens, and it is highlighted as essential for changing attitudes and behaviours. The analysis of school textbooks has shown a high level of stereotypical examples of gender roles, so activists find it necessary to work on revising the contents of textbooks as well as sensitizing the teaching staff on gender stereotypes.

⁸⁴ For example, in 2015, the “Gender” Association in Brčko in cooperation with the Gender Equality Committee of the BD BiH Assembly and women's associations held a presentation of the Gender Equality Law in rural local communities. In the same year, a roundtable was held, as well as activities in streets, workshop and focus group within the project “Localising the International CEDAW Convention”, in 2016 a roundtable was held on “Exchange of experiences and practices of social welfare centres in application of the Law on Protection against Domestic Violence and Violence against Women in FBiH and RS” the “Law for Every Woman Without Violence” project was implemented and funded by the Embassy of the Kingdom of Norway in 2016, during which six radio and one TV shows were aired on domestic violence and the drafting of the Law on Protection against Domestic Violence in the BD BiH. The Association of Women United has conducted a series of promotional activities in the local community following the adoption of the Law on Protection against Domestic Violence and the Protocol on Cooperation and Action in the Case of Violence against Women and Domestic Violence in the Brčko District of BiH involving a large number of women.

Programmes for offenders

- Long-term changes in the acquired forms of violent behaviour are seen through the implementation of protective measures of psychosocial treatment according to the Laws on Protection from Domestic Violence (LoPDV) in the FBiH, the RS and the BD BiH. A total of 221 such measures were imposed in the FBiH between 2014 and 2017. In addition, several programmes have been developed to work with domestic violence offenders in both Entities. Programmes are linked to the implementation of mandatory psychosocial treatment, as well as to voluntary work programmes for offenders through self-help groups. These programmes do not represent the implementation of protective measures, but they provide significant results in the prevention of repeated domestic violence.

- Handbook for self-help groups was developed in the FBiH through work with perpetrators of violence, and a number of voluntary treatments were conducted within self-help groups. During the reporting period, 28 self-help groups took place, involving about 230 domestic violence offenders. In addition to the self-help groups, other treatments are conducted on voluntary basis, both in social welfare centres, in mental health centres, and in the work of non-governmental organisations.

- In 2017 and 2018, within the framework of the UN Women cooperation programme, the RS GC supported the pilot project of the Banja Luka Treated Alcoholics Club "Stop Violence and Addiction" as a new model of psycho-social work with perpetrators of violence, subsequently integrated in multi-sector institutional response to violence against women and domestic violence through signed memorandums of understanding with the main stakeholders in the process of treatment of offenders.

- In its three-year programme, UN Women also supported two initiatives of non-governmental organisations related to piloting of work with violent perpetrators and training of professionals for this type of work.

16. Activities undertaken by BiH in the last five years to prevent and respond to technology-facilitated online violence against women and girls

Introduce or enhanced legal and regulatory provisions

- In order to align the BiH criminal legislation with the Istanbul Convention standards relating to the identification of violence against women through modern means of communication and ITC, an initiative was launched to amend the FBiH Criminal Code in order to create a legislative framework for the sanctioning of persons who commit criminal offences through ICT (Facebook, Viber and the like). While acting on individual complaint,⁸⁵ following an investigation in 2018, the BiH Ombudsman, among other, put forward a recommendation ⁸⁶ to the FBiH Parliament to amend the FBiH Criminal Code in order to create legal preconditions for sanctioning perpetrators of certain acts by using ICT, resulting in violation of individual rights.

- The Law on Special Registry of Persons Convicted for Criminal Offences of Sexual Abuse and Child Abduction was adopted in the RS in 2018 in order to ensure the protection of children from sexual abuse, abuse and exploitation, and to prevent persons who are legally convicted of these crimes from repeating the same or committing a similar crime. The Ombudsman for Children has repeatedly initiated amendments to the Criminal Code, which are also included in the new Criminal Code in terms of punishing perpetrators of criminal offences of sexual abuse of children, increasing the age limit for voluntary consent to sex, establishing a ban on performing in jobs, duties and activities relevant for

⁸⁵ Ž-SA-06-791/16.

⁸⁶ Recommendation No. P-42/18 dated 5 February 2018.

perpetrators of these offences, to eliminate an option of a more lenient sentence for perpetrators of the criminal offences of sexual abuse of children, determining the psychosocial treatment of the perpetrator, and so on. The Register includes, among other, perpetrators of criminal offences prescribed by the RS Criminal Code, such as instructing a child to be present during sexual acts, exploiting children for pornography and pornographic performances, introducing children to pornography, exploiting a computer network or communicating with other technical means for the commission of criminal offences of sexual abuse or exploitation of the child, public indecency in front of the child and other crimes. It is important to note that such legal regulation does not exist in the FBiH, which is a significant problem for a uniform registration of offenders and protection from this criminal offence in BiH.

Awareness-raising initiatives directed at the general public and young women and men in educational institutions

- As a member of the Organisation Committee for BH Forum's on Internet Governance, the Communications Regulatory Agency (CRA) has actively participated in the organisation of the 3rd BH Forum on Internet Governance held in 2017 in Sarajevo. The forum focused on "The Impact of Networks: From Infrastructure to Children". One of the panels on this Forum was reserved for discussion of online violence against children. Research, analysis and good practice from the community has been presented in the final part of the forum. Discussion in this part of the forum was conducted with an emphasis on violence committed against women through ICT use.

- Based on the research, the BiH CRA has published a paper on "Overcoming the Digital Pandemic Inequality" at telecommunication forum TELFOR 2018 in Belgrade. The paper is included in the IEEE Xplore Digital Library, as one of the most important sources of scientific and professional articles in the world covering one-third of the world's leading literature in the field of electrical engineering, computing, ICT and many other interdisciplinary areas. By publishing this paper, CAR has contributed to raising awareness on the issue of digital sex inequality in accordance with the recommendations of the UN, the European Commission and the ITU.

- As a part of marking the International Campaign of 16 Days of Activism Against Gender-Based Violence in 2017, the BiH GEA with the BiH MHRR organised, in cooperation with the Women's Rights Centre, a conference on "Presentation of the initiative for amendments to the FBiH Criminal Code with the aim of creating a legislative framework for sanctioning of perpetrators of crimes through use of ICT".

- There is a need to work more on advocating the problem of violence through ICT across schools. Peer violence, including violence through ICT, is noticeably increasing, and victims are mostly girls.

Activities have been carried out with technology vendors to establish and adhere to good business practices

- As part of the activities of the AP for the implementation of the 2017-2021 BiH Electronic Communications Sector Policy, the CRA, with the support of UNICEF and GSMA (Mobile Operators Association), organised a training in 2018 on "Children and Mobile Technology" and "Women and mobile services: Overcoming gender inequality". In addition to the representative of the CRS, the training was also attended by representatives of the BiH GEA with the MHRR BiH, BHAS, the Ministry of Communications and Transport of BiH, the Ministry of Security of BiH, the BiH Personal Data Protection Agency, UNICEF and representatives of the Croatian Regulatory Agency for Network Activities.

17. Activities undertaken by BiH in the past five years on the representation of women and girls, addressing discrimination and/or gender bias in the media

Legislative reforms in the fight against discrimination and/or gender bias in the media have been adopted, strengthened and implemented

- The BiH GEL has established a ban on public display and representation of any person in an offensive, disparaging or humiliating way on the grounds of their sex. In 2016, amendments to the LoPD were adopted, which prohibit the promotion of discrimination on all grounds, including sexual orientation, gender identity and sexual characteristics.
- The Law on Amendments to the FBiH Criminal Code in 2016 and the new RS Criminal Code outline the definition of a hate crime as any criminal offence committed on the grounds of, among other, gender, sexual orientation or gender identity of another person.⁸⁷ Internet, social networks and online portals pose a special problem in spreading hate speech and inciting violence. However, the regulations in this area as well as the responses of the competent institutions are still inadequate, leading to serious threats or incitement to hate crime or grow to become such crimes. Amendments to the FBiH Criminal Code have been prepared to introduce provisions that sanction specific forms of violence that include ICT as means of perpetrating criminal offences such as threats to security, publishing inappropriate content or stalking. The proposed amendments concern the extension of the definition of information technology and personal dignity, as current crimes of security threats have not been proven to be effective given the requirement to prove an objective hazard. Amendments should be on the agenda of the FBiH Parliament in 2019.

Obligatory media regulations have been introduced, including advertising

- Hate speech in BiH is banned under the Code of Audio-visual Media Services and Radio Media Services of the BiH CRA. This Code ensures that providers of media services will not display content that includes any form of discrimination or prejudice based on sex, race, ethnicity, nationality, belief or affiliation, disability, special needs, age, sexual orientation, social origin as well as any other content that has the purpose or effect of preventing or endangering recognition or exercise on an equal basis of any individual right and freedom. Gender identity and sexual characteristics are not included in the list of protected grounds.
- As an independent, non-governmental, self-regulatory media body for print and online media, the Press Council in BiH has its own Press Code, which reads that journalists must avoid prejudiced and offensive references to one's ethnic group, nationality, race, religion, gender, sexual orientation, physical disability or mental state. These references will only be made when directly related to the case being reported on. The Code prescribes that journalists will avoid direct or indirect comments that places people in an unequal position or discriminates on the grounds of their sex, gender, sex identity, gender identity, gender expression, and/or sexual orientation.
- In the field of media coverage, the GEA BiH MoHRR BiH has identified gender stereotypes and sexist attitudes still present in the editorial policy of the media in BiH. In July 2017, the BiH GEA of the MHRR drafted a Recommendation on gender stereotypes and sexist attitudes and language in media in BiH, which was submitted to the media and published on its website (www.arsbih.gov.ba). The Recommendation called on the media to develop measures to prevent gender stereotypes and prejudices in their work, to develop awareness of journalists, both male and female, to include the aspect of gender

⁸⁷ See answer to Question No. 3, on "Women with Different Sexual Orientations and Gender Identities".

equality in journalism and media, as well as to strive towards a more balanced representation of women in the media.

Training has been provided for media professionals to encourage the creation and use of non-stereotyped, balanced and diverse images of women and girls in the media

- At the proposal of the MHRR BiH, in 2017, the BiH Council of Ministers adopted the 2016-2019 AP for Trainings in Human Rights for Journalists and Media Professionals. The AP outlines concrete measures to improve the access and presentation of marginalised and minority groups in the media, including the development of guidelines for media coverage from the perspective of protection and promotion of human rights, including gender equality.

- Public Broadcasters in BiH addresses issues in BHR1 and BHT1 programmes as faced by vulnerable and marginalised groups in everyday life. On its online portal, the broadcaster promotes SOS phone numbers to support those suffering from violence, while BHR1 airs programmes on problems of vulnerable and marginalised groups in BiH, as well as issues of position, rights, prejudice, equality, discrimination of women in general and certain groups of women in the society in BiH. In the past five years, more than 40 broadcasts have been aired on women rights, including violence against women, political and public life, labour market participation, women's health and other relevant areas. In 2017, the BHR1 News Programme, in cooperation with UN Women, provided training on reporting on gender-based violence against women for their editors and journalists.

- In order to bring the regulations closer to the wider community and contribute to the understanding of the general and professional public, the CRA, independently and through cooperation with relevant institutions, including the Press Council of BiH and the online media in BiH and the Association of BH Journalists, regularly participates in seminars or conferences public officials, judicial and police bodies, media, students and others on topics such as hate speech, discrimination, etc.

- A special handbook on gender sensitive reporting on violence against women and domestic violence was drafted for the media in the RS and special training and journalism workshops were organised. In view of the catastrophic floods of 2014, starting with the role of the media that first came to the scene, a manual was prepared and a special training for journalists was created on "Gender and Disaster towards Gender Responsible Reporting", supported by the OSCE Mission in BiH, and attended by representatives of a total of 14 media outlets from flood-affected and landslide areas.

- In 2017, the UN Women office in BiH produced the Handbook on Reporting on Gender-Based Violence. In cooperation with CSOs, based on the Handbook, a series of ToTs and trainings took place for media professionals and journalism students from all over BiH. Other CSOs have conducted training with media professionals during the reporting period in order to establish a systematic approach to working with the media. Reporting on violence against women remains sensationalistic, and the problem of domestic violence in public discourse appears only sporadically or when marking important dates (e.g. 16 Days of Activism). A major problem is the lack of media coverage, as is the editorial policy that needs to be changed. There is also an underlined need to strengthen co-operation between the media and service providers for violence survivors.

18. Activities undertaken by BiH in the last five years to address violence against specific groups of women facing multiple forms of discrimination

- In 2017, the Inter-Religious Council of BiH adopted the Declaration on the Suppression of Stigmatization of CRSV Survivors.⁸⁸ The special significance of this Declaration is reflected in the readiness of religious communities to provide assistance and support anti-stigma in accordance with their teachings. In addition, the Declaration recommended the establishment of innovative partnerships between all public stakeholders and citizens to eliminate the causes of stigma, rejection and condemnation of survivors, and religious officials (imams and priests) were invited to stand up in their local communities as a voice against stigma of survivors and to actively fight against the condemnation and rejection of survivors.

- With the aim of strategic approach to the promotion of the LGBTI in BiH, the Working Group of the GEA BiH MoHRR BiH has drafted an AP for Equality of LGBTI persons in BiH, currently in the procedure to be on the agenda of the BiH Council of Ministers. The AP also addresses the issue of violence against LBT women.

- When it comes to specific groups of women, Roma women also stand out in terms of activities in addressing violence. Thus, the 2016-2019 AP for Combating Human Trafficking in BiH provides for a special activity to “Strengthen mechanisms for early identification and referral of victims of trafficking, with special focus on Roma and internally displaced persons”. Projects for preventing violence against Roma women are supported through the implementation of the Strategy for the Prevention and Combating Domestic Violence in the FBiH. Hate crime against various vulnerable groups was regulated in 2016 by the Law on Amendments to the FBiH Criminal Code.⁸⁹ The RS Criminal Code adopted in the reporting period also improved the legal protection of vulnerable persons through definitions and increased sentences for hate crimes on any ground.

- The BiH GEA with the BiH MHRR supported the project of NGO Bonaventure “Women and Girls with Disabilities have the Right to Live without Violence” with training sessions held on the Istanbul Convention and the rights under the Convention intended for the associations of women with disabilities, associations working with women with disabilities, and competent institutions - providers of prevention and protection services. Recommendations on specific needs for prevention and protection against violence against women and girls with disabilities have been developed and widely distributed. With the aim of sensitising professional and general public about specific needs in prevention and protection against violence against women with disabilities, video clips have been developed and uploaded on Vimeo, Web, YouTube and social networks.

- Activities were also undertaken to integrate programme activities into strategic documents, that is, linking the activities envisaged by the Strategy for Promotion of the Rights and Position of Persons with Disabilities in the FBiH and the Strategy for Prevention and Combating Domestic Violence in the FBiH. Since 2014, regular training sessions for judges and prosecutors are organised on the prohibition of discrimination against minority groups, especially LGBTI people.⁹⁰ The RS Law on Protection from Domestic Violence regulates that protection providers must immediately provide for urgent resolution of cases of domestic violence, taking into account that the victim’s interests and well-being are a priority in these proceedings, especially if the victim is an elderly disabled and a person under guardianship.

PARTICIPATION, ACCOUNTABILITY AND GENDER-RESPONSIBLE INSTITUTIONS

⁸⁸ The Declaration, among other, expresses respect for all victims of war, condemns sexual violence as one of the most serious crimes committed in the war and expresses concern over the fact that some CRSV survivors are facing condemnation and rejection from their families, community, and society as a whole. The Declaration calls on all citizens, local communities and public institutions not to discriminate, not to reject, not to rebuke and not to stigmatize CRSV survivors. It is also recommended to improve the availability of all services needed by CRSV survivors, such as health and psychosocial care, access to justice, and economic empowerment.

⁸⁹ Official Gazette of FBiH, 46/16.

⁹⁰ Data of the Centre for Education of Judges and Prosecutors of the FBiH submitted in 2017, in preparation of the Sixth Periodic Report under the UN Convention on the Elimination of All Forms of Female Disagreement (CEDAW).

19. Actions and measures undertaken by BiH in the past five years to promote women's participation in public life and decision-making

Reformed constitution, law and regulations governing women's participation in politics, especially at the level of decision-making, including the reform of the electoral system, the adoption of provisional measures such as quotas, reserved seats, electoral thresholds and targets

- The Election Law on BiH⁹¹ introduces a quota of at least 40% of the less-represented sex on the candidate lists. This provision of the Election Law may be considered a special measure in accordance with the Law on Gender Equality⁹² and Article 4 of the UN CEDAW. Article 4.19 of the Election Law of BiH establishes the gender quota, the percentage and the order of candidates for the less represented sex on the list. If a political party submits a list of candidates not compiled in accordance with this provision, the BiH Central Election Commission will not confirm that candidate list. Hereby, sanctions for non-compliance have been introduced. A special step forward is seen in the amendments introducing affirmative measures in the Law on Financing of Political Parties⁹³ in accordance with the Law on Gender Equality. This Law provides for the allocation of funds to parliamentary parties (in the Parliamentary Assembly of BiH) in the additional 10% of the total amount to parliamentary groups in proportion to the number of delegate seats belonging to the less represented gender.

- Amendments to the BiH Election Law in 2016⁹⁴ includes rules on the manner of distribution of mandates in post-elections, where the mandates are first allocated to candidates from the list of candidates who received at least 20% of the total number of valid votes for the list. For candidates who received less than 20%, the allocation of the mandate is done according to their order on the list. In this way, candidate lists became semi-open. The design of the electoral system has a direct impact on the success of the quota for less represented sex, and besides the openness of the list, the success of the quota is influenced by the size of the constituencies as well as the number of mandates allocated from each constituency.

- At the FBiH level, the constituencies are cantons themselves, and the impact of gender quotas is influenced by the openness of the list and the number of political parties. The average representation of women is 34%, which is an increase of as much as 13% compared to the pre-election cycle on average of 10 cantonal assemblies. During the reporting period, the RS had the Government Prime Minister in continuity, who was elected the RS President in the 2018 General Elections.

- The gender quota prescribed under the Law on Gender Equality and integrated in the BiH Election Law must also apply to appointments to the executive branch, boards of public companies, but also to local communities where legal provisions are ignored despite clear regulations. The initiative to reach gender equality at 50% has already been filed by the civil society and the Gender Equality Commission of the HoR of the BiH PA. Advocacy in the direction of adopting this initiative should be a priority in the forthcoming period. Significance is also emphasised in the work with political parties on the promotion of gender equality in public life and decision-making. The greatest challenge to women's political participation is seen in small communities where women are often not allowed to be involved, express their opinions and attitudes, where they face different blackmails and

⁹¹ Official Gazette of BiH, 23/01, 7/02, 9/02, 20/02, 25/02, 4/04, 20/04, 25/05 52/05, 65/05, 77/05, 11/06, 24/06, 32/07, 33/08, 32/10, 18/13, 7/14 and 31/16.

⁹² Official Gazette of BiH, 16/03, 102/09 Consolidated Text 32/10.

⁹³ Official Gazette of BiH, 95/12.

⁹⁴ Official Gazette of BiH, 31/16.

threats due to their political participation, and where violence against women in politics is widespread.

- In order to establish a model of direct cooperation with political parties, the GEA BiH MoHRR BiH in cooperation with the OSCE Mission to BiH in 2014 implemented a project to increase the commitment of political parties for gender equality. Nine political parties signed the Declaration on the Commitment of Political Parties for Gender Equality, and it has empowered 137 candidates. This initiative also aimed to help political parties, with the support of their leaders, to engage in gender equality through concrete measures in their statutes, programmes and practices of appointment, on posts within and outside the party, and to create opportunities for women candidates to expand their network of contacts and influence in the pre-election period through training provided by the GEA BiH MoHRR BiH. By the end of September 2014, the GEA BiH MoHRR BiH and OSCE completed the cycle of seven workshops, with over 130 women candidates, who were running in the 2014 General Elections, from 11 political parties.

- After the 2018 General Elections, the GEA BiH MoHRR BiH forwarded the Recommendation for equal representation of both sexes in the CoM to the political parties that won seats in the BiH Parliament, the Collegium of the BiH PA HoR and the Commission for the Preparation of the Appointment of the Council of Ministers (CoM) of BiH. By referring to this Recommendation, the GEA BiH MoHRR BiH recalled the national and international standards for gender equality and invited the above recipients to propose, that is, when deciding on the members of the BiH CoM, to take into account equal representation of both sexes. Also, the GEA BiH MoHRR BiH also submitted the Recommendation to the collegiums of both houses of the BiH PA (House of Representatives and House of Peoples) to be mindful of equal representation of both sexes in selecting the leadership in commissions of the two houses.

- A major challenge is also the status of local gender institutional mechanisms such as Gender Equality Commissions in municipal and city councils and assemblies that are significantly neglected. In this regard, it is suggested that each institution should have an advisor for gender issues for contact with civil society and an advisory role for decision-makers in that institution.

Capacity building, skills development and other measures were implemented

When it comes to promotional measures, campaigns, and measures to support and develop the cooperation of women engaged in or wanting to be in politics, there is a program and campaign called "Elect equally", which is conducted every two years, and includes a specific promotional activities, promotional materials distributed throughout the territory of Republika Srpska and through the media and social networks, as well as specific trainings, seminars and other forms of gathering women from all political parties in order to strengthen their knowledge for participation in public and political life and advocacy of gender equality. Also, within this program and campaign, all political parties are specifically called upon to fulfil the obligations under the Law on Gender Equality in Bosnia and Herzegovina, during and after the election process, with respect to appointment to decision positions. Specific analyses of election processes are conducted regarding the representation of women on the lists and in the media during the election campaigns, so as specific media analysis on the representation of women and gender equality issues during the campaign. Besides the work with political subjects, candidates and media, the GC RS, regularly works with local governments on applying gender equality standards, among others, in to political and public life. During the reporting period, GC RS has trained and worked with 21 local government on drafting and adoption of local action plans for gender equality (containing measures and programs to improve the position of women in public and political life at the local level) with support of the OSCE Mission to BiH. By the end of 2014, a total of 16 local governments have completed these

plans, out of which 11 was adopted at the municipal assembly meetings. Regarding specific education programs, within the reporting period, GC RS has participated, in cooperation with institutional and non-institutional partners, at professional lectures on topics of application of gender equality standards in the area of political and public life. Within the education project of Independent University of Banja Luka in 2014, the forum "Woman and Power: What is the real impact of Women in public and political life" was organized, for the representatives of political parties, so as workshops for youth and women with topics of teamwork, leadership, presentations skill and public appearance, in order to encourage and empower them for more active participation in public and political life.

The participation of minorities and young women is encouraged, including through programmes of sensitization and mentoring

- In cooperation with the Council of Europe, the GEA BiH MoHRR BiH conducted a media campaign "We introduce women candidates - You Choose" with the aim of increasing the visibility of women candidates for all political parties at the 2018 General Elections. The campaign's aim was to influence public opinion in order to contribute to changing the perception of politics and the role of women in society. The campaign introduced 26 women candidates for the state and Entity level offices, of which six were supported by both male and female voters (23% of the total number of candidates presented). Also, 65 women candidates for cantonal level of government in the FBiH were presented, and 22 (34%) won a seat. The fact that women candidates promoted in the campaign on average had better success than the average total of women candidates in the election is a testament to relatively positive impact of the campaign.

- At the recommendation of the GEA BiH MoHRR BiH, a woman was appointed to the post of third president of the Roma Committee with the Council of Ministers of BiH for 2013 to 2017.

- In 2016 Local Elections in BiH, the BiH Central Election Commission conducted an information campaign aimed at increasing women's participation in public and political life, raising the awareness of senior citizens to engage more actively in the electoral process and promoting participation of national minorities. An informative campaign was conducted in ten major cities, and four TV videos were prepared and sent to 18 public TV stations and 30 private stations, and a radio jingle to 64 public and 78 private radio stations.

- When it comes to equal participation of women and men with disabilities in public and political life, the GC FBiH has submitted to the BiH Central Election Commission and political parties in the FBiH an announcement on the Concluding Considerations of the UN Committee on the Rights of Persons with Disabilities on the Initial Report of BiH on the Implementation of the Convention on the Rights of Persons with Disabilities and Activities Planned in the Strategy for the Promotion of the Right and Position of Persons with Disabilities in the FBiH (2016-2021) in the part concerning the participation of persons with disabilities in public life.

20. Activities undertaken by BiH in the last five years to increase the approach of women to expression and participation in decision-making in the media, including information and communication technologies (ICT)

Other

- In BiH, the Gender Equality Study in BiH IT sector was developed at the initiative of the MarketMakers project, supported by the Swiss Government through the Swiss

Embassy in BiH and the Swiss Development and Cooperation Agency (SDC).⁹⁵ The results of this study indicate, among other, that women accounted for a total of 25% of the workforce in IT jobs in 2015 and that 90% of the surveyed companies believe that they cultivate a culture of gender equality. In 50% of companies, men are in managerial posts, in 40% men and women equally occupy the top posts in the company, and women take the top posts in 10% of companies. According to the survey results, 90% of the companies believe that women could take the highest position in the company, 5% stated that women were already in the highest position, and only 5% of the companies thought that a woman could not take the highest post in that company. Most women and men are equally employed based on employment contracts for an indefinite period of time. 10% of women are employed with less than one year of experience, while 50% of men and only 10% of women are employed with over 10 years of work experience. This is due to the fact that women join the IT sector at a later age, while men are entering the labour market earlier. A total of 70.1% of women stated that they are required to attend trainings compared to 88.6% of men. The need for flexible working hours is higher in women than in men, and 58% of women stated that they would like to have flexible working hours, compared to 35.3% of men. A total of 28.8 % of women asked for flexible working hours, compared to 17.6% of men.

- Some of the obstacles to increasing the number of women in the IT sector observed on the basis of survey results are that IT companies are not ready to proactively increase the number of young people, especially women, in the IT sector (63% of companies were not interested in participating in the survey); IT companies are not creative in finding new employees (90% of companies are looking for employees based on recommendations of other employees, IT employees do not use the benefits available to them (no women in the survey uses flexible working hours), overtime is an integral part of IT work and is perceived to have a negative impact on private life and work balance; IT companies do not have a clear communication policy when looking for new employees (90% of companies do not encourage women to sign up; 80% of companies do not have campaigns for attracting and retaining employees), internal IT processes are not gender-sensitive (only 55% of companies said it was important for them to hire people from different backgrounds and with different experiences, as noted by the employees), an alarmingly high percentage experiencing and witnessing discrimination (22% of women received insulting comments based on gender, 3% of women were sexually abused, 19% of women witnessed sexual harassment); women enter the labour market at a later age, only after graduation, while for men it is already in secondary school; the general perception of women in the public is that they are not "IT material".

Cooperation with employers in the field of media and information technology has been achieved to improve internal policies and voluntary employment

- Every year, gender institutional mechanisms mark the International Day of Girls in ICT to encourage young girls, girls and women's interest to increase their visibility, interest and participation in education as well as professional careers in innovation, technical, technological and ICT domains. In addition, the RS GC has been in close contact with the IT company LANACO Banja Luka in the reporting period, which provides support in marking of this day every year, through various globally certified courses for girls. After they complete the course, girls have the opportunity to enter the labour market in the field of IT. In this way, economic empowerment of women is ensured as is further training in this area, currently recognised as one of the most profitable. Such a model of cooperation has proved to be a multifaceted and significant not only in terms of promotional activities but also in concrete actions for the direct inclusion of women in the labour market. This

⁹⁵ "Gender Equality in IT Sector in BiH", MarketMakers, 2016.

GC campaign has been recognised globally by the International Telecommunication Union (ITU) as these activities are listed every year in the calendar and map of all the countries around the world that organise activities to mark this day through the GIRLS IN ICT DAY portal.

21. Percentage of the national budget of BiH invested in the promotion of gender equality and empowerment of women

- The percentage of the national budget at the level of BiH that is annually invested in the promotion of gender equality and empowerment of women is 0.05%. This share is intended for the work of the GEA BiH MoHRR BiH, and includes grants to non-governmental organizations in the field of gender equality. Situation is similar at the entity level, and thus in FBiH it is estimated that about 0.05% of the total FBiH budget is allocated for the promotion of gender equality, while in RS this percentage is approximately 0.04%.

22. Donations to other countries to promote gender equality and empower women

- Not applicable.

23. National strategy/action plan of BiH for gender equality

- BiH has a separate GAP, as a comprehensive medium-term strategy for gender equality and empowerment of women. This strategy is based on domestic legal acts for gender equality and the binding and recommended international documents, among which are the sustainable development goals of the UN, the CEDAW, the Beijing Declaration and the Platform for Action. The third GAP is currently in force for the period 2018-2022, and the reporting period also included the GAP for the period 2013-2017.⁹⁶ The goal of the BiH GAP is to guide line ministries and other institutions to include the principles of gender equality in their work, in accordance with the GEL BiH, which prescribes the obligations of the competent institutions at all levels of government in BiH. The BiH institutions adopt annual operational plans that enable systematic and coordinated action in the process of integrating the gender perspective into the work of institutions based on the GAP.

- In January 2016, the Council of Ministers of BiH adopted the Decision on the Establishment of the Steering Committee for the Coordination and Monitoring of the Implementation of the GAP⁹⁷ consisting of the Director of the GEA BiH MoHRR BiH, the GC FBiH and the GC RS. The Steering Committee is in charge of adopting guidelines for the preparation of annual operational plans, approving them, as well as reporting on the progress in the implementation of the GAP to the Council of Ministers of BiH and the Parliamentary Assembly of BiH.

- The Financial Mechanism for the Implementation of the Gender AP (FIGAP) is the Program for Financing the Implementation of the BiH GAP, which has been implemented with extensions from 2010 to 2016 and emerged as a result of the clearly expressed need of institutional mechanisms for gender equality in BiH to build own capacities and capacities of institutions and NGOs to implement the GAP and gender-responsive policies. Three international donors (Swedish SIDA, Austrian ADA and Swiss SDC) allocated financial resources for the FIGAP program in the total amount of EUR 2.8 million. The funds were used in accordance with the FIGAP Program Joint Financing Agreement

⁹⁶ The first GAP BiH 2006-2011 was in force in the previous reporting period.

⁹⁷ See number 929/2015 from July 16 2015, Official Gazette of BiH, No. 40/16.

and the FIGAP Program Document. The Joint Financing Agreement was drafted in accordance with the principles of the Paris Declaration on the Effectiveness of International Assistance.⁹⁸

- Over 60 projects were implemented by institutions and around 80 projects were implemented by non-governmental organizations throughout the territory of BiH through support by the FIGAP Program funds. An independent final evaluation confirmed that the FIGAP program had a decisive role in systemic introduction of the principles of gender equality into the scope of work of the competent institutions, and in the strengthening of cooperation between NGOs and institutions in the implementation of joint activities on promoting gender equality and empowerment of women, especially in local communities. Since the Final Evaluation Report of the FIGAP Program indicated its effectiveness and efficiency of the funds spent, some donors expressed their readiness to continue their support. Thus, in 2018, a special agreement was signed between the Council of Ministers of BiH, represented by the BiH Ministry of Human Rights and Refugees, and the Kingdom of Sweden, represented by the Swedish International Development Cooperation Agency (SIDA), called FIGAP II Program (2018-2021) with the purpose of supporting the implementation of the GAP 2018-2022. The goal of the Program is to make public decisions (policies, budgets and service provision) improve socio-economic conditions and equal opportunities for women and men, girls and boys, in line with the Proposal of the Financial Mechanism for Implementation of the GAP. The program is implemented by the GEA BiH MoHRR BiH, the MoHRR BIH, the GC FBiH and the GC RS.

24. AP and the deadline for the implementation of the recommendations of the CEDAW Committee in BiH or other human rights mechanisms of the UN that address gender inequalities/discrimination against women

- The CEDAW commitments and recommendations of the Committee for the Elimination of Discrimination Against Women, as well as other UN recommendations on women's and gender equality are included in the priorities of the third GAP 2018-2022 and the third AP for the implementation of the UNSCR 1325 "Women, Peace and Security" 2018- 2022.

25. National Human Rights Institution and its focus on gender equality

- The Department for the Elimination of All Forms of Discrimination, within the BiH Ombudsman Institution for Human Rights (Ombudsman Institution), deals with the issues of equality and protection against discrimination on all grounds as set out in the Law on the Prohibition of Discrimination, and strives to pay attention to all vulnerable categories. The Ombudsman Institution's acting on individual appeals is the most important aspect of human rights protection. The Law on the Prohibition of Discrimination foresees the role of the Ombudsman Institution in the activities of promotion of anti-discrimination protection, which is reflected in informing the public, raising awareness, conducting campaigns and other forms of discrimination prevention. The Ombudsman Institution outlines relevant examples for the topic as well as general observations in the annual reports every year, and in addition, Ombudsman usually provide press releases to inform and promote

⁹⁸ The FIGAP program was focused on achieving four expected results: (1) Strengthened material and human resources of gender institutional mechanisms needed to carry out mandates and legal competencies; (2) Strengthened government institutions for the implementation of the GAP activities of priority areas within their jurisdiction (allocation of funds to competent institutions); (3) Strengthened partnerships between non-institutional and institutional partners for the implementation of gender equality standards, with focus on end-users (grants to non-governmental organizations); (4) Improved mechanisms for monitoring progress in achieving gender equality in BiH according to international and domestic obligations.

tolerance and non-discrimination principles, and they participate in various conferences, round tables and lectures at universities activities of which are detailed in the reports on the occurrence of discrimination that are part of the annual reports of the institution of the Ombudsman.

- The Ombudsman Institution devote special attention to the preparation of special reports which, in addition to indicating systemic issues to the competent authorities, seek to raise social awareness and awaken people's awareness of the protection of their rights, and in this way try to encourage citizens to address the institution of the Ombudsman.

- Following actions were made recognizing the problem of frequent cases of termination of employment of pregnant women or refusal to extend their employment contracts for a certain period of time: Special report on women's complaints for entitlement to wage compensation during maternity leave in BiH⁹⁹ in 2009 and the Special Report on the Status of Maternity Protection in the FBiH territory¹⁰⁰ in 2015. It is important to note that the Ombudsman Institution also prepared a Special Report on the Ethnic and Gender Structure of Employees in Police and Security Agencies in BiH in 2018¹⁰¹ and, among other things, sought to point out the importance of equal representation of women in police and security agencies in Bosnia and Herzegovina. The Ombudsman Institution has also developed a Special Report on the Rights of LGBT persons in BiH in 2016¹⁰² although not a large number of complaints had been received, but with the development of this report and other special reports, efforts were made to try to encourage citizens to address the institution of the Ombudsman.

PEACE AND INCLUSIVE SOCIETIES

26. The activities undertaken by BiH in the last five years in building and maintaining peace, promoting peaceful and inclusive societies for sustainable development and implementation of the agenda - Women, Peace and Security

The National AP for Women, Peace and Security adopted and/or implemented

- The second AP for the implementation of the UNSCR 1325 in BiH for the period 2014-2017 was successfully adopted and successfully implemented in the reporting period.¹⁰³ The final report on the implementation of the AP for the implementation of the UNSCR 1325 in BiH was adopted in 2018, which created an obligation for all competent institutions to implement the recommendations set out in the Final Report. The report states that progress was made in the systematic approach to the introduction of the principle of gender equality in the work of relevant institutions, in particular in the defense and security sectors, in order to increase the participation of women in the military, police and peacekeeping missions.

- The Coordination Committee for Monitoring of the Implementation of the AP for the Implementation of the UNSCR 1325 included 19 competent institutions and agencies at the state and entity level, as well as one representative and its deputy from the non-

⁹⁹ Available at:

https://www.ombudsmen.gov.ba/documents/obmudsmen_doc2013020106114536bos.pdf

¹⁰⁰ Available at:

https://www.ombudsmen.gov.ba/documents/obmudsmen_doc2015102111102085bos.pdf

¹⁰¹ Available at:

https://www.ombudsmen.gov.ba/documents/obmudsmen_doc2018052215201423bos.pdf

¹⁰² Available at:

https://www.ombudsmen.gov.ba/documents/obmudsmen_doc2016110413333704bos.pdf

¹⁰³ Official Gazette of BiH, No. 89/14.

governmental sector. The GC RS had partially participated in the work of the Coordination Board in the reporting period, since at the end of 2017, the RS Government¹⁰⁴ submitted a decision relieving the representative of the GC RS of the duties of the member in the Coordination Committee for the Implementation of the AP of BiH for the implementation of the UNSCR 1325, and the RS Government did not appoint a new member of the Coordination Board in front of the RS Government for the creation of a new AP. The FBiH Government appointed representatives to the work of this body, such as the FBiH GC and the Federal Ministry of the Interior and tasked the Director of the GC FBiH to coordinate the AP process at the level of the FBiH institutions.

- A Coordination Group of Non-Governmental Organizations was established and signed a Memorandum of Cooperation with the Coordinating Committee of Institutions and appointed its representative and its deputy to this Committee in 2014.

- Implementation of the AP has contributed to the realization of continuous regional cooperation and exchange of good practices. Regional cooperation has been enhanced by signing the Regional Declaration and the Joint Statement on Cooperation on Common Priorities: implementation of action plans for the UN Resolution 1325, combating violence and economic empowerment of women. One of the concrete results of this cooperation is the adoption of the Local Action Plan for the implementation of the Resolution 1325 in the City of Niš (Serbia), which is entirely modeled on the local action plans in BiH.

- Specific results achieved by BiH are recognized at the international level, and the national action plans of Finland and Moldova are modeled on the BiH AP UNSCR 1325, which confirms its applicability in different cultural and socio-economic contexts. The good practices of BiH have been included in the UN Global Implementation Study UNSCR 1325.

- Readiness to support peace and security was expressed at the G7 Summit through the implementation of the UN Resolution 1325. The European Union and BiH will decide on the implementation of the UNSCR 1325 through a partnership with the BiH MoHRR's GEA. A joint Roadmap (2019-2022) was developed defining the specific types of cooperation between the EU and the GEA MoHRR's BiH.

- Third AP for implementation of the UNSCR 1325 "Women, Peace and Security" in BiH for the period 2018 to 2022¹⁰⁵ was adopted in 2018 with the aim of consistent, high-quality and effective implementation of the UNSCR 1325 in BiH, and it was developed in consultation with the non-governmental organizations and relies on the structure of the previous AP, so that the existing strategic goals are kept and some medium-term objectives revised as well as expected results and planned activities. The draft decision on the establishment of the new Coordinating Committee for Monitoring the Implementation of the AP has been made and is currently in the process of adoption by the Council of Ministers of BiH. The Coordination Committee consists of representatives of 13 institutions at the level of BiH, three federal institutions and two non-governmental organizations. The strategic objectives of the AP for the implementation of the UNSCR 1325 2018-2022 are: (1) Increased participation of women in the military, police and peacekeeping missions, including participation in decision-making places, (2) Increased human security through the prism of gender equality, and (3) Improved conditions and access to the implementation of the AP UNSCR 1325.

- Based on the proposal of the RS GC in March 2019, the RS Government accepted the Information on obligations under the UNSCR 1325 and instructed the GC, as a coordinating body at the RS level, to implement and monitor the implementation and report

¹⁰⁴ RS Official Gazette, No. 53/17.

¹⁰⁵ Official Gazette of BiH, No. 89/18; AP for Implementation of the UNSCR 1325 "Women, Peace and Security" in BiH for the period 2018-2022 is available on the following link: https://arsbih.gov.ba/wp-content/uploads/2018/08/180718_Prijedlog-AP-UNSCR-1325_2018-2022-u-BiH.pdf

to the Government of RS about programs and measures under the Resolution, and to this end, to cooperate with the competent authorities, institutions and organizations in RS and BiH.

Integrated obligations under the "Women, Peace and Security" Agenda in key national and inter-ministerial policies, planning and monitoring of the framework

- Since strengthening women's capacities is of key importance for increasing their representation, especially in the security area dominated by men, some institutions have sought to provide conditions for the professional development of women. Women participated in various trainings and courses, but number of men in expert-specialized trainings for professional training in police and military forces is still much higher. The participation of women in police structures at all levels of government in BiH is currently 8%. Data show a slight increase in the participation of women in the police forces at all levels in BiH, which amounted to an average of about 1.5% in the reporting period. Women are still underrepresented at the highest managing positions with higher ranks (around 1.3%).

- The GEA BiH MoHRR BiH's has supported the establishment of the Association of Women Police Officers of BiH/FBiH, which includes representatives of all police agencies in BiH, the FMol (Federal Ministry of Interior), the FPA (Federal Police Administration) and cantonal ministries of interior. At the level of RS there is a "Network of Women of the RS Mol - RS WPON". These networks organize women in the police forces and provide a platform for empowerment and mutual support in order to improve the position of women in police structures. They carry out projects and activities aimed at promoting and applying the principles of gender equality in admission of women to police forces, as well as issues of education, training, career development and promotion of network members' results. The Association "BiH/FBiH Network of Women Police Officers" initiated or it was included in many activities and projects. For example, in the framework of the project "Enforcement of the Domestic Violence Legislation" in cooperation with the FBiH GC and with the support of the OSCE, the Network conducted training of police officers on using the database on cases of domestic violence at the Police Academy of the FMol for 350 police officers- and social workers.

- In 2016 the GEA BiH MoHRR BiH's submitted the opinion on the compatibility of the Proposal of the Law on Amendments to the Law on Police Officers of BiH with the Law on Gender Equality. Amendments have been proposed in order to prevent the possibility of difficult promotion due to the use of maternity/parental leave in the process of evaluation of the work of police officers and the promotion process, thus preventing indirect discrimination on grounds of gender. This law change has not yet been adopted. The FBiH GC has also submitted the FMol opinion on the compliance of the Proposal of the Law on Amendments to the Law on FBiH Police Officers with the Law on Gender Equality, but this law change has not yet been adopted.

Communication strategies used, including social media, to increase awareness of the agenda - women, peace and security

- The project of the "Association of Women Police Officers of BiH/FBiH" named "Equality in Security - Be a police officer" was supported from the funds of the FIGAP program. During the implementation of the previous AP for the implementation of the UNSCR 1325 in BiH, the GC FBiH, relevant institutions, non-governmental and international organizations promoted topics related to the UNSCR 1325 "Women, Peace and Security" through targeted promotional activities, events, promotional and educational materials through inclusion of these topics in other promotional actions. The campaigns focused on affirmation and promotion of the participation of women in the police, military and peacekeeping missions, and the role and influence of women in political and public

decision-making, especially in the context of general and local elections held during the reporting period.

- The BiH Ministry of Defense (MoD) and the BiH Armed Forces (AF) regularly organize days of open doors where women from the AF participate in the planning and implementation, and during which the role and participation of women in the military is promoted. The participation of 34 women in peacekeeping missions was promoted during the celebration of the 15th anniversary of the participation of the AF of Bosnia and Herzegovina in international peacekeeping missions. The BiH MoD has developed an Action Plan for the affirmation and promotion of a military profession focused on public relations, the media, the academic community in BiH and all institutions that may be relevant when it comes to admission to the BiH AF (secondary schools, universities in BiH and employment agencies). In the last announcement of the competition for the employment of officers in the BiH AF in September 2017, and the accompanying campaign for admission of young people to the BiH AF, which has been conducted for 5 years, special attention has been devoted to promoting the participation of women and encouraging girls to apply. This included numerous promotional and media content and materials (videos, billboards, posters) presented through all means of public information.

- Among the most important promotional activities is the continuous promotion of the UNSCR 1325 "Women, Peace and Security", for example, during the regular annual celebration of the Gender Equality Week and other promotional activities and events. The activities and campaigns preceding the General Elections in 2018 and the Local Elections in 2016 were a highlight during the reporting period. NGOs implemented promotional activities, especially in local communities. In certain cases, it was possible to estimate their specific effect on the target population. Promotional and educational activities, such as those organized by the Association of Women - Vive Women, implemented in the municipalities of Bratunac and Tuzla, were aimed at creating preconditions that contribute to improving the safety of women and girls in local communities. Women connected, joined, exchanged knowledge and experiences, gained a better understanding of the ways of active participation in local self-government, and were provided with a clearer picture of how to use the resources of the local community.

27. The activities undertaken by BiH in the last five years to increase the leadership, representation and participation of women in conflict prevention and resolution, peace-building, humanitarian action and crisis response, at the decision-making level in situations of armed and other conflicts, and in fragile or crisis settings

Significant participation of women in peace processes and the implementation of peace agreements was promoted and supported

- Progress has been made in the systematic approach to gender mainstreaming in the work of relevant defense and security institutions in order to increase the participation of women in the military, police, peacekeeping missions, including decision-making places. This progress is reflected in the harmonization of laws, by-laws, strategies, policies and programs with the Law on Gender Equality in BiH. Special progress has been made in the Ministry of Security of BiH, which regularly requests the opinion of the GEA BiH MoHRR BiH on the harmonization of draft regulations drafted by the BiH Law on Gender Equality. Suggestions and recommendations of the GEA BiH MoHRR BiH that contribute to the achievement of gender equality have been incorporated into the Law on Foreigners in BiH and the Law on SIPA in the reporting period; the Revised Strategy for the Control of Small Arms and Light Weapons in BiH (SALW); the Integrated Border Management Strategy in BiH 2015-2018 with the Framework AP; the AP for combating human trafficking in BiH 2016-2019; the Program for the development of the system of protection

and rescue of institutions and bodies of BiH; and the Strategy in the field of migration and asylum and the AP for the period 2016-2020. This initiative has been achieved thanks to the strengthened capacities for harmonization of laws and internal regulations from the Law on Gender Equality in the competent institutions, which are the result of implemented education for the persons working on the drafting of legal regulations. A network of appointed contact persons for gender equality issues in the institutions of the defense and security sector has also been expanded, and gender equality training has been included in regular training programs, which contributes to strengthening the capacities of the competent institutions.

- Since the beginning of the implementation of the AP for the implementation of the UNSCR 1325 in BiH and until mid-2018, the proportions of women and men employed in the MoD BiH and the BiH AF show a slight increase in favor of women.¹⁰⁶ Women's interest in admission to the BiH AF has increased, illustrating the fact that only 23 candidates applied for the invitation in 2008, and 595 candidates in 2014. This contributes to the successful implementation of the recommendation of the BiH Ministry of Defense to admit at least 10% of women from the total number of candidates admitted in the BiH AF, with priority being given to the most successful candidates and candidates in accordance with the list of achievements.

- In order to promote the participation of women in peacekeeping missions, the BiH Ministry of Security uses affirmative measures by reducing the required number of years of work experience from 8 to 5 years for women as one of the main criteria for applying for peacekeeping missions. The use of this affirmative measure contributes to the increase in the number of women in the UN peacekeeping missions, so the percentage currently stands at 30% which is a 6% increase compared to 2014, and about 14% compared to 2010. In the BiH Ministry of Defense there has also been a significant increase in the number of women in the total number of peacekeeping missions. Since 2013, when the percentage of women's participation was 3.5%, it increased to 6.7%. Regular five-day trainings on "Gender Issues in Peacekeeping Operations", which are included in the PSOTC - Training Center for Peace Support Operations of the BiH AF also contributed to the continuous increase in the number of women sent to peacekeeping missions.

Equal participation of women in humanitarian and crisis response activities at all levels is promoted, especially at the decision-making level

- The introduction of the concept of human security from the perspective of gender equality as a strategic goal of the AP for the implementation of the UNSCR 1325 in BiH has opened the possibility to act in conditions of current security threats and challenges such as natural disasters (assistance to women and girls in the most vulnerable areas after the floods in BiH) the crisis (aiding refugees from Syria), use of small and medium-sized weapons in the context of gender-based violence, and violent extremism and terrorism (planning preventive interventions). Implementing comprehensive strategic measures from the AP for Implementation of the UNSCR 1325 in BiH created more favorable environments for increasing the participation of women in military and police forces,¹⁰⁷ although this increase is still the most striking among lower positions and ranks. Thanks to the introduction of affirmative measures and promotional activities, in 2016 women's interest in military and police employment invitations increased, and the number of women sent to peacekeeping missions increased significantly.¹⁰⁸

¹⁰⁶ There are 38% of women in the BiH MoD (2% increase in relation to 2013), 6.8% of women in the BiH AF (1.8% increase compared to 2010 and only 0.2% compared to 2013), of which 24% of women are civilian staff and 5.5% are women who are soldiers (1% compared to 2013).

¹⁰⁷ See the answer to question no. 26, item "Integrated obligations from the agenda Women, Peace and Security in key national and inter-ministerial policies, planning and monitoring of the framework".

¹⁰⁸ See the answer to question no. 4 for more information.

- Significant efforts have been made in recent years to promote the role of women in peacekeeping missions both by the Ministries of Interior and by the Ministry of Security of BiH, and thus English language tests were conducted in RS for women police officers for participation in peacekeeping missions (affirmative measures), and the activities of women police officers of the Ministry of Internal Affairs of RS engaged in UN peacekeeping missions were promoted through the Women's Network of the RS Mol – RS WPON. Activities to stimulate women police officers to apply for participation in peacekeeping missions (affirmative measure) intensified and the cooperation has been established with UN Women in BiH, non-governmental organizations and the PSOTC. Police officers performed various tasks in the UN peacekeeping missions, including management positions, and were thus appointed as commanders and deputy commanders of contingents in various peace missions. The first police officer of the Ministry of the Interior of RS was sent to the UN peacekeeping mission in 2011, and up to now 11 police officers from the RS Mol participated in the UN peacekeeping missions. "BiH/FBiH Women's Police Network" has been continuously implementing advocacy activities for sending police officers to the UN peacekeeping missions.

28. Activities undertaken by BiH in the last five years to improve judicial and non-judicial accountability for violations of international humanitarian law and human rights violations of women and girls in situations of armed and other conflicts or humanitarian actions and crisis response

Legal and political reform for compensation and prevention of violations of the rights of women and girls has been realized

- The Law on Amendments to the Criminal Code of BiH¹⁰⁹ from 2015, in its provisions on the criminal offense of Crimes against Humanity changed the definition of rape and other forms of sexual violence committed as a war crime against the civilian population or as a crime against humanity in the following way: text "use of force or threat of direct attack to her life or body or to the life or body of a close person" had been deleted. In this way, this incrimination is in line with international jurisprudence that developed the principle that the mere existence of a compulsion circumstance may indicate a lack of consent of a person to a sexual act, and the previous definition implied that the use of force or threat of force was the only means of proving rape or other sexual acts without the consent of a person.

- In the reporting period, the MoHRR BiH drafted the Law on the Protection of Victims of Torture in BiH, which was not adopted because it did not receive support from one of the entities. In the year 2018, the Law on the Protection of Victims of War Torture was adopted in RS¹¹⁰ and aims to systematically regulate the status and rights of the category of civilian victims of war who survived various forms of torture during the war, including victims of sexual violence as a special category of victims of torture. The law stipulates the rights to monthly income, health insurance, exemption from the cost of personal participation in the use of health care (participation), the right to spa rehabilitation, incentives for employment and self-employment, as well as the right to rehabilitation, rights in the field of social protection, free legal aid, and the right to exemption from court and administrative fees.

- In FBiH, the Law on Amendments to the FBiH Criminal Code has been adopted¹¹¹ as well as the Law on Amendments to the Law on the Basis of Social Protection,

¹⁰⁹ Official Gazette of BiH, No. 40/15.

¹¹⁰ Official Gazette of RS, No. 90/18.

¹¹¹ Official Gazette of FBiH, No. 76/14.

Protection of Civil Victims of War and Protection of Families with Children¹¹². The Amendment to the FBiH Criminal Code from 2014 added a new paragraph in the Article related to causing national, racial and religious hatred, strife or intolerance, and refers to the crime committed by public denial or justification of genocide, crimes against humanity or committed war crimes established by the final decision of the International Court of Justice, the International Criminal Tribunal for the former Yugoslavia or the domestic court, which is now punishable with three months up to three years of imprisonment. The Law on Amendments to the Law on the Basis of Social Protection, Protection of Civilian Victims of War and Protection of the Families with Children in FBiH from 2016 foresees the establishment of a special commission as an independent expert body that will give a professional opinion whether the applicant is a victim of sexual abuse and rape, in order to determine the status of civilian victims of war. Most victims are not yet ready to ask for the exercise of this right or other type of help because of possible stigmatization in the still traditional environment. In addition, a large number of victims have left Bosnia and Herzegovina, and the existing law prohibits the exercise of this right in the event of leaving BiH for more than three months.¹¹³

Institutional capacities, including the justice system and transitional justice mechanisms, have been strengthened, where applicable, during conflict and crisis response

- As for the processing of war crimes cases with elements of sexual torture, a total of 98 cases have been processed before the Court of BiH from 2005 to present day. In the processing of these cases, where victims of sexual torture are mostly women, the Court of Bosnia and Herzegovina, respecting their privacy and dignity, allowed them to testify with the measures of protection that are reflected in the allocation of pseudonyms, and, often with other protection measures¹¹⁴, all with the aim of reducing repeated trauma and additional consequences for the psychological and medical condition of these witnesses. Witnesses/victims have the right to seek compensation for pain and suffering through the establishment of a property right claim. During the reporting period, a total of 28 property claims for damages were made in war crimes cases, out of which 27 women made claims. The first property claim was filed at the main trial in the war crime case, which was conducted before the Court of BiH in 2014.

- As part of the project "Comprehensive Capacity Building for Efficient Processing of War Crimes Cases in BiH", implemented in cooperation with the OSCE Mission to BiH, the Judicial and Prosecutorial Training Centers of FBiH and RS are implementing gender-sensitive training for judges and prosecutors on the handling of war crimes cases of rape and sexual abuse, which includes an educational manual on "Sexual Violence in War".¹¹⁵

¹¹² Official Gazette of FBiH, No. 45/16.

¹¹³ Data from the Federal Ministry of Labor and Social Policy delivered in 2015 for the purpose of meeting with the Expert for the development of the Global Study on the Implementation of Resolution 1325.

¹¹⁴ Such as testimony from another room via technical devices for image and sound transmission, and the ability to distort images or sound.

¹¹⁵ Since 2014, the FBiH and RS CJPTs (Center for Judicial and Prosecutorial Training) have a continuous topic, which deals with the introduction to sexual violence, international law (legal instruments, case law and achievements, indictments for crimes against humanity, war crimes, genocide, definition of rape, sexual violence, consent and coercion and how to apply this to cases in BiH), BiH law and procedures, psychosocial aspects (victim and the law, bodily safety, trauma impact, victims and perpetrators, evolutionary reactions, neurobiology trauma, trauma and memory, secondary victimization, the rate of decrease of cases with elements of sexual assault), the definition of crimes according to BiH laws and international law (definition of war crimes of rape, rape and coercion issues, the application of court practice from BiH and the ICTY), witness protection measures and support to witnesses, practices and procedures, the application of special rules, and the conduct of an investigation when the trauma is identified.

- In terms of strengthening institutional capacities, the entity ministries of health, in cooperation with the UNFPA, developed a Resource Package to support victims of gender-based violence in the health sector in 2015. The Resource Package includes treatment of victims who survived sexual abuse and rape during the war. The document is in compliance with the Resource Pack developed by the UNFPA and WAVE, which is focused on the health sector. This resource package also serves as a basis for additional education of health professionals in relation to gender-based violence.

- NGOs in BiH such as "Vive Žene" Tuzla, "Medica" Zenica and other non-governmental organizations provide psychological and legal support to victims of war rape, sexual abuse and torture. The support program includes psychotherapeutic treatment, social and legal counseling, and the provision of findings and opinions for exercising the right to civilian victim status. "Fondacija lokalne demokratije" (Local Democracy Foundation) from Sarajevo provides legal assistance to victims and witnesses before, during and after the trial as well as in resolving status issues. Psychological support exists in the mental health centers, but the capacities of the mental health centers are not sufficient, and the availability of their services is limited to larger cities. NGO reports confirm that needs in the field are much bigger and more complex, but there are many barriers to providing adequate assistance and support.

Measures taken to combat trafficking in women and children

- The legislative and strategic framework has been improved in the field of human trafficking. The Amendments to the BiH Criminal Code¹¹⁶ from 2015, revised and strengthened the penal framework for certain forms of criminal offense of international human trafficking and enticing to prostitution. The Amendments to the Criminal Code of BiH, FBiH, RS and BD BiH harmonized the provisions related to the processing of human trafficking with the relevant provisions of the BiH Criminal Code and international standards of human trafficking incrimination.

- In BiH, the AP for combating human trafficking has been adopted for 2016-2019. The Ministry of Security (MoS) BiH finances activities to mark the European Anti-Trafficking Day in the amount of EUR 5,000. The funds were allocated in the budget for accommodation and legal assistance for foreign victims of human trafficking as well as for foreigners in the immigration center in the amount of EUR 50,000 for 2015 and 2016. The BiH Ministry of Human Rights and Refugees provides regular budget funds for NGOs in the total amount of EUR 30,600 for direct support to victims of trafficking through the rehabilitation and reintegration of women and girls victims of human trafficking in the local community. In addition, numerous projects have been implemented in cooperation with MoS BiH, international and non-governmental organizations focused on capacity building and improvement of procedures for proactive protection of victims and prevention of human trafficking. Police and judicial authorities at all levels of government in BiH, as well as competent ministries of health and social welfare, labor ministries and other institutions participate in the implementation of activities from the AP. The implementation of the AP for combating human trafficking in 2013-2016 was completed in RS and a new plan for the period from 2016 to 2019 has been adopted.

- In order to strengthen the system of protection of victims of human trafficking in BiH and fulfill the strategic and action goals for combating human trafficking in 2015, the MoS BiH prepared a document "Guide for multidisciplinary cooperation in the process of rehabilitation, re-socialization, reintegration and repatriation of victims of human trafficking in BiH" which is a practical guide to all stakeholders working in the process of protecting victims of human trafficking, especially employees in the social protection centers.

¹¹⁶ Official Gazette of BiH, No. 40/15.

29. Activities undertaken by BiH in the last five years to eliminate discrimination and violation of the rights of the child

Measures have been taken to combat negative social norms and practices and awareness of the needs and potentials of girls has increased

- Activities on changes in negative social norms and practices were conducted in FBiH directly through targeted media campaigns and indirectly through education and workshops, as well as through the involvement of media representatives in the work of the Expert Team at the Federal level, and the representatives of local media in the work of cantonal coordinating bodies and municipal multisectoral teams to support and protect victims of domestic violence. Conferences, workshops and other types of education that are not part of the official training programs of the relevant institutions are continuously organized in order to exchange experiences, monitor trends and define policies. In this segment, a particularly large number of educations, street actions, workshops and other forms of work with the aim of increasing social awareness have been conducted by non-governmental organizations within the framework of the Safe Network. The media are a segment of special importance for promoting non-violent forms of behavior, as well as defining the basic standards for media reporting on the topic of violence. In the period of implementation of the Strategy for Combating Domestic Violence in FBiH, important steps were taken towards greater involvement of the media in strategic activities, as well as the conduct of research on media reporting, and thematic programs on violence against women and girls and domestic violence.

Policies and programs have been implemented to eliminate violence against girls, including physical and sexual violence and harmful practices

- In 2016 and 2017, the BiH Children's Council sent an initiative for amendments to family laws, laws on social and child protection, laws on protection from domestic violence, criminal laws and laws in the field of health care in FBiH, RS and BD BiH, and laws in the field of education, all with the aim of introducing a ban on all forms of violence against children, and especially physical punishment in all environments of children. A meeting with the media was also held with this aim. Several round tables were held in BiH on the banning of bodily punishment of children with the aim of promoting positive parental skills.

- The Ministry of Labor and Social Policy of FBiH in cooperation with the cantonal ministries responsible for social and child protection and relevant NGOs prepared a pre-draft of the Public Policy on the Protection of Families with Children in FBiH and the Law on Support to Families with Children in FBiH which fully incorporated proposals from the Initiative of the Council for Children on Amendments to the existing Social Protection Laws, which was sent to the Federal and Cantonal Ministries in 2016. In RS, amendments have been made to the Law on Primary Education in RS, which stipulates that the school is obliged to provide effective mechanisms for protection against violence, abuse, neglect and discrimination and any kind of harassment in accordance with the Protocol on the Treatment of Violence, abuse or neglect of children. The law further established that serious violation of the duties of the student is considered to be, among other things, abuse of mobile phones during the classes and recording of video clips during school stay and their further distribution. Family laws in RS prohibit bodily punishment of children in all environments. On the other hand, in FBiH and BD, family laws prescribe that parents have a duty to protect the child against violence, and forbid violent behavior by a spouse or any other family member.¹¹⁷

- With the aim of strengthening the activities of preventing violence against children and encouraging children and young people, parents, professionals and the general public

¹¹⁷ See the answer to question no. 16 for more information.

to contribute to the identification and reporting of cases of violence against children, in 2017 MFS-EMMAUS developed the "Guidelines for Action in Case of Violence Against Children in digital environment in BiH" intended for professionals working with children, a picture book "Everything you need to know about violence!" intended for children aged 6-11 years, and an online application "Be a Cyber-Detective!" for use on social networks and online platform www.sigurnodijete.ba for children aged 12+. Online quiz application was active for six weeks, with the participation of 850 children, and the offline application remains available for educational purposes by education professionals and other stakeholders.

Policies and programs for eradicating child labor and the excessive level of unpaid care and work at home performed by girls have been implemented

- In FBiH and RS, new labor laws were adopted in 2016 and 2018, and made the conditions for employment of juvenile workers stricter. A child under the age of 15 cannot sign an employment contract, nor can it be employed on any kind of a job, while a child between the ages of 15 and 18 may be employed only with the consent of its legal representative and provided that it is of general medical fitness or that such work is not detrimental to the health of the child. The law limited the full-time work of minors which must not be longer than 35 hours per week, and prohibited overtime and night work for minors. Criminal legislation in BiH prescribes the responsibility of a legal entity for committed criminal offenses, and the courts may also impose a security measure prohibiting the performance of a particular activity to a legal entity prohibiting it to produce certain products or perform certain jobs.

ENVIRONMENTAL PROTECTION AND ENVIRONMENT REHABILITATION

30. Activities undertaken by BiH in the last five years to integrate gender perspectives and interests in environmental policies

Women's participation and leadership in environmental management and natural resources have been supported

- In the context of the implementation of the FIGAP program, the GC FBiH has carried out activities related to the harmonization of the legal and strategic framework with the standards for gender equality, the analysis of cash transfers in different sector areas such as agriculture, forestry, tourism and the environment, with the aim to introduce gender-responsive budgeting, and supported the project activities of women's associations, which involved raising awareness about different aspects of environmental protection, risky behavior from the aspect of environmental protection, implications for human factor and recycling of waste materials. Numerous international and regional organizations have provided financial and technical support to various non-governmental environmental organizations, through which attention has been paid to enhancing women's participation and improving leadership skills among women in the environmental protection segment.

- Although it is partially recognized, the gender perspective is not systematically integrated into the programs and policies of conservation, protection and rehabilitation of the environment. One of the 15 areas of the first GAP (2006-2011) was "Gender Equality and Sustainable Environment". However, during the planning of the next two GAPs, the priority areas were identified, and the issues of integration of the gender perspective into environmental policies were included in the cross-cutting areas.

- Women take an active part in the preservation of the environment and example are the women from Kruščica who insisted on the protest to ban the construction of a hydroelectric power plant in their local community. Land analysis in areas that were

bombarded during the war has not been done, and there is a great deal of fear from contaminated and unhealthy products. The garbage dumps are a major problem as well as the general method of waste disposal. Agricultural cooperatives have been formed in rural areas but need support in order to continue environmentally friendly production.

Increased access and control of women over land, water, energy and other natural resources

- At the beginning of 2017, the GEA BiH MoHRR BiH signed a Memorandum of Understanding with the project "Capacity Building for the Improvement of Land Administration and Procedures in BiH" - CILAP and Geodetic Administrations of RS and FBiH, in order to conduct joint trainings, campaigns and events as well as to integrate the gender dimension in development of policy documents, policy frameworks, action plans and programs of measures, development and processing of statistical data and registers, conducting analyses, marketing and promotional plans.¹¹⁸

31. Activities undertaken by BiH in the integration of gender perspectives into disaster risk reduction policies and programs, climate resilience and mitigation

Implementation or enforcement of gender-responsive laws and policies related to disaster risk reduction, resistance to climate conditions and mitigation (e.g. disaster reduction laws relating to the vulnerability of women in disaster)

- Due to the importance and the need to reduce the risk and negative impact of natural or other disasters as one of the key issues of security, the Ministry of Security of BiH has developed a Program for the Development of Protection and Rescue System at the level of institutions and bodies of BiH for the period 2018-2022 which has an integrated gender component. The Guidelines for the Introduction of Gender Equality Standards into the scope of work of the institutions of protection and rescue are under development within the framework of the implementation of the IPA DRAM Risk Assessment and Mapping Framework, which includes the gender component.

- Projects in the field of climate change and flood risk reduction financially supported by the Global Environmental Fund and implemented by the UNDP with goal of establishing an effective flood risk management system include gender equality as a compulsory component, highlighting the role of women as primary stakeholders groups, and promote equal participation of women in the decision-making process and planning of activities that are implemented through these projects.

- In response to the situation caused by catastrophic floods in 2014, the GC RS prepared and implemented the Gender Equality Initiative for disasters in RS for the period May - December 2014, as the first plan of its kind in the region, in order to implement specific programs and measures designed to alleviate and remedy the effects of natural disasters on women and men.¹¹⁹

- The GC FBiH developed Guidelines for the intervention of the Government of FBiH in conditions of natural disasters, to ensure that the intervention reaction is sensitive to gender to the fullest extent. A gender-sensitive analysis of the situation after the floods was conducted in three of the seven most affected FBiH municipalities between October and December 2014, with the support of the OSCE Mission to BiH.

¹¹⁸ See the answer to question no. 6, item "Strengthened land rights and housing security".

¹¹⁹ See the answer to question no. 4, "Impact of humanitarian crises caused by conflict, extreme weather or other events on the implementation of BPfA in BiH".

SECTION 3: NATIONAL INSTITUTIONS AND PROCESSES

32. National mechanisms of BiH for gender equality and empowerment of women

- The network of institutional mechanisms for gender issues in BiH includes all levels of legislative and executive authorities.¹²⁰
- Commissions/committees for gender equality have been established at all levels within the **legislative authorities**. There is a Gender Equality Commission of the Parliamentary Assembly of BiH at the state level, and at the entity level, the Gender Equality Committee of the House of Peoples and the Gender Equality Commission of the House of Representatives of the FBiH Parliament and the Committee for Equal Opportunities of the National Assembly of RS. The gender equality committees of cantonal assemblies in the FBiH have also been established. The commissions within municipal councils/assemblies operate in almost all municipalities in BiH at the local level.
- The GEA BiH MoHRR BiH operates within the **executive branch** of BiH¹²¹, and at the entity level there are the previously established: the GC FBiH¹²² and the GC RS – the Center for Gender Equality and Equality of the Government of RS¹²³. The institutions for gender equality have not been established within the executive branch at the cantonal level in FBiH. Offices of some mayors have established commissions for gender equality.
- However, the work of these committees/commissions at lower levels of both legislative and executive authorities is not uniform, and many commissions do not work adequately or continuously.
- All institutional mechanisms have a precisely defined mandate. The mandate of the GEA BiH MoHRR BiH and the GC FBiH and the GC RS have been defined by the BiH Law on Gender Equality, i.e. decisions on the establishment of these institutions, which shows the commitment of the government towards achieving gender equality and inclusion of gender issues in all areas of life in BiH. The GEA BiH MoHRR BiH, the GC FBiH and the GC RS are key drivers of initiatives, policy makers and proponents of measures for the introduction and implementation of the principles of gender equality, including oversight of these processes. Institutional mechanisms for gender equality enjoy independence guarantees in accordance with the institutional form of establishment. The GEA BiH MoHRR BiH, the GC FBiH and the GC RS are administrative bodies that have functional guarantees of independence of administrative bodies. The adoption of the Law on Civil Service/Administration has established the preconditions for the development of a professional and impartial public administration.

33. Membership of the management of national institutional mechanisms in the institutional process of the SDG implementation

- The Council of Ministers of BiH has appointed the Directorate for Economic Planning of BiH as a technical body at the level of BiH in the process of implementation of the Agenda 2030 and the Sustainable Development Objectives. A working group has been formed consisting of representatives of the relevant levels of government in BiH, and activities on harmonization and planning of sustainable development goals for BiH have been initiated. The Director of the GEA BiH MoHRR BiH has been appointed for future cooperation in the implementation of Agenda 2030 for Goal 5, as well as for gender

¹²⁰ A detailed scheme of institutional mechanisms for gender equality is contained in Annex 1 to this report.

¹²¹ Official Gazette of BiH, No. 12/04.

¹²² Official Gazette of FBiH, No. 53/00 and 64/05.

¹²³ Official Gazette of RS, Nos. 31/02, 63/05 and 33/09.

equality in all other goals, since gender equality is integrated into other goals of sustainable development.

- On the other hand, the representative of the Directorate for Economic Planning is a member of the Coordination Board at the level of BiH institutions for monitoring the implementation of the Gender AP of BiH whose priorities are in line with the goals of sustainable development. The work of the Coordination Committee is attended by the representatives of all ministries and it is chaired by the GEA BiH MoHRR BiH. The same co-operation takes place at the entity level between the GC FBiH and the GC RS, on one hand, and the entity ministries for European integration on the other.

34. Formal mechanisms for participation of different stakeholders in the implementation and monitoring of the Beijing Declaration and Platform for Action and the Agenda for Sustainable Development 2030

- There are no formal mechanisms for participation of different stakeholders in the implementation and monitoring of the Beijing Declaration and Platform for Action and the Agenda for Sustainable Development 2030.

a) Interested parties formally participating in national co-ordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the Agenda for Sustainable Development 2030

Beijing Declaration and PfA

- Civil society organizations
- Women's rights organizations
- Academic community and "think tanks"
- Parliament/parliamentary committees
- UN system
- Other competent institutions at all levels of government organization in BiH

Sustainable Development Agenda 2030

- Civil society organizations
- Women's rights organizations
- Academic community and "think tanks"
- Parliament/parliamentary committees
- UN system
- Other competent institutions at all levels of government organization in BiH

b) Mechanisms for ensuring the participation of women and girls from marginalized groups and reflecting their issues in these processes

- In accordance with the mandate and responsibilities according to the Law on Gender Equality in BiH, the GEA BiH MoHRR BiH, the GC FBiH and the GC RS have regular cooperation and communication with non-governmental women's organizations, including associations that gather women and girls from marginalized groups, especially village women, women with disabilities, LGBTI, women victims of war, elderly women, single mothers, Roma women, etc. Representatives, written material, and recommendations of these associations are involved in the planning and implementation of priority activities wherever possible and available.

- Representatives of non-governmental organizations that manage safe houses in BiH are involved in the drafting, implementation and application of the Law on Protection against Domestic Violence in FBiH and RS, the Strategy for Combating Domestic Violence in FBiH and RS, as well as in the work of the Council for Combating Domestic Violence in RS, or the Coordination Body for the implementation of the Strategy in FBiH. The APs

related to the improvement of women's position are implemented in cooperation and regular communication with women's associations.

c) Contribution of stakeholders to the preparation of the current national report

- All relevant institutions at the level of BiH, RS, FBiH and BD BiH have been requested to provide information related to this Report, and previous and existing official reports and analyses related to the situation and needs of women and girls in BiH were used for all other information. In the past period, the institutions provided relevant data that are integrated into this BiH Report, and the reports of the GC FBiH and the GC RS have been adopted by the entity governments.

- BiH recognized the importance of involving all other stakeholders in the reporting process, in particular civil society organizations, women's organizations, women human rights defenders, organizations representing women and girls subject to multiple and cross forms of discrimination, youth etc. In order to involve all stakeholders in the reporting process, the GEA BiH MoHRR BiH organized consultative meetings with civil society organizations in four cities of BiH, with the technical support of the UN Women Office in BiH. The invitation for participation in the consultations was public and widely distributed, with participation of 60 civil society organizations with 58 representatives and 6 representatives, out of 26 municipalities and cities from all over BiH. Women from marginalized groups, especially women from villages, women with disabilities, single mothers, unemployed women, LGBTI women and young women participated in the consultations.

35. Gender equality and empowerment of all women and girls as a key priority in the national plan/strategy for SDG implementation

- BiH has a separate GAP, as a comprehensive medium-term strategy for gender equality and empowerment of women. This strategy is based both on domestic legal acts on gender equality and on binding and recommended international documents, among which are the sustainable development goals of the UN, CEDAW, the Beijing Declaration and the Platform for Action. Presently the BiH GAP is in force for the period 2018-2022, and the GAP for the period 2013-2017 was in force in the reporting period. This document emphasizes the obligation of BiH to create periodic GAP stems from international and domestic documents, among which the Beijing Declaration and Platform for Action are specifically mentioned:

- *"The Beijing Declaration and Platform for Action (1995), in its Chapter IV - "Strategic Goals and Actions", suggest that in ... each of the critical areas of concern that raise concern a diagnosis of the problem should be made and a proposal of strategic objectives with concrete actions to be taken by different actors in order to improve the position of all women, and that special attention should be paid to the most vulnerable groups. The Platform for Action states that women face obstacles to full equality and progress because of factors such as race, age, language, nationality, culture, religion or disability because they belong to indigenous peoples or due to some other status. Many women encounter specific obstacles related to their family status, especially if they are the only parent to children; as well as their socio-economic status, including living conditions in rural isolated or poor areas. There are additional obstacles for refugee women, other displaced women, including internally displaced women immigrants or migrants, and even some migrant women migrating for employment. Many women are also particularly vulnerable to environmental catastrophes, severe and contagious diseases and various forms of violence against women."*

- Therefore, it can be stated that, although there is no specific national plan/strategy for the SDG implementation, these priorities are part of the BiH GAP. Based on this document, Entity governments adopt and implement annual operational plans for gender equality within the implementation of the GAP.

SECTION 4: DATA AND STATISTICS

36. The main areas in which BiH has achieved the greatest progress in the last five years in terms of gender statistics at the national level

Legislation, regulations or statistical program/strategies published to determine the development of gender statistics

- The BHAS statistical program includes the obligation to classify data by gender in accordance with the Law on Gender Equality. Gender statistics are included in the Statistical Program of RS for the period from 2018 to 2021, according to which it is planned to continue collecting, classifying and publishing data by gender in the field of population statistics, health and educational statistics, labor market statistics, social protection, living standard, crime and other statistics. Activities have also been carried out on the drafting of regulations regulating medical documents, individual forms, as well as reporting forms related to health records in FBiH. The Regulations have been adopted on the basis of the Law on Health Records, which is harmonized with the provisions of the Law on Gender Equality BiH, thus ensuring the recording and management of data classified by gender. Their implementation aims at improving the overall health statistics in FBiH and the development of various types of health analyses and the adoption of gender-responsive health policies.

- The GEA BiH MoHRR BiH has prepared an Analysis on the collection and recording of gender-disaggregated data in BiH institutions, which covers 30 institutions from the BiH level. Although the analysis indicates that progress is evident, it is necessary to work on improving the methodology of data collection, expanding the data group that is collected and classified according to gender, and creating databases that are key to reporting and creating actions based on exact statistical data. The recommendations of this analysis will be provided to all competent institutions for further action.

The existing data (e.g. lists and surveys) are re-processed in order to produce even more disaggregated and/or new gender statistics

- A detailed analysis of administrative sources was carried out in the past two years and could provide relevant data on gender statistics. Accordingly, the publication "Women and Men in BiH" includes more detailed data on women in politics (elections, legislative and executive power), public life, etc. Data which were the result of statistical surveys that had not been published so far in this form were also published, such as health status, disability, detailed data from the Census 2013 etc. The Entity Institutes of Statistics periodically publish publications on women and men in the territory of entities covering different areas of life.

- Two issues of the publication "Women and Men in RS" (2015 and 2017) were published in the reporting period. This publication has been published since 2003 with a two-year period, and it contains gender-disaggregated data on population trends, health, education, employment and unemployment, living standard, use of ICT, government, influence and criminal. Sources of data are regular statistical surveys conducted by the Institute, records of other authorized bodies and organizations for the production of statistics, as well as records of other administrative sources. Data on the Census of population, households and dwellings in RS from 2013 were published disaggregated by gender in the reporting period. Also, for the first time, the abbreviated (approximate) mortality tables for RS were made and published, including an indicator of life expectancy for women and men. Data on the use of computers and the Internet were published by gender based on the research conducted on the use of information and communication technologies in households and individually.

- The publication "Men and Women in FBiH", is published by the Federal Statistical Office on multi-annual basis and it is being implemented according to the Plan for Statistical Research of Interest for the Federation of BiH since 2001, and includes the following areas: population, health, education, employment and unemployment, social protection, justice and elections.¹²⁴ The cooperation of the GC FBiH with the competent federal ministries, led to improvement and establishment of registers according to sector regulations, in a way that enables the monitoring of gender indicators, which enable the creation of gender-sensitive sector policies, programs and projects, as well as the development of gender-sensitive budget indicators. A register for keeping records of basic data on small and medium-sized enterprises has been created based on the guidelines from the Small and Medium Sized Enterprise Development Strategy in FBiH. The Information System of the register of small and medium-sized enterprises was upgraded with the Register of Women Entrepreneurship, which ensures monitoring of the aggregated economic and financial indicators of the legal entities of this group, and thus it is possible to monitor the activity by branches and territory. The ISOR - Information System of the Crafts Register, also supports the development of indicators segregated by gender in this field. The database on beneficiaries and the amount of benefits for various types of social benefits are managed by the Federal Ministry of Labor and Social Policy with the Business Intelligent software. The Federal Ministry of Agriculture, Water Management and Forestry has established the Register of Clients and the Register of Agricultural Holdings, within which the Central Registry for the Federation of BiH is kept. The software enables the creation of reports by the desired characteristics, including gender segregated indicators. In accordance with the obligations of the Law on Gender Equality BiH the Federal Employment Institute (FEI) has all records created in such a way that they can create the desired gender analyses for all parameters relevant for monitoring the employment, unemployment and activities of the FEI, and the implementation of all measures in the process of mediation in employment.¹²⁵

An interagency coordination mechanism for gender statistics has been established (e.g. a technical working group, an interregional committee)

- Intensive and continuous cooperation between The GEA BiH MoHRR BiH and the BiH Agency for Statistics has been established and an initiative for the creation of the Gender Equality Index for BiH has been launched, according to the EIGE methodology and EU standards, with the technical support of the European Institute for Gender Equality (EIGE). This index is recognized as one of the most important instruments for monitoring the state of gender equality in the country, as well as for comparison with other EU and regional countries. The index is particularly important for policy-making and monitoring of progress made in the field of gender equality.

37. Priorities of BiH in the next five years in the field of gender statistics at the national level

Drafting laws, regulations or statistical programs/strategies that promote the development of gender statistics

¹²⁴ The Federal Institute of Statistics (FIS) has clearly expressed its commitment to full participation and the provision of expert support to gender-based institutional mechanisms in charge of policy-making, regulation and establishment of inter-sectorial working groups with the aim of achieving gender equality through participation in the work groups and providing adequate statistical data. Response of the FIS to the request of the FBiH GC for the preparation of the Report under the Beijing Declaration +25 (March 2019).

¹²⁵ The GC FBiH, Final Report on the Implementation of the FBiH SP GOB (2016).

- The importance of gender responsible statistics, analysis and research from the perspective of gender equality in all social areas is recognized in the GAP 2018-2022, which provides for concrete measures for monitoring and evaluating progress in achieving gender equality, such as: Implementing or supporting the development of quantitative and qualitative analyses and research on the state of gender equality in BiH in various areas of public and private life, which is the basis for efficient planning based on real needs, and the assessment of the introduction of gender equality standards into laws, strategies, policies and programs; Regular reporting on gender equality in BiH based on reports from relevant institutions; Regular reporting on the implementation of sector strategies and the AP in the field of gender equality based on reports from relevant institutions. The leaders of these activities are the GEA BiH MoHRR BiH and the Entity GCs, and the GEA BiH MoHRR BiH has very good cooperation with the Agency for Statistics of BiH (BHAS). Consultations with the GEA are of great importance for the production of data that will be used for the purpose of policy making. Representatives of the BHAS are members of the Coordination Committee for the implementation of the GAP.

- The priority for BiH in the next five years will be to develop unique methodologies for collecting data in priority areas according to the GAP. In addition, the priority is the development of the Gender Equality Index for BiH, a composite indicator that points to the state of gender equality in the country that will consist of six domains: work, money, knowledge, time, power and health. This index will enable the monitoring of gender equality in BiH, as well as comparison with other countries. The current obstacle to the development of the Gender Equality Index in BiH is the lack of implementation of research that is essential for the development of certain indicators needed to calculate domains within the Index, and hence the overall result of the Index. These surveys are: EU Survey on Income and Living Conditions (EU SILC), EHIS, EWCS, EQLS, etc. The EU SILC will be implemented in the first half of 2020, and the GEA BiH MOHRR BiH and the BiH Agency for Statistics have made efforts to include BiH in the EWCS in 2020. As far as the European Health Survey (EHIS) is concerned, which is also needed to calculate certain indicators of the Gender Equality Index according to the new methodology, it is not planned to carry out EHIS research in the coming years. This is a very costly and demanding survey, which is usually funded through an IPA project, and the IPA 2017 activities until 2021, do not include the implementation of this research, and thus steps will be taken to find alternative ("proxy") indicators, if possible.

Generating knowledge about gender statistics (e.g. easily usable reports, short documents, research papers)

- The BiH Agency for Statistics has been creating and publishing the publication "Women and Men in BiH" since 2005. This publication is published every second year and it is the sum of all available data divided by gender. A large number of data is derived from regular BHAS surveys and Entity Institutes for Statistics, while some of the data is taken from other institutions and ministries. Every year, BHAS makes an effort to present a large number of relevant data in the publication, so that each subsequent publication is not only an annual addition to the previous one, but to also have different content as much as possible. The Criterion for the introduction of new data in the publication is, above all, availability. Each new edition of the publication contains on average about 20-30% more data than before. The publication's appearance has also been improved, and underneath each table and graph there is a brief explanation of the phenomenon. The main data are shown through the infographic, which is simple and interesting presentation of data for the general public.

38. National and gender specific indicators for monitoring progress towards the SDGs

BiH has not defined national indicators for monitoring progress towards the SDGs. There is currently a minimum data set for the SDG 5 indicators, and below are indicators available for BiH level:

- Indicator 1.2.1: Proportion of the population living below the national poverty line by gender and age
- Indicator 4.2.2: Participation rate in organized learning (by year before the official primary entry age) by gender
- Indicator 4.3.1: Participation rate of youth and adults in formal and non-formal education and training in the past 12 months, by gender
- Indicator 8.5.2: Unemployment rate, by gender, age and persons with disabilities, (excluding persons with disabilities)
- Indicator 10.2.1: Proportion of people living below 50 per cent of median income, by gender, age and persons with disabilities
- Indicator 16.1.1: Number of victims of intentional homicide per 100,000 population, by gender and age

39. Collection and compilation of data on the SDG5 indicators and gender specificities within other SDGs

- At the moment, there are no activities on strategic data collection for the SDG5. The BHAS has reviewed the state of availability of the SDG5 indicators. Of the 14 indicators for the SDG5, there are 5 available indicators, meaning that a minimum data set for the SDG 5 indicators exists. The project "Support for the preparation of the implementation of the goals of sustainable development and engagement of the private sector" should contribute to overcome this situation. This is the project supported by the Swedish SIDA and implemented by the UN with the relevant institutions as partners at all levels of government in BiH. The goal of the project is to transform the Agenda 2030 into concrete activities of sustainable development goals and engagement of the private sector. As one of the components, the Project envisages the development of a group of national indicators in order to monitor the progress made according to the SDG agenda. These indicators will build on the existing monitoring methods that are used by the statistical institutes, in order to comply with a set of global indicators. It is envisaged to use additional research and surveys in order to fill the gaps among the indicators. Thus, it is planned to generate 32 SDG indicators from the MICS research.

40. Data that is routinely classified¹²⁶ and provided for major researches in BiH

Geographical location, gender, age, education, marital status.

¹²⁶ As stated in A/RES/70/1, with the addition of education and marital status.

Annex 1

A detailed diagram of institutional mechanisms for gender equality in BiH:

