

Implementation of the Beijing Declaration and Platform for Action (1995) in Bosnia and Herzegovina

Part One: Overview of achievements and challenges in promoting gender equality and women's empowerment

a) National policy on gender equality and the empowerment of women

The Gender Action Plan (GAP) of Bosnia and Herzegovina (BiH), as the 5-year strategy for gender mainstreaming in BiH, was adopted by the Council of Ministers of BiH on the 14th of September, 2006. The main goal of the BiH GAP is "to define strategies and realise program objectives to reach equality of women and men in Bosnia and Herzegovina" with the following joint strategic goals in all fields of work defined in the GAP document:

- "Harmonisation of legislation in each field with domestic and international legal standards for gender equity and equality;
- Advancement of databases, research and socio-economic analysis of the gender equality situation in all GAP areas;
- Education and raising awareness of public on the need to introduce gender equality in all fields of life and work; and
- Building capacities and encouraging an active cooperation and participatory approach of all institutional and non-institutional partners in Bosnia and Herzegovina".

The GAP consists of 15 areas as follows: 1) European integrations in light of gender equality, 2) Cooperation and capacity building, 3) Macroeconomic and development strategies, 4) Gender sensitive budgets, 5) Political life and decision-making, 6) Employment and labour market, 7) Social inclusion, 8) Gender sensitive media, 9) Lifelong education, 10) Health, prevention and protection, 11) Domestic violence, gender-based violence, harassment, sexual harassment and human trafficking, 12) The role of men, 13) Reconciliation of professional and family life, 14) Gender and sustainable environment, and 15) Information and communication technologies.

The GAP document refers to important international documentation out of which the most important are: the CEDAW Convention and Recommendations of the UN CEDAW Committee, the National Plan of Action based on the Beijing Declaration and Platform for Action, CoE recommendations, EU directives and regulations as well as a number of other binding and recommended UN, CoE and EU documents. GAP also refers to domestic documents such as the state, entity and cantonal constitutions as well as the Gender Equality Law in BiH which gives the direct basis and obligation to create the GAP. All fifteen areas are important for the promotion of women's rights and improvement of gender equality in BiH. National Action Plan according to the Beijing Declaration is Annex 1 of the GAP.

The Gender Action Plan is the single most important strategic document for the direct integration of gender equality in all spheres of public and private life. Gender mainstreaming process in BiH is being focused on implementation of primary areas of the Gender Action Plan and the real gender mainstreaming within governmental institutions (its annual plans and programmes) which are held accountable for GAP implementation. GAP defines activities in all 15 areas, holders of responsibility (ministries and other governmental institutions), partners and deadlines for implementation.

The BiH Gender Coordination Board (GCB) is composed of 3 (three) directors of the BiH gender institutional mechanisms namely: the Agency for Gender Equality at state level and 2 (two) entity Gender centres. GCB was established in 2006 parallel with the development of the Gender action plan and has a coordinating and monitoring role of GAP implementation.

*b) Impact of the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**, and the CEDAW concluding comments on the promotion of gender equality*

Bosnia and Herzegovina submitted the Initial, Second and Third (combined) periodical report to the CEDAW Committee in 2005. The Report was presented before the Committee in May 2006. This was followed by the CEDAW Recommendations to BiH, received from the Committee in 2006. Among the findings/recommendations, the following areas of concern have been raised:

- Lack of inclusion of women in social, political and economic transformation;
- Justice in the court systems and harmonization of the legal framework;
- Sex-disaggregated statistics;
- Strengthening of gender mechanisms;
- Domestic violence;
- Trafficking (including punishments of traffickers);
- Lack of GEL implementation;
- Health care, sexual and reproductive rights; and
- The need to fulfill CEDAW recommendations in order to reach the Millennium Development Goals (MDGs).

CEDAW Committee recommendations are incorporated in the Gender Action Plan of BiH. The country is currently in the process of preparation of the next, fourth and fifth CEDAW Report to be submitted in 2010. All responsible BiH Government institutions as well as the international organizations in BiH are requested to submit data on implementation of the relevant articles of the CEDAW Convention.

c) Main legislative and policy-making achievements in the promotion of gender equality and women's empowerment over the past decade

The Gender Equality Law (GEL) was adopted in 2003¹ and is an important instrument for increasing gender awareness and introduces a gender perspective in public policies and legislation. The Law follows CEDAW in all aspects. It promotes gender equality in private and public sphere and prohibits discrimination based on sex or sexual orientation. The Law has 18 chapters, including those on discrimination and definitions, education, employment, social and health care, sports, culture, public life, media, prohibition of gender based violence, harassment and sexual harassment, statistics, court protection, obligations and measures of the state, sanctions, etc.

The Gender Action Plan (GAP) of BiH, as the 5-year strategy for gender mainstreaming in BiH, was adopted by the Council of Ministers of BiH in 2006. The main goal of the BiH GAP is "to define strategies and realise program objectives to achieve equality of women and men in Bosnia and Herzegovina". As described above GAP defines activities in 15 areas of public and private life.

A number of activities have been implemented so far on harmonization of state and entity laws with the Law on Gender Equality in BiH. Some of the harmonized laws are:

- Law on takeover of joint stock companies in Republika Srpska (RS)
- Law on voluntary pension funds and pension schemes RS
- Law on civil servants RS
- Law on Committee for the coordination of the financial sector RS
- Law on pension reserve fund of the RS
- Law on volunteering of RS
- Law on Amendments to the Law on encouraging small and medium enterprises RS
- Law on Amendments to the Law on foreign exchange operations of the RS.
- The draft law on trades and crafts activities in the Federation of BiH (FBiH),
- Law on tourism of FBiH
- Law on catering activities of FBiH
- Law on Amendments to the Law on the fundamental rights of veterans, military disabled persons and families of the killed soldiers of RS
- Law on social protection of RS
- Law on public radio and TV service of BiH

¹ GEL, Published in the Official Gazette of BiH no. 16/2003.

- Law on communications of BiH,
- Law on radio and TV system of BiH.
- Law pharmacy activities of RS
- Law on health protection of RS
- Law on conditions and procedure for termination of pregnancy
- Law on pre-school education of RS
- Law on secondary education of RS
- Law on adult education of RS, etc.

d) Gender sensitive budgets

Gender institutional mechanisms have taken a number of initiatives and activities on gender responsive budgeting over the past decade. However, there is still a lot to be done in gender mainstreaming in the budgetary processes.

A Memorandum of Understanding was signed in 2008 between the United Nations Development Fund for Women (UNIFEM) and the both entity gender centres on cooperation in the project "Gender responsive budgeting in South East Europe: advancing gender equality and democratic governance through increased transparency and accountability ". The implementation of this project directly contributes to implementation of the Law on Gender Equality in Bosnia and Herzegovina, the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and CEDAW Concluding comments and recommendations for Bosnia and Herzegovina, the Gender Action Plan for Bosnia and Herzegovina and the Council of Europe guidelines on introduction of gender budgeting in the Member States.

The Commission for Gender Equality of the House of Representatives of the Parliament of the Federation of BiH in 2008 made a conclusion that was submitted to the Parliament of the FBiH, which says that it is necessary to: "...conduct an analysis of the Law on budgets, the Law on the budget system and the Law on Execution of Budget in the Federation BiH from the gender aspects, and to initiate amendments to these laws, in order to precisely prescribe the procedures for budget preparation, introducing the obligation of gender planning and analysis, which is in accordance with the recommendations of the UN CEDAW Committee. Based on the above-mentioned conclusion, Gender Center of the Federation of BiH has formed expert working group for identification and gender analysis of regulations related to the budget process at the entity and local level, with the aim of their harmonization with the Gender Equality Law of BiH and the principles of gender equality in the area of public finance - which is in accordance with international documents and adopted practice of the Council of Europe. Based on the analyses the Working group has prepared recommendations. The report of the Gender commission with these recommendations in the form of Information, including proposal of conclusions, has been submitted to the Government of the Federation of BiH for adoption. In accordance with the Working Group analysis and recommendations, the initiative to create the Action Plan for the introduction of gender responsive budgeting in the Federation of Bosnia and Herzegovina (2010-2012) has been launched by the Gender centre of FBiH. Implementation of the Action Plan will contribute to the capacity development and raising awareness of the institutions that will work on the development of gender responsive budgets at all levels of government.

In addition, the initiative has been launched with the Federal Ministry of Finance and the Tax Administration of the FBiH for the harmonization of Rules and Regulations on implementation of the Law on Income Tax in the part related to the content of forms, with Article 18 of the Gender Equality in Bosnia and Herzegovina.

Gender centre of the Republika Srpska organized the Regional conference "Gender sensitive budgets - past experience and possibilities of application". The Conference has created possibility for improvement of cooperation between the Gender Center and the Ministry of Finance of Republika Srpska. The conference was primarily targeted for the representatives of ministries of finance and treasury and the service audits of public sector, as well as of the institutions dealing with economic planning and development strategies, institutional mechanisms for gender equality in BiH and the region, local authorities and representatives of civil society organizations and international organizations in BiH dealing with gender issues, development strategies and budget system reforms. The Conference was organized within the project "Building a gender sensitive budgeting in the public administration reform in BiH", which is being implemented by the Gender Center of the RS, in

cooperation with the Agency for Gender Equality of BiH and the Gender Center of the FBiH, with the purpose to integrate the principles of gender equality in the planning process, execution and control of public budgets at all levels of government in BiH.

Given the initiatives to be taken at the global, regional and national level in order to incorporate a gender in the public budgets, this Conference was to provide a basic knowledge to the participants as well as the possibility to exchange experiences in the field of gender sensitive budgets, the possibilities of its application in practice, and the role of institutional and non-institutional actors in this process. Gender Centre of RS will continue the work on gender responsive budgeting in 2009 through the implementation of the above mentioned project supported by UNIFEM. Key partners are the Ministry of Finance and the Ministry of Agriculture, Forestry and Water Management of the RS, as the first analysis and recommendations for the introduction of gender budgeting will relate to rural development, with special emphasis on the empowerment of rural women.

The Gender Equality Agency will also in 2009, undertake some gender analyses of the budget system in a pilot ministry at state level and provide recommendations for integration of gender component .

A number of activities on gender responsive budgeting at the local level have been implemented by NGOs. NGO VESTA (Federation BiH) in 2007 implemented project on Gender sensitive budgeting. The project aimed to contribute to the introduction of procedures of the gender sensitive budgeting in five municipalities of BiH and strengthening the capacity of the NGO sector and municipal officials for gender sensitive analysis of municipal budgets. In the framework of initiatives for gender responsible budgeting in Republika Srpska in 2007, NGO United women implemented project on the budget analysis from the standpoint of allocations for the cost of safe houses / shelters for victims of domestic violence (supported by UNIFEM). Findings and recommendations are published in the brochure "Opportunities and challenges for the introduction of gender responsive budgeting in the area of domestic violence at the local and entity level in Bosnia and Herzegovina."

*f) Major **government policy discussions, parliamentary debates and reforms** where gender perspectives and the concerns of women have been taken into account and resulted in policy and/or programmatic changes.*

Parliamentary debate with representatives of the 5 relevant BiH parliamentary commissions have been held in 2008, related to achievements of the BiH gender institutional mechanisms in gender mainstreaming processes in the country. Some mayor problems and challenges in implementation of the Gender action plan have been discussed, including lack of financial resources, lack of implementation within the responsible government institutions etc. Special focus was given to adoption of the BiH Strategy for preventing and combating domestic violence. The debate was followed with the conclusions of the 5 parliamentary commissions on full support to the work of the Gender equality agency, calling upon all governmental institutions to increase efforts in implementation of GAP within annual plans and programmes. This resulted with allocation of the government budget for the Agency's priority activities in 2009, as well as with adoption of the Strategy on domestic violence.

Gender perspective has been taken into account in the recent Constitutional reform in BiH but this process is still underway.

The country development strategies have so far not included gender perspective in a sufficient manner. The Mid-Term Development Strategy/Poverty Reduction Strategy Paper (MTDS/PRSP) 2003-2007 ended on 31 December 2007. It was a general development strategy with suggested measures to be taken in order to reduce poverty and improve economic livelihood in Bosnia and Herzegovina. While preparing the Mid-term development strategy for BiH (2004-2007), gender equality was recognized as a very important issue, which deserved an important place along with other issues that needed to be covered. There was a consensus about inter-sectoral nature of gender issues that have to be considered as constituent part of the goals set out by MTDS regarding macroeconomics, industry, education, health sector and social protection, anti-corruption. Based on this approach, the Gender working group was established in 2005 to prepare concrete recommendations. However, lack of knowledge and coordination between all the actors involved represented the major challenge in proper integration of these recommendations in the preparation, revision implementation and monitoring of MTDS. Despite active participation of state Gender equality agency, entity gender centres and NGOs, the MTDS/PRSP

remained with a short part on gender issues and without having gender mainstreamed through all of the sectors and recommendations.

Bosnia and Herzegovina is currently in the process of preparing new development strategies: the Strategy for Development of BiH 2008-2013 and the Strategy for Social Inclusion 2008-2013. Five working groups have been created whose strategic goals are: 1. Macroeconomic stability, 2. Competitiveness, 3. Sustainable development, 4. Employment, and 5. Social inclusion. Representatives of the Agency for Gender Equality of BiH and the entity gender centers have taken part as members of these working groups. The groups were separated into smaller groups in which priorities and measures were set through two phases of workshops. Even though suggestions were made for including the gender questions in these parts of the strategies, still the gender equality issues have not been directly incorporated so far. Concrete measures and activities for implementation of gender issues in the development of the strategies have been prepared and shall be mainstreamed throughout the entire strategies. The process is still underway. It is expected that the new strategies will have an effect on the current economic situation of women and men in Bosnia and Herzegovina and, in particular, in the reduction of the gender gap that exists in all areas.

g) Women in armed conflict (participation of women in peace negotiations and in planning of reconstruction effort)

The war in Bosnia and Herzegovina ended with the signing of the Dayton Peace Agreement (DPA) in December 1995 and years after the war the situation has been devastating both in material loss and human suffering. Out of a population of 4.4 million, 100,000 were dead or missing, half the Bosnian population was displaced, and the poor and uneducated rural population (mostly women, children and elderly people) fled to the cities. Women had been subjected to mass rape.

The Dayton Peace Agreement laid the foundation for the future of Bosnia and Herzegovina. It was mainly an all-male event, as was the decision-making during the war. No women from the country took part in the peace negotiations. Following the Dayton Peace Accord, BiH peace was achieved with establishment of a complex and numerous administrative structures which shaped the state into two entities and an administrative district – Republika Srpska (RS) and the Federation of Bosnia and Herzegovina (FBH), and Brcko District. The FBiH is administratively divided into 10 cantons; cantons are divided into municipalities. There are 85 municipalities. Republika Srpska is administratively divided into 62 municipalities and the Brcko District is a separate administrative unit. In total BiH has 14 Constitutions, 14 governments and 14 Parliaments, therefore 14 different legislative bodies. This, in itself is a substantial impediment to comprehension of, and access to, services and redress, particularly by the urban and rural poor and isolated communities.

After the war many women in Bosnia and Herzegovina felt, and still feel, a strong desire to participate in rebuilding their country. This was matched by a frustration of being excluded from decision-making forums. They knew that reconstruction requires their input and expertise, that it is not enough that only men from the different parties participate. Facing such challenges women started to organize themselves for change. The exact reasons for getting together varied depending on locations and contexts, professional backgrounds and ease of communication, but what all groups shared was a common will to address concrete problems affecting their communities. Many of the women who started the organisations had been active in different ways during the war when confronted by situations of extreme need and suffering. They had organised distribution of food, medicine and clothing, cared for the most vulnerable and coordinated schooling for children.

Women have been invisible, for a long time, in the planning of relief and rebuilding activities because of male dominance in this process. Most often women constitute an add-on in rebuilding programs despite being in the majority among refugees, displaced persons, and in the population generally. Gender perspectives and women's concerns have to be included in planning of reconstruction and rebuilding plans based on gender-desegregated data.

No women were involved in deciding the future of the country. This failure becomes even greater bearing in mind that just a few months before the DPA for Bosnia and Herzegovina was signed, the Beijing Platform for Action

had been adopted. This document was a forward looking strategy on what was required to strengthen the role of women and women's rights. One of the areas identified was Women and Armed Conflicts where women participation in decisions on peace and democracy is set as a precondition for building peace. This was confirmed yet again in 2000 when the UN Security Council adopted Resolution 1325 on women, peace and security. The resolution represents a significant achievement for all women and women's groups who work to prioritise gender and women's rights in the context of conflict prevention and resolution, peace-building and reconstruction.

Implementation of the UNSCR 1325 in BiH was assessed through the UNIFEM Monitoring project realized in the period 2005-2007 in order to assure successful advocacy for UNSCR 1325 at national level. Monitoring report, as the result of the Project, is available at <http://www.peacewomen.org>.

The Agency for Gender Equality has initiated regional cooperation on implementation of UN Resolution 1325 - Women, Peace and Security. To this end, the Agency for Gender Equality of BiH in 2006 organized an interactive regional workshop, with Ambassador Swanee Hunt and her team: "Advocacy and the importance of women networking with special emphasis on the implementation of UN R 1325", which was attended by representatives of regional mechanisms of BiH, Montenegro, Kosovo and Serbia and other relevant BiH Government representatives and CSOs. After successful workshop in March 2006 the next regional workshop on "Implementation of UN Resolution 1325" was organized in September 2006 in BiH (Sarajevo). In addition the Agency for Gender Equality of BiH organized a Regional conference in April 2009 in order to consider the possibilities and guidelines for creating a Regional action plan for implementation of UN R 1325.

The Agency has continued with further activities on implementation of the Resolution 1325 during 2009 in accordance with its Annual work plan as well as with the international obligations of Bosnia and Herzegovina. This primarily includes preparation of the Action Plan for implementation of Resolution 1325 in BiH, with active participation of the representatives of institutional gender mechanisms, the BiH Ministry of defence, Ministry of Security, BiH police structures, NGOs, etc. The Action plan is going to be adopted by the end of 2009 and implemented during the next two years.

*h) **Impact of globalization** on the empowerment of women and girls and the promotion of gender equality*

Although there is a common understanding that globalization has greatly improved the lives of women worldwide, it is a fact that women remain disadvantaged in many areas of life, including education, access to new technologies, employment, health, etc.

Empowerment of women and gender equality has been challenged in every aspect of the transition processes in the Bosnia and Herzegovina. The economic transition has led to major reforms where women have been the first to lose jobs, discriminated against in attempts to find new ones and frequently employed in the grey economy without any social, health and pension insurance. One of the lowest participation rates in labour market is in Bosnia and Herzegovina and women make up just 38% of the labour force. On the other hand, it is also recognized that trade liberalization can have a positive impact on income and create employment opportunities for different groups of the population. How these benefits are distributed between men and women need to be examined further. Trade liberalization can entail both benefits and adjustment costs which can be differently distributed between men and women through changes in employment opportunities, income and prices. How this will affect gender equality in Bosnia and Herzegovina will have to be assessed.

Development of new technologies such as ICT is an indispensable tool to do business and to enhance competitiveness, and can also open a wide range of employment opportunities at different levels of skills. However, there is risk of a proper distribution and use of ICT between poor and rich areas in BiH, poor and rich people as well as between men and women. The Gender action plan of Bosnia and Herzegovina provides for different measures to reduce the potential risks of the globalization in BiH and gender discrepancy in access to new opportunities in several chapters such as: Macroeconomic and development strategies (chapter III), Employment and labour market (chapter VI), Information and communication technologies (chapter XV), etc.

Furthermore, the international organizations in BiH (European Commission - EC, UN Agencies, etc) may have a significant role with respect to requirement to introduce a strong gender component in development programmes and projects. Mainstreaming gender equality is a key requirement of EU accession. EU financial instruments, including the Instrument for Pre-Accession Assistance (IPA Programme) aims at providing targeted assistance to countries which are candidates and potential candidates for membership to the EU. The IPA instrument clearly underlines the promotion of gender equality and non-discrimination as one of the scope of assistance. EC in BiH has initiated real gender mainstreaming throughout IPA Programme 2009 for Bosnia and Herzegovina which could provide different opportunities for empowerment of women and promotion of gender equality, as the Programme supports sustainable economic and social development, including structural reforms.

In addition, UNDP CO in BiH, within its eGovernance programme, has been a strong advocate of gender equality in the Information Society, based on the assertion that unless gender dimension is fully included into the process of policy analysis and programme design, men and women will not receive equitable benefits from information and communication technologies and their application. Besides these global framework and trends, the 15th Chapter of Gender Action Plan of Bosnia and Herzegovina (GAP), stipulates a formal obligation of the BiH Government to mainstream gender component within the National ICT strategy, policy, and action plan, in order to maximize the impact of this strategy on BiH society and to enable men and women to enjoy more equitable access to the benefits of the Information Society. Having in mind the complex relationship between gender, information technology and development, programmatic activities of the UNDP eGovernance programme were designed, implemented or are currently being implemented to ensure that they are gender responsive and support women's active and meaningful participation in the Information Society to avoid the gender and digital divide. The concept of "digital divide" refers precisely to the inequalities stemming from varying opportunities of access to and use of modern technologies which reflects the patterns of inequity that exist in BiH society. There is also increased awareness about the necessity for mainstreaming gender into the national ICT strategic framework and increased participation of women in the process of creation of such frameworks. Thus, this Programme puts emphasis on equal participation and access of women, seeking to include women as leaders and decision makers in all planning processes. Furthermore, the participation of women in capacity building activities are encouraged and facilitated at all stages of the project.

*i) **Specific sectoral policies, strategies and/or action plans for promotion of gender equality and women's empowerment***

The Gender Action Plan (GAP) of BiH, as the 5-year strategy for gender mainstreaming in BiH, was adopted by the Council of Ministers of BiH in 2006. The main goal of the BiH GAP is "to define strategies and realize program objectives to reach equality of women and men in Bosnia and Herzegovina" in all areas of public and private life.

The Strategy for prevention and combating domestic violence for BiH for the period 2009-2011 was adopted by the Parliamentary Assembly of BiH in May 2009, upon the recommendation of the BiH Council of Ministers. In addition to activities at the state level, the Strategy includes the Strategic plan for prevention of domestic violence of the Federation of Bosnia and Herzegovina (2009-2010) adopted in 2008, and the Action Plan to combat domestic violence in 2008- 2009 in the Republika Srpska, adopted in 2008.

The Action Plan for implementation of Resolution 1325 in BiH, with active participation of the representatives of institutional gender mechanisms, the BiH Ministry of defense, Ministry of Security, BiH police structures, NGOs, etc. is going to be adopted by the end of 2009.

Employment Strategy in the Federation BiH is in the process of adoption and will be focusing on young unemployed women, older labour-force, long-term unemployed and inactive, persons with special needs, and Roma. The part of the Strategy, which refers to the female part of the working age population, has the goal to increase the employment rate prioritizing inactive women. It plans to include a group of inactive women in programs of active measures, elimination of gender based discrimination in the labour market, linking education and the labour market and the harmonization of professional and family life.

The Government of the Federation of Bosnia and Herzegovina adopted in 2008 the project "Development of small and medium-sized enterprises in the Federation" as one of key strategic documents for the FBiH. Project development objectives are the strengthening of the competitiveness of small and medium-sized enterprises and trade, increase employment and to enable small and medium business to become a source of technical and other innovations. The project has a strong gender component focusing on several goals such as: greater inclusion of women in entrepreneurship, promotion of women entrepreneurship, the building of entrepreneurial skills, improvement and creation of conditions for successful business women and the affirmation of family businesses.

The Rural development Strategy of the Republika Srpska is in the procedure of adoption. Recommendations for its harmonization with national and international standards for gender equality, provided by Gender Centre of Republika Srpska, have been completely accepted. This primarily relates to harmonization of all relevant laws with Gender equality law, the adoption of measures for inclusion of women, taking into account special needs of rural women, collection of gender disaggregated data, etc.

The Federation of Bosnia and Herzegovina adopted a medium-term Strategy of development of agricultural sector in the Federation of BiH (2006-2010). The strategy envisages the strengthening of the role of rural women, their training in accordance with the development programs for agriculture, development of strategies intended to preserve the health of women and children, and the promotion of their education.

*j) **Partnerships developed** in promotion of gender equality and empowerment of women*

Partnership with NGOs

Partnership with non-governmental organizations and CSOs has been mutually reinforced through consultative meetings, capacity development workshops and sharing knowledge/databases. They have been involved in all mayor legislative and policy making processes in the county such as: creation of the Gender action plan, participation in working groups related to implementation of the Gender equality law, changes and amendments of the Gender equality law, development of the Strategy on preventing and combating domestic violence, preparation of the CEDAW report for BiH, etc. Furthermore, grants to NGO/CSOs have been provided twice (with UNDP support) aiming to create a real partnership with gender institutional mechanisms through participatory governance in Gender action plan and Gender equality law implementation and monitoring.

Partnership with academia

The Agency for Gender Equality of BiH, in cooperation with international donors has initiated and supported the establishment of the Gender studies at the Center for interdisciplinary postgraduate studies of the Sarajevo University. Gender studies have begun to operate in 2006. Fifteen students from the first generation of the post-graduate master's program graduated in 2008. With the second generation of students, the number of people with professional academic knowledge in the field of gender has increased.

Partnership with international organizations

International development assistance and cooperation related to gender mainstreaming activities in Bosnia and Herzegovina have so far mainly been independent and partially coordinated. The lack of a joint timeframe and overview of donor funding has created a partly unconnected chain of gender mainstreaming activities in Bosnia and Herzegovina.

The donors supporting gender issues in BiH in recent years have been: Austria/ADA, Canada/CIDA, France, Norway, Spain/AECID, Sweden/SIDA, UK/DFID, UNDP and UNIFEM providing financial support or policy advice.

Since the adoption of the Gender Law in 2003, UNDP has been supporting implementation of the Law, partly by assisting local governments and civil society organizations working in gender mainstreaming. Together with other donors, UNDP also took part in several additional initiatives related to gender mainstreaming. For example, UNDP and Canada/CIDA assisted the Sub-Regional Gender Programme including Serbia, Montenegro, Kosovo

and BiH. Also, in recent years the International Labor Organization (ILO), the UN Development Fund for Women (UNIFEM), UNDP, UNFPA have been supporting implementation of the gender legislation regarding employment and access to economic resources, violence against women, gender responsive budgeting and implementation of the UN resolution 1325. UNDP, Norway, Austria/ADA and Sweden/SIDA jointly supported the establishment of the Gender Studies master's degree programme at the Centre for Interdisciplinary Postgraduate Studies at the University of Sarajevo.

After adoption of the Gender Action Plan for BiH (GAP) in 2006, the international assistance and cooperation has been focused on support to GAP implementation including further capacity development of gender institutional mechanisms in BiH. Gender Equality Agency of BiH (GEA BiH), together with the entity Gender Centres of the Federation of BiH (GC FBiH) and the Republika Srpska (GC RS) developed the 5-year programme proposal for the Implementation of the Gender Action Plan of BiH (FIGAP). The FIGAP program proposal is an effort to create a framework for gender mainstreaming in order to enhance an effective implementation of the GAP and obtain measurable gender equality results at society level. The programme proposal is the result of a dialogue between GEA BiH, GC FBiH and GC RS as well as a consultative process with local stakeholders in BiH and group of donors interested to financially support the FIGAP programme. At the moment the Joint financial agreement for FIGAP Programme implementation between the BiH Government and Donor reference group (Swedish SIDA, Austrian ADA, British DFID, Swish SDC, and Netherlands Embassy) is under the procedure of adoption and signing by the all parties. The implementation will start with the Inception phase in 2009 and last till Dec 2014.

k) Role of men and boys in the promotion of gender equality

The Gender action plan of Bosnia and Herzegovina provides for different activities in the inclusion and promotion of the role of man and boys in gender mainstreaming. Because of the importance of the role of man in gender mainstreaming processes, a whole chapter of the Gender action plan has been dedicated to this issue. Chapter XII of the Gender action plan defines various activities and assigns tasks to various holders of responsibility, such as state institutions and to different partners, such as the civil sector. Following activities are foreseen in Chapter XII:

- legislative activities,
- trainings and raising of public awareness on the role of man in the area of gender equality,
- research activities,
- various campaigns,
- activities concerning psychosocial treatment of perpetrators
- activities considering the collection and processing of statistical data
- gender sensitive budgeting

A part of these activities is also pursued through the Strategy for prevention and combating domestic violence in Bosnia and Herzegovina for the period 2009 – 2011. Psychosocial work with perpetrators is an activity within the mentioned strategy.

The Agency for Gender equality in cooperation with the Gender centre of the Federation of BiH and the Gender centre of the Republika Srpska and the United Nations Development Fund for Women (UNIFEM) has formed a working group with the task to develop a Methodology for the inclusion of man in the gender mainstreaming processes. A preliminary structure has been elaborated and tasks for development of the methodology are assigned among the members of the working group. The work on this issue is still in progress.

The main constraints are that gender equality is considered a „female issue“, There are however many other reasons for the resistance to inclusion of man in gender mainstreaming processes, such as: patriarchal system of value, sexism, maintaining the power and privileges in the existing relations and positions, defining gender equality as a „female issue“ and its marginalizing as a problem which in any moment of development does not appear as priority or one of the important issues, and giving priority to men generally. However, some success has been achieved in the area of the role of man through actively involving politicians, especially parliamentarians, in the gender mainstreaming. Since those people are mostly male and since they are crucial for

any legislative activity, their inclusion into gender mainstreaming remains an especially important achievement in engaging men in the promotion of gender equality.

*l) Impact of **climate change** and **food and energy crises** on the promotion of gender equality and empowerment of women*

BiH Gender Action Plan and its Chapter 14 “Gender and Sustainable Environment” highlights that a basis for development of a country is directly related to preservation of environment. The basic goal set in Chapter 14 is “equal representation of both sexes in the processes of planning, decision-making and implementation of programmes related to sustainable environment and strengthening capacities of government institutions dealing with environment, so that gender perspective is systematically introduced into creation of policy on integrated protection of environment.” Active inclusion of women is necessary considering a wealth of traditional knowledge and skills of women from local communities, including traditional medicine, preservation of biodiversities and implementation of local clean technologies.

In this context it is important to emphasize that women have know-how related to environment, managing of natural resources and their preservation. However, the role of women in achievement of sustainable development is limited by discrimination, difficult conditions of education and more difficult access to education for certain groups of women, still present segregation of professions and employment, as well as obstacles when including into managerial structures and land disposal structures.

In a post-conflict and transition society, such as Bosnia and Herzegovina, the issues of environment and environmental protection were not placed high on the political agenda in Bosnia and Herzegovina. As a consequence, an environmental infrastructure in BiH is not fully developed. Consequently, environmental mismanagement is hampering the effective delivery of services. There is a serious and realistic concern that BiH is losing precious time and that it is falling further behind, instead of taking immediate actions on protecting our environment from additional deterioration.

Numerous projects were initiated in recent years with help from international organizations as well as relevant institutions and governments. Many of the environmental problems still need to be identified to their full extent before an effective solutions can be carried out. The recently adopted National Environmental Action Plan (NEAP) for BiH which is based on national sustainable development priorities considers climate change issues. However, these initiatives, up to date, have not considered gender aspect of the problem.

One of current environmental programs supported by international assistance is the UNDP Energy and environment five-year programme for Bosnia and Herzegovina. The Programme consists of several project initiatives to help improve the poor environmental situation. This programme aims to improve national planning; enhance the management of environmental resources and the delivery of environmental services and increase national awareness and action. As part of UNDP efforts to mainstream gender throughout all its programmes and projects, E&E programme will also include gender equality consideration in implementation of activities by including women in all bodies and working groups, which will be created during its lifetime, at least in amount of 30%. All collected data will be prepared to enable creation of the clear picture of women involvement. Additionally, project will involve BiH gender institutional mechanisms and promote gender equality thought trainings, round tables and other events. All E&E projects will have component of strengthening capacities of different stakeholders and women candidates will be strongly encouraged to participate in these programmes. This will also provide some basis for deeper gender analyses of impact of environmental changes on the promotion of gender equality and empowerment of women as well as of women engagement in prevention and mitigation processes

*m) Impact of the **financial crisis** on the promotion of gender equality*

The economic and financial crisis is having a particularly harmful impact on women. Unfortunately, this aspect has so far not been given the attention it deserves by the government policies. The financial crisis which started the recession was literally “man-made”; the responses on state and international level – some of which may prove appropriate, others misguided, but none of which are gender sensitive – have also been decided upon mainly by

men. Studies have yet to evaluate the true impact of the current economic and financial crisis on women in Bosnia and Herzegovina, but it can be assumed that women's employment will become even more precarious as a result. Economic recession, shutdown of factories, restructuring of financial needs have negative consequence on women (soft industries, textile, jobs in transport and communication, despite the increase of employment of women in the banking sector, insurance and business services)

According to the recent available data there are 488.498 listed unemployed persons in Bosnia and Herzegovina, which shows an increase of 5.377 persons or 1.11% in comparison to last year. From the overall number of persons that seek employment there are 247.232 or 50, 61% women. The recession, financial crises and loss of employment contribute to enhanced discrimination, violations of human rights, increase of poverty and a higher level of violence.

The lack of statistical capacity and production of reliable statistical data is evident, which hinders obtaining valid and accurate assessment of socio-economic situation of the country, and consequently makes adequate strategic planning, decision making and adoption of appropriate measures impossible or extremely hard. The consequence is a superficial assessment of statistical data outside of official statistics, without appropriate statistical principles, standards and methodologies. This disables serious, professional and scientific analysis. Lack of reliable and comprehensive statistical data represents a serious obstacle for future development and prosperity of Bosnia and Herzegovina, which in economic terms can have very harmful consequences.

Taking into consideration the consequences of the global economic crises on business in Bosnia and Herzegovina and her entities, the Federation BiH and Republika Srpska have prepared the Program to reduce the negative impact of the economic crises and improvement of business environment. However the measures that have been taken mainly at the level of politics/programs and that are based mainly on the lack of incomes and decreasing of public spending, without taking into consideration gender aspects and gender analysis cannot be an adequate solution.

Gender institutional mechanisms in BiH have recognized that it is high time for women in BiH to be fully included in the political and economic decision-making processes. In cooperation with NGOs and international organization, the gender mechanisms have already started with creating their own practices, models and specific ways to undertaking gender responsible measures, adjusted to the political, cultural and social conditions.

Some of recommendations of the BiH gender institutional mechanisms in terms of assessing the differential impact of the financial crisis on women and man are as follows:

- Establishment of basic gender statistics indicators
- Analyses of the differences in gender representation in the areas of agriculture and forestry, gender roles, technical capacities, schemes of land owning and access to technology and loans, education and social services.
- Analyze the impact of the strategy of the distribution and privatization of electricity and telecommunications to poor men and women.
- To investigate discrimination against men and women in health care, especially in rural areas
- Examine how ethnic or political distrust in the provision of medical services affect men and women.
- Examine the structure of gender among persons who have no health insurance, etc.

However, there are some other efforts that are worth mentioning. Social partners within the Economic Social Council of the Federation of BiH, aware of possible negative consequences of the global economic crisis, concluded the Social agreement for the period 2009 - 2010 with the aim to efficiently avoid slowing economic activities and deterioration in social status of the citizens of the Federation BiH. They agreed on joint commitment to improve the business environment and legislative framework. Social partners have agreed to take measures to ensure higher employment, primarily in the production sector for those groups on the labor market that have less chances for employment (rural women, persons with disabilities, older workers etc).

Part Two: Progress in implementation of the critical areas of concern of the Beijing Platform for Action and the further initiatives and actions identified in the twenty-third special session of the General Assembly

Women and poverty

The widespread poverty in Bosnia-Herzegovina is largely an outcome of the war and the difficult transition to a market economy. The four-year war caused an extensive damage and led to high unemployment. Farmers lost 50 to 60 per cent of their assets and 90 per cent of their livestock. Buildings were ruined and water and electrical power facilities destroyed. Opening of the state borders, transition of the Country into free market economy, increase of unemployment and poverty, disintegration of the state structure and reduction of control of movement in certain parts of Europe, have created favorable conditions for development of illegal trafficking of human beings, particularly trafficking for the purpose of sexual exploitation

Immediate reconstruction efforts after the war focused largely on urban areas while rural poverty remains one of the greatest problems in the country. Women have been particularly affected by the breakdown of social cohesion and since the war; the number of women headed households has increased. These households are at greater risk of poverty. Women lack access to land, skills training, finances and appropriate equipment. They are often denied participation in political decision-making even though they often assume responsibility for the survival of the family. Women make up only 35 per cent of employed population, and women who are employed face discrimination and receive lower wages. Despite the fact that many turned to farming after the war, in 2005 only half of the arable land was in use, often because state-owned land was awaiting privatization or because most of the arable land is poorly irrigated, lacks flood protection or is infested with land mines.

There are other factors that contribute to rural poverty. Bosnia and Herzegovina has a limited resource base. Farm holdings are limited, productivity levels are low and incomes from most farms are inadequate. The recovery of agriculture has been hindered by poor infrastructure, lack of access to support services and finances. According to the Labour Force Survey data (2007), unemployment remains high at 29.0%, although this did represent a small improvement over 2006's 31.1%. Gender continues to be a factor in unemployment, with 26.7% of men unemployed versus 32.9% of women. The data again showed that the youth unemployment rate (58.4%) is double that of the overall rate, with gender again playing a significant role (55.6% for young men versus 63.1% for young women). Furthermore, estimates of poverty incidence range from 14% to 24% of BiH citizens. Additionally, social exclusion remains a pressing problem.

Given the weak social safety net in the country, unemployment in BiH can be particularly dangerous to BiH citizens since the pension and social protection systems play an important role in preventing poverty and social exclusion among the elderly, the young, people with disabilities, and other population groups with limited ability to participate in economic activities.

Gender action plan of Bosnia and Herzegovina in Chapter III "Macroeconomic and development strategies" sets a basic goal: reduction of poverty of women and men through new macroeconomic and development strategies.

Economic development is multidimensional process and depends to a large extent on protection of macroeconomic stability and openness of economy in Bosnia and Herzegovina. Economic growth and even economic development create preconditions for larger employment and more efficient system of social welfare, which finally leads to reduction of poverty. The Law on Gender Equality in BiH, the State Action Plan on Beijing Declaration for the field "Women and Poverty", the Gender Action Plan in BiH, strategic documents of Bosnia and Herzegovina, such as is the Mid-Term Development Strategy (MTDS), as well as the Millennium Development Goals - all contain obligations, goals and tasks for achievement of progress in this field and, generally speaking, the progress of BiH society and reduction of poverty in Bosnia and Herzegovina.

Bosnia and Herzegovina is in the process of the preparation of two key development documents: Development Strategy of Bosnia and Herzegovina 2008-2013 and Strategy for Social Inclusion 2008-2013. These strategies aim to provide a framework for development and allocations of government funds and other available resources

so that governments in Bosnia and Herzegovina are able to respond to the needs of the defined priorities. Agency for Gender Equality of BiH and entity gender centres are working on the integration of principles of gender equality in both strategies. This is a prerequisite for reducing poverty in BiH, with regard to the increasing "feminization" of poverty. Respect to integration of gender components in the most important development documents in BiH contributes to the objectives of the international framework for global development, poverty reduction and realization and enjoyment of human rights and equality of men and women.

There is no precise research, until now, on the representation of women and men in agriculture, manufacturing and the informal sector, so that it is necessary to conduct research on the representation of women and men in these sectors, in order to obtain information necessary for the further creation of gender sensitive macroeconomic programs and policies.

Recent activities (in last two years)

Federal Ministry of agriculture, water management and forestry within the program "Boosting for agriculture" supported by the Government of the Federation of Bosnia and Herzegovina in 2008 has brought a program of measures for rural development and defined the criteria for achieving financial support. These criteria give priority to programs that empower gender, age and educational representation of farmers. In addition, emphasis is placed on supporting programs that relate to the activities of rural women, youth and persons with disabilities.

Gender institutional mechanisms have participated in promoting the UNIFEM's report called "The progress of world's women in the 2008/2009 - Who answers to women - Gender and Accountability". The report contains the latest information proving the claim that the improvement of the position of women and gender equality is a key for poverty reduction, mortality reduction during childbirth, and efficiency of development assistance. The report showed that respect for human rights and achieving the Millennium Development Goals, depend on the exercise of the assumed obligations towards the government improve the position of women.

Education and training of women

The majority of laws in the field of education in Bosnia and Herzegovina, which were analyzed from the gender aspect, include the prohibition of discrimination based on race, gender, language, religion, political or other opinion, national or social origin. But the changes to the law are needed in order to achieve equal representation in decision-making and use of gender sensitive language. However, non-or incorrect implementation of the law and international standards is a very common reason of gender based discrimination. There are big differences in applying these standards depending on part of the country and the level of the education system that is considered.

Gender Action Plan of Bosnia and Herzegovina in Chapter "Long life learning" starts with the view that a new vision of education explicitly exclude gender and other forms of discrimination and promote equal rights, opportunities and chances for girls and boys, women and men as participants in educational planning and programming, and production of new models of knowledge and education. Gender sensitive education is important for each person and for society. It is important for personal development and quality of life of each person and represents a substantial part of the democratization of society, economic development, prosperity and sustainability of a society.

The Law on Gender Equality of BiH as a *lex specialis* prohibits discrimination based on gender in education in terms of enrolment, providing services and benefits, evaluation of results during the education, training conditions, the terms of the creation of career and career's guidance, graduation, etc. A special emphasis is placed on the prohibition of discrimination in access to educational services as well as in the content of curricula, methodology, textbooks and other literature that privilege, exclude or limit the people on the basis of gender.

From the very beginning the Gender institutional mechanisms have recognized the importance of education in achieving gender equality in society. Gender Action Plan of BiH in the area, which relates to education, defines the priority strategic and operational objectives for the improvement of the application of the Law on Gender Equality in the education system in BiH.

Analysis of school textbooks showed the following:

- Girls and women are less represented,
- Men are generally presented as the carriers of the work,
- Activities in the household is primarily presented as a female jobs,
- Women are more often shown as a mother, than men as fathers,
- Girls and women are shown as passive and emotional, while boys and men are more active and enterprising,
- Use of the generic masculine,
- Textbooks are written mostly by men, as well as the texts in them.

The analysis shows that the stereotyped representation of gender roles is present in textbooks and in teaching practice. Initiatives and actions to make changes and harmonization of the contents of textbooks with the principles of gender equality do not exist yet. This de facto situation points to certain shortcomings in the work of the institutions responsible in the field of education in BiH, but also shows values, models of behavior and patterns of gender roles in the BiH society. It is therefore important that the system of education and all elements of this system (kindergartens, schools, universities, research institutes, teaching staff, curricula, textbooks and literature) take care of gender balances in existing hierarchies, so that girls and boys, women and men equally participate and benefit from the educational process and the production of knowledge.

In line with this, a number of activities have been realized aimed at supporting educational institutions in the implementation of these principles. The manuals and materials have been produced for teaching and professional staff in the preschool, primary and secondary schools, manufacturing programs for after-school activities for pupils, analysis of textbooks and teaching practices, conferences and technical consultations with the professionals in sector of education and in the Council of Europe, translated and published materials of the Council of Europe for the introduction of gender equality in the field of education, etc. Education on gender equality is sometimes provided through special programmes in some institutions of higher education, such as the Legal Clinic on Human Rights at the Faculty of Law in Banja Luka and Sarajevo.

By analyzing the available data in Bosnia and Herzegovina, it is evident that a greater number of girls complete higher education than boys, but it comes to "reverse pyramid" in the academic career: a greater number of women graduate, there is relatively balanced number of men and women at the level of assistant positions, but then decreasing number of women at higher positions. A similar phenomenon is noticed in engagement of teaching staff - women and men at all levels: extremely large number of women teachers in preschool and elementary schools, while the number of male teachers is increasing at the level of secondary education, and prevails in higher education. Statistical data on management staff at all levels of education are not disaggregated by sex, which is a big drawback. . There is also gender division of educational and occupational profiles in BiH.

In addition to collection of sex-disaggregated data in educational sector, the quantitative and qualitative statistics should be improved by the introduction of gender sensitive monitoring indicators on: literacy rate, the total number of children in the age of enrolment in primary, secondary and higher education in relation to the number of enrolled children, the scholarships , marginalized groups, the rate and reasons for leaving school, adult education, support to scientific and research work and other information, disaggregated by gender, relevant in the educational reform processes. Many of these data depend on the census (the last census in BiH was conducted in 1991) and can be expected after the completion of next census is (2010-2011).

The comprehensive research in the field of education has yet to be conducted. Apart from the pilot studies in earlier years (analysis of textbooks and educational practices, research on sexual harassment at the BiH universities, Gender Audit within the UNDP Gender Programme, findings and recommendations of the Working Group for Education within the UNDP project "Implementation of the Law on Gender Equality in BiH) and those on a limited sample conducted by the NGOs, there have not been comprehensive researches on various aspects of gender equality in education.

Limited research on sexual harassment at the universities, conducted in 2003, shows that there are different forms of sexual harassment by the teaching staff, mostly professors, and after informing the universities about the

research results there has not been any reaction or measures undertaken for preventing and combating these problems.

15 students graduated in 2008 from the first generation of the Post-graduate master's program of Gender Studies at the Center for Interdisciplinary Postgraduate Studies of Sarajevo University. With the second generation of students the number of professionals with academic knowledge in has increased.

Direct effects (products) of these activities are numerous and available for use, however, its application in the teaching practice is very sporadic and insufficient. It is very important to continue with training for employees of educational institutions on domestic and international gender standards related to education, and to emphasize the obligation of applying these standards in the educational reform process. Having in mind various problems in

Exclusion from the educational system or insufficient inclusion of children from poor and marginalized families, especially girls from rural areas, illiteracy of women in older age primarily from rural areas, as well as lack of gender component in curricula are just some of the problems in the field of education that need to be considered and resolved.

Women and health

The analyses of the legal framework in the field of health care in BiH show that legal provisions allow free access to and achievement of the right to social and health care guaranteed by the law, regardless of gender. However, the key strategic documents which define certain guidelines in health care policy do not integrate in an adequate way gender equality principles in health policy and planning of social protection. The scope of social rights, though guaranteed by the legal framework as well as international documents and conventions - which have the power of constitutional provisions - raises the issue of the actual access and use of all forms of legally guaranteed rights for men and women in BiH. The reason for that is a very complex, multilayered institutional framework, poverty, lack of funds, lack of coordination between different levels in the system of social protection and health care.

Federal Ministry of Health established a net of services for the health care of women during pregnancy, childbirth, after childbirth and other health needs of women, as part of primary health care services. Women have equal access to a higher level of services - secondary and tertiary. The Parliament of the Federation BiH adopted in 2008 decision on establishing the basic package of health rights, which provides health care for women that do not have insurance, during the pregnancy , childbirth and after childbirth in the period up to six months.

The most important Law, from gender point of view, regulated in Republika Srpska in 2008, is the Law on conditions and procedure for termination of pregnancy. There were intentions of certain groups of citizens, representatives of religious communities as well as the professional public, to suspend or limit earlier established legal right to end the pregnancy under the certain law conditions. Gender Center of RS and non-governmental organizations have insisted on the protection of reproductive rights and health of women and girls, and on the conditions for termination of pregnancy which must be prescribed in line with standards and rules of the World Health

The scope of social rights in BiH, including health insurance is much more based on the overall economic and political situation in the society than on the legal provisions and strategic documents, which still do not provide clear answers or provisions to prevent increasing social inequality in BiH society. This leads to inequality in health and social insecurity, as the concrescence of transition and insufficiently structured reform processes in the system of social and health care.

Analyzing the activities of public health institutes and institutes for health insurance and reinsurance on the federal and cantonal level has lead to the following conclusions:

- There are no special programs or plans of measures for achieving gender equality;
- Only a small number of data is disaggregated by sex, mainly the data in personal forms,

- The institutes have not registered cases of gender based discrimination , gender based violence , sexual harassment and harassment,
- Employees have never attended a gender training and they usually get familiar with local and international gender standards through individual education,
- Special budgetary allocations for the purpose of gender equality are very limited or are related to the projects supported by the international organizations in BiH, such as prevention programs for women's health care: uterus cancer screening, early detection of breast cancer, early diagnosis and treatment of osteoporosis in post-menopause, testing frequency of HPV of women, etc.
- The proposed forms of cooperation with the gender institutional mechanisms are the following: education about the gender concept and family violence , joint meetings, educational programs and seminars, production of information materials on statistical data on domestic violence, providing and exchange expert support, etc
- Statistical data in the field of health care are mainly fragmented and there are no unified statistical models of data collection at all levels of government. Therefore, integrated statistical data at the state level do not exist.

Following is an overview of the situation in one of the entities of Bosnia and Herzegovina - in the Republika Srpska:

According to available data, in the Republika Srpska the women live longer than men: age of 73.1 for women and 67.4 for men. Among live-born children there are little more male (52%) than female children (48%). Women and men usually die from the diseases of the circulatory system, with the proviso that the percentage of women is slightly higher. Men more than women die from cancer, injuries and poisoning as well as the violent death: accident, suicide and murder.

Statistics on the termination of pregnancy in Republika Srpska show decreasing number of deliberate termination of pregnancy, and there is no official record on any case of death due to abortion in hospitals, in the last eight years. However, the data must be taken with a grain of salt, because it does not contain records from private clinics' practices, and there is no estimate of figures of abortions that are carried out illegally. A total number of 55 persons living with HIV / AIDS were recorded in the Republika Srpska by the end of 2008, out of which 16 are women (29%) and 39 men (71%). A total of 8 persons, 2 women and 6 men are under the therapy, and 16 persons, 2 women and 14 men died. All infectologists working with HIV / AIDS patients are women. More than 90% of HIV / AIDS counselors are women, thus the Ministry plans to include more men in the work with HIV/AIDS cases, since there are more men than women among the patients.

Furthermore, women make majority in the health care system in BiH both, as employed staff and users of the health care services, but their participation in creating health policy and decision-making is tremendously reduced, as well as within the management structures in health care institutions. This is to a large extent caused by the culture and the traditional role of women in the family and society in general, and the dominance of men in the power structures of political parties that have a significant influence on policy and decision-making in health care system.

Access to information on health care services is improving for a certain number of women, thanks to the rules regulating these issues, a large number of NGO initiatives as well as the wide spectrum of communication technologies and media - through which they can get information about their rights and protection as well as acquire new knowledge about health and its improvement. However, despite these positive steps, the overall situation is not up to scratch. Knowledge about the health care regulations is insufficient due to the fact that the health care is an extremely complex and dynamic activity, defined by numerous regulations, which require special knowledge. Also, there are no services for informing and protection of rights within the health insurance, which would contribute to improvement of the general situation in this area. Bosnia and Herzegovina is a member of World Health Organization, who provides significant assistance to countries in realization of the right to health as one of the basic human rights.

In the area of the Federation of Bosnia and Herzegovina 14.6% of the total population has no health insurance but the data are not disaggregated by sex. In general, there is a lack of sex-disaggregated data on health care insurance coverage, although the records are based on individual data, which enables disaggregation by sex.

Data on the number of people who have health insurance often do not correspond to the actual data since a significant number of employers in the public sector do not regularly pay or avoid paying the health insurance contribution for its employees. Similar situation is with the employers in the private sector, especially those who employ low skilled labor force, mostly women. Different rates of contribution for health insurance, non-payment of contribution by the employers, high costs of services provided by private entities in the health sector for the poor categories of population (including a large number of women), pending problems of coordination between the entities, cantons, etc. (returnees, refugees) - constitute a number of barriers related to access to health care. The basic package of health services is still not systematically resolved and that is an extremely important issue for the very poor and marginalized groups of the population in enjoyment of their rights to health and health care.

The largest number of health care institutions, including services for women health care is located in towns. There is a huge difference in the number of health institutions, personnel and equipment between the rural and urban areas, which is a significant barrier to the availability of health care for the rural population. Attitudes toward family planning have traditionally been focused on women. This requires a conceptual change in the approach to this issue as well as long-term change in gender relations, since men and women must share responsibility for family planning. Current framework for medical documentation, records and reports requires sex-disaggregation of certain data, but its use while establishing policies, measures and activities is very limited.

Programs for the improvement of reproductive health of women are mainly related to certain international programs and projects being implemented in some areas of the Federation BiH and Republika Srpska. Implementation of the Programme on prevention and early detection of breast cancer and cervix, as well as the Programme on prevention and treatment of osteoporosis in the area of Sarajevo Canton are in progress. Regardless of some positive cases and planning of certain financial allocations within the funds for health insurance and health care of women and children, there are no examples related to system funds allocations for the improvement of reproductive health and the health of women including allocations of funds for contraception.

The women access to health care can improve by establishing the network of family medicine clinics where services for the women healthcare do not exist, including further activities related to the improvement of existing health care services for women.

Recent activities

- During the 2008, gender institutional mechanisms provided recommendations for the harmonization of a number of laws, regulations, protocols in the area of health care with the gender equality standards,
- Gender mechanisms have made analysis and given the expert support on the Strategic plan of development of health care in the Federation of Bosnia and Herzegovina in the period 2008 - 2018
- Entity ministries of health are actively involved in the UNDP program that is being implemented in the entire territory of Bosnia and Herzegovina: "Coordinated national response to HIV / AIDS and tuberculosis in war-affected and high stigmatized communities". It includes education in schools, trainings for youth, the Roma population and other sensitive groups. Preparatory activities on drafting the Strategy on sexual and reproductive health are in progress.
- Documents and protocols have been issued in last two years, regulating the treatment by health care providers of the victims of trafficking and witnesses of human trafficking, especially children.
- Active participation of institutional gender mechanisms in the implementation of various projects of international organizations such as the "Youth and Health in the Balkans" supported by Canadian CIDA-E, UNFPA projects related to reproductive health, etc.
- Recommended data to be disaggregated by sex, that are relevant form gender aspects in the field of health, health care and reproductive health are as follows:
 - Data on availability and use of contraception,

- Data on the representation of women in management positions and decision making in the field of health,
- Data on the representation of women and men in the branches of medicine, and other specialized types of advanced education,
- Data on insured people according to the category of health insurance,
- Data on use of rights regulated by health insurance

Violence against women

Domestic Violence is defined as any form of physical, sexual, psychological (emotional) or economic violence, which poses the risks to the safety of a family member, permanent or occasional partners and / or use of physical or emotional force or threat of physical force, including sexual violence. It includes abuse of children, incest, beating spouses or other sexual abuse of a family member. Common causes that lead to domestic violence in Bosnia and Herzegovina are: inadequate living conditions, unemployment, financial insecurity, alcoholism, stress, mental diseases, drug addiction, as well as the violence as a way of behavior caused by the patriarchal understanding of the relationship between spouses. Victims of domestic violence are the spouse, ex-spouse, children, parents, and other persons who live in the family.

There are a large number of women facing the problem of family violence in Bosnia and Herzegovina. BiH society is built on deep patriarchal understanding, so that women victims of violence do not enjoy the support of society and face many prejudices. Since 1996, the problem of domestic violence in Bosnia and Herzegovina has been seriously considered. Acceptance the fact that families can be a very violent environment, in which the basic human rights of its members are violated, is a very slow process, which is further slowed down by the traditional attitude that problems raised between individual members of the family must be resolved solely within the family.

It is very difficult to determine the extent of the presence of family violence in Bosnia and Herzegovina. The basic reasons are the hidden nature of the problem, not-recorded cases of domestic violence, lack of uniform statistical records, and treating domestic violence as an exclusively "private issue". The statistics in the field of domestic violence are very fragmented and have not been integrated on the state level.

Laws in Bosnia and Herzegovina, related to domestic violence are mainly regulated at the entity level. Domestic violence, depending on form of violence and consequences, can be treated as a crime or a misdemeanor, while the entity laws on protection from domestic violence (Law on Protection from Domestic Violence Federation of Bosnia and Herzegovina and the Law on Protection of violence in the family of the Republika Srpska, both adopted in 2005) define precise protection measures for the prevention of domestic violence, protection of victims, and the elimination of the circumstances that foster or encourage the committing of new acts of domestic violence. Protective measures may be issued at the request of victim or his attorney, police, prosecutors, the centre for social work, government, NGOs, or ex officio. Protective measures are issued by Court depending on residence or domicile of the victims of domestic violence.

Victims of domestic violence are recently at the core of interest and protection of society due to legal and other changes, trainings, improvement of practices of relevant institutions and strengthening of their capacities for more effective implementation of laws, and improved cooperation between relevant institutions and NGOs. Victims of domestic violence are more and more encouraged to report on violence to relevant protection institutional mechanisms and ask for help from non-governmental organizations dealing with the protection of women's human rights. The perceptions of domestic violence in BiH society is slowly but surely changing, from the attitude that it is a private issue to the attitude that family violence is a serious social problem, which comes to the interest of legislators, researchers and the public in general. It is proved by the changes to existing and enacting new legislation, increased interest in the media and general public, enhanced collection of statistical data and researches on domestic violence.

Analysis of the implementation of the Law on Protection from Domestic Violence In the Federation of Bosnia and Herzegovina by all stakeholders in the process of protecting victims of domestic violence (police, health and educational institutions, centres for social welfare, courts, NGOs) pointed out the need for amendments to the Law, or drafting a new law that would prescribe a special procedure for imposing protection measures. In this

regard, a Pre-draft Law on Protection from Domestic Violence has been designed in the year 2008. One of the results of public debates on the implementation of the the Law is increased number of submitted requests for imposing protective measures in 2008, as well as the number of issued measures prescribed by the Law on protection of domestic violence. Most often it is a protective measure: "Prohibition of approaching the victims of violence" and "Prohibition of harassment of victims of violence," as well as the protective measures: distance from houses or apartments, psychosocial treatment, alcohol addiction treatment, etc. In most of cases, victims of violence being protected by these measures are women, although there are requests for protection of the parent-father.

Safe houses (shelters) for protection of victims of family violence

There are nine safe houses (shelters) for protection of victims of family violence, currently active in BiH, operating within the work of NGOs dealing with family violence. There are 244 victims of family violence situated in six safe houses in the Federation of BiH. In addition to the accommodation of victims of violence in a safe house, these NGOs are active in victims' counselling, prevention of trafficking, economic empowerment of women, strengthening the capacity of professionals in the institutions, the provision of medical services, work with a violent person, media campaigns, etc. In total, 4937 of direct beneficiaries were covered by these services in 2008, while the number of indirect beneficiaries is much higher.

It is important to indicate that there is no a safe house in the Federation of BiH established by a government institution, and that the majority of funding for the provision of adequate professional help to the victims of violence has been provided through the international support. A fund in the amount of approximately € 350,000 from the government budget has been allocated in 2008 for the safe houses as a result of joint efforts of representatives of federal Government and NGOs.

In other BiH entity - the Republika Srpska - there are three safe houses which meet the requirements prescribed by law and by-law, and their total capacity is 57 beds. Strategy for combating domestic violence in Republika Srpska will define future models and capacities for accommodation of victims of family violence, in line with the standard established by the Council of Europe recommendation: that there should be one shelter for every 7500 - 10 000 inhabitants.

Mode of financing of safe houses is prescribed by the Law on Protection from Domestic Violence in the Republika Srpska: 70% of funding should be provided from the entity Government budget and 30% from the budget of the local communities. The Government of Republika Srpska in the period 2003 -2008 allocated around 350,000 € for the safe houses and estimated allocation in the draft budget for 2010 is 200.000 €.

SOS telephone lines

SOS telephone lines for victims of domestic violence were established in both entities of Bosnia and Herzegovina. Gender Center of the Federation of Bosnia and Herzegovina has established an SOS line No. 1265 to help victims of domestic violence in the territory the Federation of Bosnia and Herzegovina. This was done in partnership with the Center for Social Welfare and NGOs. According to data provided by NGOs, help was requested by 188 victims of domestic violence in the Federation BiH in the period of two months (since 4 December 2008 to 31 January 2009 years).

SOS line No. 1264 for the area of Republika Srpska was established by signing the Memorandum of understanding in 2005 between four non-governmental organizations and the Gender Center of the Republika Srpska. According to NGO data there were 1019 emergency calls in the period of five months in 2005 (since the establishment of SOS line until the end of 2005) and 2657 calls in 2006, out of which 70 victims were men and 2587 women in the age of 19-60. According to data for 2007 it is evident that the number of calls was increasing and that in 2008 there was 3513 victims' calls (3456 women - 98% and 149 men- 2%).

Recent activities

- Adopted Strategy for prevention and combating domestic violence in Bosnia and Herzegovina for the period 2009-2011. Agency for Gender Equality of Bosnia and Herzegovina, in order to create the state Strategy, has formed a working group composed of representatives of institutional gender mechanisms, relevant parliamentary commissions, ministries and NGOs. Since the most of the legislature and policies on family violence are regulated within the competence of BiH entities, the Working group concluded that the state Strategy, in addition to activities at the state level, should include activities within the existing Strategic plan for prevention of domestic violence, of the Federation BiH for 2009-2010 (adopted in 2008) and Action plan to combat domestic violence for 2007 - 2009 in the Republika Srpska (adopted in 2007). Several public debates on the state Strategy were organized, among which the debate with the representatives of five parliamentary commissions of BiH Parliamentary Assembly was of particular importance since concrete steps and guidelines for the adoption, promotion and implementation of the Strategy were proposed.
- As mentioned above the Government of the Federation of Bosnia and Herzegovina adopted in 2008 the Strategic plan for prevention of domestic violence for the Federation of Bosnia and Herzegovina for 2009-2010. Implementation of the Strategic plan is in progress.
- Gender Center of the Republic of Srpska, in cooperation with relevant ministries in the RS prepared the Action Plan to combat domestic violence for 2007 - 2009 in the Republika Srpska whose implementation is in progress. The Action Plan was adopted by the RS Government in 2007 and presents the intermediary phase to the adoption of Strategy to combat domestic violence in Republika Srpska, for the period 2009-2013. Development of this Strategy is under way. After its adoption the State strategy will be revised accordingly.
- Thanks to the legal and other changes, education and distributed manuals the capacities of relevant institutions in the system of protection of family violence victims have been strengthened and their practices improved as well as the cooperation between the institutions and NGOs.
- Quantitative and qualitative data collection on family violence within the relevant institutions and NGOs has improved. The data are disaggregated by sex. The protocols that define the collection of data on family violence have been made in the centers for social welfare and health institutions.
- The data show that victims of domestic violence are increasingly encouraged to ask for help, and report on violence to relevant institutions, as well as to ask for help from non-governmental organizations dealing with the protection of women's human rights.
- Multisectoral models of cooperation of institutions and NGOs have been created for the protection and care for victims of domestic violence and their children. Through these models and multisectoral mobile intervention teams - on duty for 24 hours, cooperation of police, social welfare centers and NGOs, has significantly improved.
- Sector analysis was carried out in key areas for the improvement of prevention and combating domestic violence (health and social care, police, judiciary, education and civil society) and a platform for actions in preventing and combating domestic violence in Republika Srpska has been established as a basis for the Strategy, which is currently under preparation.

Women and armed conflict

Reference to Part one – Women and armed conflict

Women and the economy

Legislation in force in Bosnia and Herzegovina related to the labor and employment prohibits any kind of discrimination. Bosnia and Herzegovina signed 68 ILO conventions. Law on Gender Equality in Bosnia and Herzegovina regulates the issue of employment, labor and access to all forms of resources. The Law prohibits discrimination on the basis of gender in the work and employment.

Legislation in the field of labor and employment in Bosnia and Herzegovina is to a large extent in line with the gender equality standards and can serve as an example of good practice in the region. Thus, there is no in Bosnia and Herzegovina formal-legal discrimination based on gender in the field of employment, labor and access to all forms of resources. However, practice shows various forms of gender based discrimination, harassment, sexual harassment by a colleague, supervisor or the employer. Women, particularly younger female employees, usually do not speak out about that nor initiate processing of such cases, because of the fear of losing job.

The biggest problem in the preparation of a comprehensive analysis is the fact that some of the authorities in Bosnia and Herzegovina do not fulfill the obligation within the Gender Equality Law in BiH to disaggregate all data by sex and keeping accurate statistical records - which further complicate the work of statistical institutions in BiH. However, there are also positive examples of keeping statistics in the field of gender equality, especially by the relevant statistical institutions.

According to available data in state Statistical agency women make up 38.5% of the labour market in BiH.² The unemployment rate in 2008 was 23.4% (21.4% for men and 26.8% for women), while in the same period in 2007 it was 29.0% (26.7% for men and 32.9% for women). Unemployment rate was the highest among young persons aged 15 to 24 years. It was 47.5% (44.8% for men and 52.3% for women). The activity and employment rates in Labour Force Survey in BiH (LFS) in 2008 were 42.6% and 33.6%, while in the same period in 2007 that were 43.9% and 31.2%. Both rates were higher for men than for women. The activity and the employment rates were by far the highest in the age group 25 to 49 years (68.60% and 53.4%)³.

Some poverty assessments indicate that women are more frequently living in poverty than men. This is significant since women head 25% of all households in BiH, while 16% of the entire population living in women-headed households. The reasons for inequality and the poverty gap between men and women is unequal access to economic resources and the labour market. Women are also at a disadvantage in accessing information concerning employment related resources, opportunities, or professional trainings.

In practice there are various forms of discrimination on the basis of sex in the field of work, employment and access to all forms of resources. Available researches and statistics in this field show that women in BiH are earning less than men, and most of the women in BiH are employed in services e.g. trade and catering 25.45%, 19.09% industry, agriculture and handcraft 7, 27%, administration 21.82%, health 12.73% 10.91% education, culture and sport 2.73%). Almost 1/3 of women (33.63%) in BiH are employed under the temporary/short-term contracts. Workers in the informal economy, where the women are the majority, are especially exposed to discrimination. Working at home has become a female phenomenon, without any evidence and the protection of that work.

Recent activities

During the 2007 survey was conducted, "Gender gap in BiH income," the differences of wages of women and men in Bosnia and Herzegovina. Analysis has shown that men are more present in the labour market than women in BiH, and the labour market is more oriented towards men. Women are also more likely to have lower salary levels than men. The difference in income in favour of males is related to the category of the population without a diploma. The gap in income between men and women decreases as education level increases to high school.

Gender institutional mechanisms have worked out or provided expert support in the harmonization of laws, strategies and programs in the field of labor, employment, pension-disability protection and other areas at all levels of government with the Law on Gender Equality and gender standards.

Entity laws related to work and employment contain provisions for prohibition of any kind of discrimination of employees and job seekers.

² BHAS, Thematic builtin 03/07 Gender, 2007. http://bhas.ba/Tematski%20Bilteni/TB-3_07.zip

³ Labor force survey 2008, Agency for statistics of BiH

In order to implement the provisions of the Gender Equality Law in BiH, which regulate work, employment and access to all forms of resources, the Gender Centre of RS participated in the creation of legal provisions of the relevant laws. Significant result is that the current Labour law in RS is fully harmonized with the BiH Gender Equality Law. Furthermore the Gender Centre RS initiated incorporation of the international standards for protection from gender based discrimination at the work place and the new terms were introduced into the relevant legislation such as: mobbing, harassment based on sex, sexual harassment, discrimination based on sex.

Employment Strategy in the Federation BiH is in the process of adoption and will be focusing on young unemployed women, older labour-force, long-term unemployed and inactive, persons with special needs, and Rome. Part of the strategy, which refers to the female part of the working age population, has the goal to increase the employment rate prioritizing inactive women. It plans to include a group of inactive women in programs of active measures, elimination of discrimination on the basis of gender in the labour market, linking education and the labour market and the harmonization of professional and family life.

In 2008 the Government of the Federation of Bosnia and Herzegovina has adopted the project "Development of small and medium-sized enterprises in the Federation" as one of key strategic documents for the FBiH. Project development objectives are the strengthening of the competitiveness of small and medium-sized enterprises and trade, increase employment and to enable small and medium business to become a source of technical and other innovations. The project has a strong gender component focusing on several goals such as: greater inclusion of women in entrepreneurship, promotion of entrepreneurship of women, the acquisition of entrepreneurial skills, improvement and creation of conditions for successful business women and the affirmation of family businesses.

One of the strategic goals of the Federal Ministry of Development, Entrepreneurship and Crafts is the development of small and medium enterprises, emphasizing women's entrepreneurship with a separate budgetary line.

According the available data presented by the Association of the Microfinance Institutions in BiH (AMFI)⁴, in the period since 1996 to date a respectable number of micro-credit organizations have been established, enabling access to financial means to the highest possible number of clients that does not have a possibility to get financial means from the bank sources. MI-BOSPO is one of the leading microfinance institutions in Bosnia and Herzegovina licensed to provide financial support to women entrepreneurs. In almost 13 years, over 130,000 loans have been issued in the amount of over Euro €150 millions. Its vision is to be the primary source of financing of the economically active women in the entire BiH. The Swiss Development Programme (SDC) in Bosnia and Herzegovina is also focusing on private sector development and promotion of small and medium enterprises. It supports women groups in their access to finance and production and marketing processes of small and medium enterprises.

Women in power and decision-making

The issue of gender equality in public life in Bosnia and Herzegovina is primarily seen as a possibility of equal participation of women and men in decision-making processes. This possibility depends on legal factors, precisely, of laws in force in this area.

The key conclusion, after analysis of the provisions and regulations at all levels of government organization in BiH, from the viewpoint of their harmonization with Article 15 of Gender Equality Law in BiH is: although the percentage of women in decision making processes is noticeably low, no government institution has yet taken steps to fulfil obligations arising from Article 15 of the Gender Equality Law in BiH by adopting policies or plans to ensure equal representation.

Analysis of the situation of gender equality in BiH, including the legal framework and other socio-economic factors that determinate the factual possibility of benefit from the rights guaranteed by the constitution and laws, shows that traditional approach to the position of women and socially established forms of behaviour and relationships

⁴ <http://www.amfi.ba/>

with insufficient legal regulations generally affect underrepresentation and insufficient real participation of women in politics and public life.

Considering the position of women, candidates for the legislative authorities, it is obvious that women do not have enough support to prepare their election programs and plans that could help them to be recognized as serious election candidates. Furthermore, political parties do not pay enough attention on promotion of their female candidates. This represents one of the biggest barriers for female candidates. The Election Law in Bosnia and Herzegovina does not recognize provisions that would prohibit discrimination on the ground of sex, gender based violence, sexual harassment and harassment in the processes of nomination and presentation of candidates in candidacy process and elections. Provisions regarding the structure of the electoral commissions and electoral boards do not precisely require the equal representation of both genders in above mentioned bodies, although it is known that the electoral authorities have a vital role in the electoral process.

According to the Article 15 of Law on Gender Equality in Bosnia and Herzegovina, a significant role in creating conditions for equal participation of both sexes in decision-making processes belongs to political parties. Generally, the Statutes of political parties do not contain provisions that would forbid women to be members of the party, or to participate in the work of party bodies.

According to election results in 2006, the percentage of participation of women in legislative bodies is following:

- House of Representatives of the Parliamentary Assembly of Bosnia and Herzegovina - 10.5%
- House of Peoples of Bosnia and Herzegovina - 13.3%
- House of Representatives of the Parliament of the Federation of Bosnia and Herzegovina - 20, 4%
- The National Assembly of Republika Srpska - 24%

The executive power:

- The Council of Ministers of B&H - There is no woman ministers represented, and two Deputy Ministers (Ministry of Foreign Affairs and Ministry of Defense)
- Government of the Federation of Bosnia and Herzegovina - 17 of 16 ministerial seats belong to men and 1 women (16 Ministers, 1 Minister)
- Government of the Republika Srpska - 15 ministers, 2 female Ministers

The results of the local/municipal elections in Bosnia and Herzegovina:

Gender structure of electoral body:

- Female: 1,201,519 (51.3%)
- Male: 1,140,622 (48.7%)

Gender structure of registered candidates:

- Women: 2,719 (35%)
- Men: 5,050 (65%)

Gender structure of elected officials:

- Women: 109 (20.15%)
- Men: 432 (79.85%)

According to presented results we can conclude that participation of women in legislative bodies at all levels, is not adequate, although in comparison with 1996, when the percentage of women in the House of Representatives of the Parliamentarian Assembly of Bosnia and Herzegovina was 2% the participation of women have been improved. In particular, by introducing quotas into the Election law in 1998, the representation of women in the state Parliament has increased to about 17%, but has again a tendency of decreasing in recent years. Compared to the previous local elections, it can be stated that there has not been any positive move even when it comes to better participation of women at the local level.

Taking into the consideration a tendency of reducing the number of women represented in legislative bodies, representatives of the Agency for Gender Equality of BiH, the Central Election Commission of BiH and the Gender Equality Commission of the Parliamentary Assembly have proposed amendments to the Election Law of

BiH, which foresee the closure of candidate lists and regulates the exact number of representatives of each gender, which should be represented on the lists, in order to increase the participation of women in legislative bodies. Proposal is in the parliamentary procedure.

The Agency for Gender Equality of BiH during 2008 started with a work on the Draft Law On Amendments to the Law on Gender Equality in Bosnia and Herzegovina in order to improve its implementation in practice. The Draft Law is in the parliamentary procedure.

All gender institutional mechanisms carried out activities on gender sensitivisation of state and entity laws which regulate the area of Civil Service.

During the pre-election activities gender mechanisms, as well as NGOs in Bosnia and Herzegovina, completed a series of promotional material that was widely distributed to all political parties and media with the basic message that equal participation of women and men in decision-making processes sustain faster integration of Bosnia and Herzegovina into the European Union.

Gender institutional mechanisms have participated or organized several round tables and public debates and conferences related to participation of women in public and political life.

Institutional mechanisms for the advancement of women

Reference: Part three - Institutional development

Women and the media

Gender analysis of legislation related to media in Bosnia and Herzegovina has shown the following results:

- Media legislation do not provide for equal gender representation in the personnel structure and decision-making bodies,
- Gender sensitive language is not used in writing the functional titles,
- There are no provisions on statistical data disaggregated by sex,
- The laws do not enclose provisions on prohibition of gender based discrimination nor the provisions for sanctioning gender-based discrimination.

The Gender Equality Agency of BiH worked out on harmonization of the following laws with the Gender Equality Law in Bosnia and Herzegovina: Law on public radio and TV service in BiH, Law on Communications and the Law on radio-TV system in BiH.

The Press Code of Bosnia and Herzegovina has been designed based on European standards of journalistic practice. It contains basic standards of gender equality which were integrated in this Code in 2007.

One of the main strategic goals of gender institutional mechanisms in Bosnia and Herzegovina is to increase the number of women in decision-making positions. In this regard, the media have a very significant role in the promotion of women as equal candidates for decision-making positions. During the pre-election campaign for local elections in 2008 the media did not defined special programs for the promotion of women's candidates, although the majority of media in Bosnia and Herzegovina has shown willingness to broadcast promotional spots for the purpose of recognition of women as equal candidates for political positions.

Based on the analysis carried out by the institutional gender mechanisms in B&H in the field of media (2 daily magazines the period from 17th to 23rd Sep in 2004) it was found out that in the newspapers, there are approximately 3.5 times more male than female interlocutors. Men are presented as interlocutors in conversation topics concerning politics, economy, crime, military, foreign affairs and policy, etc., while women were mostly involved in the topics about the film, music, politics, food, children, cultural institutions, sports, health, domestic violence, sex, fashion and education.

Gender institutional mechanisms in BiH conducted research in 2002: "**Gender Media Watch in BiH**" which presented an overview of the position of women and men in the most watched electronic media (broadcasting

service and TV stations). The basic findings of the research showed that there is obvious segregation of gender roles in the media. Women are far less represented in the media contents, and primarily in the roles of "decor", victim and "speechless" participants in the important event. Women in the media mostly dominate as sexual objects in advertising and entertainment content. The social topics in the media where women were asked for the opinion were mostly related to caring for others, social issues, health, and violence against women, but they were usually presented as victims or passive persons, and not as decision-makers or persons of influence. There were rare images of women in decision making positions and even then their titles were mainly presented or written in masculine.

A research conducted by non-governmental organization, in the time period March - September 2006, gave an insight into the situation of gender equality in the media. Research was done by ten women journalists and activists from non-governmental organizations in Bosnia and Herzegovina. A field study "**Approach and the actual impact of women on the development of media in Bosnia and Herzegovina,**" focused on 29 electronic and printed media being monitored on International Women's Day - 8 March 2006. From the collected data and information received directly from representatives of 26 electronic and printed media in Bosnia and Herzegovina the following trends and problems could be detected:

- A clear discrimination of women or men in BiH media does not exist, or it is much less apparent than in other areas of public life. The percentage of women engaged in the BiH media is in the average of 42% in newsroom editorial to 68% of women who are engaged in the organizational business. However, there is a certain tendency to increase the number of women engaged in the media on the positions that are less paid and requiring higher responsibility and involvement. In addition, gender stereotypes, in the BiH media, are visible in terms of segregation of male and female jobs. As an example, the research shows that only 26% of women are engaged in production in BiH media, as an occupation that is related to the technique which is considered a typical male job.
- Women are less represented in management structures in the media of Bosnia and Herzegovina, which indicates the fact that only 39% of women participate in decision-making bodies in the media that were the subject of research. It is noticeable that there is a tendency of an increasing number of women in the management structures, which, in general have less power and influence, as well as in decision-making bodies whose decisions are not binding, such as advisory committees which involve 47% of women.
- The majority of media in B&H, who participated in the survey (73%), stated that they take into account equal representation of women and men in the process of creating editorial policy. However, the media do not have clear procedures and rules that would facilitate the implementation of this policy in practice. This is evident from the fact that 73% of the media who participated in the survey stated that they have no written procedures, while only 8% of the media have the procedures regulating equal gender representation.
- A similar situation is in terms of media commitments to promote greater participation of women in creating the programs. Although 54% of the BiH media who participated in the survey stated that they have promoted greater participation of women, 69% of media do not have written procedures to support this policy, while 27% of the media did not provide any answer to this question. 88% of media in BiH who participated in the research didn't respond to the the question why there are no written procedures, and there is only verbal-declarative support the promotion of greater participation of women in creating the program. It is important to note that only 12% of the media in BiH who participated in the survey stated that they have respected the provisions of Gender Equality Law in BiH related to media.
- Results of research indicate that a significant percentage of BiH media (31%) do not have a systematic approach concerning the implementation of activities that would promote women's access to the establishment of editorial and commercial policy in the BiH media. It is interesting that 31% of the media supports the view that the women in the media should be more engaged in the improvement of their own positions and influence in the media. This indicates a problem that the functioning of media in BiH is burdened by gender stereotypes, according to which women are solely responsible for their status in

society and that they themselves have to fight for positive changes. These types of gender stereotypes prevent the enjoyment of the women's rights and improving their position in society and public life.

Within the three-year project, "**Gender Equality in BiH = informed public opinion and gender sensitive media**" the NGO United Women during 2006 conducted field research and analysis with the aim to create conditions for effective and informed actions of public commitment to provide equal access to media for both sexes, increase visibility of women in the media, and secure the actual impact of women on gender sensitisation of BiH media. The results and analysis obtained from the field research represent the basis for planning of actions for public commitment by official institutions of Bosnia and Herzegovina at all levels, as well as actions aimed at gender sensitisation of media in targeted local communities in the third phase of the project.

Generally speaking, positive movements are evident in respect of gender equality standards in the media, the use of gender sensitive language, and giving importance to topics that are related to domestic violence and violence against women. In this sense, it is important to emphasize that the media present the image of society's attitudes about certain issues and problems, so that future progress in the attitudes towards women and gender equality will certainly be represented through media contents.

Recent activities:

- A number of laws and codes regulating the printed and electronic media at the state and entity level have been harmonized with the Gender Equality Law,
- Gender institutional mechanisms have been actively cooperating with the media, by organizing press conferences, media promotions and reactions via press releases to the media.
- Participation or organization of a number of round tables, seminars, public debates on the topic of gender sensitive media,
- Regular annual marking of "16 days of activism and combating violence against women" in cooperation with NGOs, through the promotional materials, media campaigns, press conferences, media roundtables, etc.,
- Both, the electronic and printed media reported through various programmes in 2008 on gender equality, the Gender Equality in BiH, the activities of the institutional mechanisms for gender mainstreaming and NGOs. This cooperation is constantly improving.
- Promotional campaigns such as "**Family without violence**", "**Stop violence against women including domestic violence**," have contributed raising awareness of professional and general public about the family violence as a social problem.

Women and the environment

Reference to Part one - Impact of climate change and food and energy crises

Part Three: Institutional development

*a) **National mechanisms** for the promotion of gender equality and the empowerment of women*

As mentioned above under the Part one/g, Bosnia and Herzegovina has a very complex and administrative structures which shaped the state into two entities and an administrative district: Republika Srpska (RS), the Federation of Bosnia and Herzegovina (FBH), and Brcko District. The Federation BiH is administratively divided into 10 cantons; cantons are divided into 85 municipalities. Republika Srpska is administratively divided into 62 municipalities. Brcko District is a separate administrative unit. The entities have got a wide range of authorities. In such circumstances, establishment of effective national mechanisms for promotion of gender equality was a challenging action.

The Institutional gender mainstreaming mechanisms (IGMM) were established as a part of an overall endeavour for the improvement of the equality of women and men in Bosnia and Herzegovina. This action took place at a time when gender issues were not easily recognized as a development priority. Despite the complex and

multilayered levels of Government in Bosnia and Herzegovina, the institutional gender mainstreaming mechanisms were established, trained and are functioning as a network of legislative and executive mechanisms that has been recognized as one of the most advanced in the region and even in comparison to some EU countries.

The IGMMs consist today of legislative and executive permanent and ad hoc bodies at all levels of legislative and executive governments of BiH.

The institutional gender mechanisms are:

- The Gender Equality Agency of BiH (at the state level, established in 2004), established by the Gender Equality Law of BiH (Art. 22) under the Ministry for Human Rights and Refugees of BiH;
- The Gender Centre of Federation BiH (at entity level, established by the Decision of the Government of the FBiH in 2000) and Gender Centre of Republika Srpska (at entity level, established by the Decision of the Government of the RS in 2001).
- Commission for Gender Equality of the Parliamentary Assembly of Bosnia and Herzegovina at the state level and at entity level: the Gender Equality Commissions within the Parliament of Federation BiH, and the Board for Equal Opportunities of the National Assembly of Republika Srpska;
- The commissions in all cantonal assemblies and cantonal governments;
- The commissions in municipal councils/assemblies and in Mayors' offices.
- The Commission for gender equality of Brcko District of BiH

Mandates of the executive gender mainstreaming mechanisms

Agency for Gender Equality of BiH

- Periodical preparation of the National Action Plan for the promotion of gender equality, based on proposals from all state-level ministries and plans prepared by Gender centers and annually submitted by the Ministry to the BIH Council of Ministers for adoption;
- Monitoring the implementation of the National Action Plan and coordinating the activities of all relevant subjects in the process of its implementation ;
- Preparing annual reports for the BIH Council of Ministers on the status of women and men in BiH based on reports issued by Gender centers of the F BiH and RS;
- Evaluating laws and bylaws adopted by the BIH Council of Ministers in order to monitor their impact on gender equality and balanced representation of sexes;
- Preparing methodology for the evaluation of state policy and state programs related to gender equality;
- Performing other tasks related to the promotion of gender equality and the implementation of the Gender Equality Law.

Entity gender centres

- Monitor the status of women and implementation of their guaranteed rights;
- Establish cooperation with legislative and executive bodies for gender equality on the entity level and other levels of governance. Participate in the preparation of laws and other acts as well as in the formulation of measures by the relevant ministries in order to insure equal decision-making influence of women and men in the development process;
- Promote equal rights and opportunities for both sexes and organize professional panel discussions and debates concerning this topic;
Collect the initiatives for modifications of legislation from the gender aspect
- Offer professional assistance concerning bilateral and multilateral relations in the area of gender policy,
- Establish cooperation with national and international NGOs and coordinate the implementation of national and international programs
- Coordinate the preparation of reports by authorized bodies to international institutions concerning the adopted conventions and other documents in the area of gender.

- Inform the public on the extent of realization of gender equality

Commissions for gender equality at the municipal level /mayor's cabinet

- Monitoring the status of women in the municipality as well as the implementation of their rights guaranteed by law,
- Promoting equal rights and opportunities for men and women,
- Cooperating with the local NGOs active in the area of gender equity and equality, Cooperating with relevant entity Gender centres,
- Participating in the implementation of projects launched by the Gender centre in a particular municipality,
- Cooperating with the Municipal council / assembly and monitoring the passing of relevant decisions on the municipal level in order to ensure equal influence of women and men in the development process,
- Submitting proposals to the Mayor and Gender centre concerning activities which contribute to supporting strategic needs in the promotion of gender equity and equality.

Mandates of the legislative gender mainstreaming mechanisms

State and entity Gender commissions within the state/entity Parliamentary assemblies:

- Consider drafts or draft proposals of laws from the aspect of their compatibility with the Gender Equality Law and international conventions concerning the prohibition of discrimination on the basis of sex.
- Consider issues concerning gender equality in BiH – in particular the promotion of women's status in BiH.
- Consider proposals of reports and other institutional documents concerning the implementation of CEDAW convention, Beijing Declaration and Platform of Action,
- Establish cooperation with other working and executive bodies dealing with gender equality issues on all levels of governance in BiH.
- Propose gender activities

Cantonal Gender commissions within cantonal assemblies

- Consider issues pertaining to gender equality in the canton, in particular to the promotion of women's status in the canton.
- Consider proposals and drafts of laws and other suggested cantonal regulations from the aspect of gender equality and prevention of discrimination against women
- Consider documents proposed and reports issued by cantonal institutions, concerning gender equality, or the implementation of the national/international documents in its entirety or in particular segments.
- Consider and prepare participation of cantonal delegations in national or international conferences concerning the implementation of the national/international documents (GAP, CEDAW, Beijing Declaration. etc.)
- Establish cooperation with other assembly's working and executive bodies for gender issues as well as with the NGOs
- Consider other issues related to gender equality

Gender equality commissions / boards within municipal councils / assemblies

- Consider drafts and proposals, decisions and other acts passed by the Municipal council /assembly from the aspect of gender equality
- Consider citizens' proposals and initiatives concerning the promotion of gender equality
- Encourage the participation of women in the local communities institutional bodies and public activities in order to increase the participation of women in decision-making
- Analyze situation and suggest measures for the elimination of gender equality violation at the local level
- Promote equal rights and opportunities for both sexes
- Cooperate with other working bodies within the municipal council or other subjects concerned with gender equality

Coordination between the gender institutional mechanisms is at satisfactory level and constantly improving, particularly between the state Gender agency and entity gender centres as well as between them and state and entity parliamentary Gender commissions.

This partnership has been proved through permanent coordination in preparation of annual working plans and budgets, regular meetings and exchange of information on activities on daily basis. This is further enriched by establishment of the B&H Gender Coordination Board (GCB) composed of directors of the state Gender Agency and two entity gender centres. GCB is tasked to coordinate all activities related to the BiH Gender Equality Law and Gender Action Plan implementation as well as all BiH commitments towards international documents, and joint projects with international, regional and local partners. GCB has been recognized by the BiH Government as the best practice of coordination at state and entity level.

The government budget, available to the gender mainstreaming structures and their activities, has increased over the years, not only showing how the initial investment in the establishment of these permanent institutions is sustainable, but also the willingness of the Bosnia and Herzegovina Government to continue support to gender mainstreaming. Nevertheless, there has been a wide donor coalition built over the years, in support to gender mainstreaming processes in Bosnia and Herzegovina (SIDA, DFID, ADA, CIDA, UNDP, UNIFEM, etc). They have been providing significant support to the institutional development and capacity building of gender institutional mechanism in BiH.

*b) Establishment of **focal points** for gender equality and empowerment of women*

Focal points for gender equality have been established within different ministries at state, entity and cantonal levels of government. By now, there are focal points in the following state ministries and agencies, which operate within the ministries:

- Ministry for foreign affairs
- Ministry of defence
- Ministry of security
- Ministry of justice
- Ministry of finance and treasury
- Ministry for civil affairs
- Ministry of communications and transport

Since the Agency for Gender Equality in Bosnia and Herzegovina is a part of the Ministry of Human Rights and Refugees of BiH, there has not been any need to establish additional focal points within that Ministry. The Ministry for external trade and economic relations of BiH does not have a focal point for gender equality yet. Focal points have been established within different agencies on the state level operating within the mentioned ministries. These agencies are:

- Border police
- State Investigation and Protection Agency
- Directorate for European Integration
- Agency for Work and Employment
- Agency for Preschool, Primary and Secondary Education

Different trainings of focal points on the topic of gender equality have been organized by the Agency for Gender equality of Bosnia and Herzegovina, the Gender centre of Republika Srpska and the Gender centre of the Federation of Bosnia and Herzegovina. Each of these Institutional gender mainstreaming mechanisms has performed educations of civil servants within different institutions on their respective levels (state and entity level, respectively). During the educations, focal points got acquainted with the domestic and international legal framework in the area of gender equality, which comprises the following crucial legal instruments applicable in Bosnia and Herzegovina:

- Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Gender Equality Law in Bosnia and Herzegovina

Apart from that, there have been educations in specific areas of gender equality issues, such as on the legal framework prohibiting and providing procedures for addressing domestic violence. This kind of education has been performed especially with social workers on entity level institutional gender mainstreaming mechanisms (Gender centre of the Federation of BiH and Gender centre of Republika Srpska). Apart from the legal framework, there have been trainings in policy making and policy implementation in the area of gender equality. To be exact, gender mainstreaming is not only the task of institutional gender mainstreaming mechanisms, but also of all other institutions, which, according to the Gender Action Plan of Bosnia and Herzegovina, have to integrate the gender sensitive approach into their daily work. Therefore, educations have been made on the topic of integrating gender sensitive activities into the annual working programmes of different institutions. In this context, the topic of gender sensitive budgeting has been addressed. As a result of these educations, focal points have managed to get a comprehensive picture of gender equality issues and the importance of the gender sensitive approach in their daily work. This is confirmed by the fact that different focal points try to amend the internal regulations within their institutions in order to make them more gender sensitive. Focal points have also developed simple project proposals for the implementation of gender sensitive activities which could be introduced into the working programmes of their institutions.

Additionally, it can be noticed, that the attendance at the trainings is high, at least on the state level, which is apart from the mentioned achieved results also an indicator that focal points have recognized the importance of gender equality in Bosnia and Herzegovina.

Finally, gender focal points have been educated in the CEDAW reporting issues. This has, on one hand, contributed to the awareness within the institutions that an even stronger coordination between institutions in the area of gender equality is needed. On the other hand, a brief glance on the reporting requirements has given a basis for a realistic assessment of progress in the field of gender equality, unveiling good practices and problems in the area of gender mainstreaming and thus representing a basis for further actions in the field of gender equality. The mentioned assessment has also been an additional incitement to institutions to cooperate, coordinate and participate in the achieving gender equality in Bosnia and Herzegovina. In this way, the activities in the area of gender equality become more focused and coordinated which increases efficiency. There are still difficulties in the cooperation and coordination between all institutions because of the complicated state structure of Bosnia and Herzegovina, but focal points prove to be valuable contact persons which enhance the cooperation process. Some institutions, which appointed focal points, have already given useful input and overall assistance for the preparation of the Report for the CEDAW Committee.

*c) **Monitoring mechanisms** to measure progress in implementation of national policies, strategies and action plans as well as international commitments*

Gender action plan for Bosnia and Herzegovina, as described above, defines activities in all 15 areas, holders of responsibility (ministries and other government institutions), partners and deadlines for implementation. Each gender institutional mechanism in BiH is responsible to prepare annual progress report to the respective level of government, according to the annual work plans. In addition, the Agency for gender equality is responsible for preparation and submission to the BiH Council of ministers of BiH, the Annual report on gender equality conditions in BiH according to provisions of Gender Equality Law and Gender Action Plan of BiH. Although the reporting system has been improving over the years, the proper reporting and monitoring mechanism in such a complex state administrative structure is not yet established.

The strategies and activities within this Result 4 of the FIGAP Programme (described below in part four of this document) will ensure a proper mechanism for monitoring and evaluation of the gender mainstreaming progress in BiH is developed. The FIGAP Programme defines a number of monitoring activities including, amongst others, the preparation of a Rulebook for the exchange of information on gender issues; collecting reports from partner institutions for the preparation of an annual report on gender equality conditions in BiH, analysing data and reports collected; organising round tables/workshops to collect feedback on the draft report on gender equality conditions in BiH and develop future steps; and preparing and publishing an Annual report on gender equality conditions in BiH.

Baseline survey in the inception phase of the FIGAP Program will be conducted in 2009 -1st quarter of 2010) to give inputs for monitoring and evaluation of the FIGAP program and, in general, the progress of gender mainstreaming processes in BiH. The baseline survey will be built on the existing expected results and indicators proposed in the FIGAP program proposal.

In addition, the priority needs for specific annual/biennial researches required for proper monitoring and evaluation of the progress on gender mainstreaming in the country will be defined in the inception phase. Considering the surveys that have been done in recent years and for the purpose of comparative analyses, the foreseen surveys within Result 4 might include but are not limited to: adapting of the UN Human Development Index: the Gender Development Index and the Gender Empowerment Index for BiH; preparing and publishing the Gender Pay Gap on an annual basis; developing the methodology for carrying out an annual survey on gender sensitive budgeting; and implementing a survey on the progress of gender equality in the context of European integration.

In addition, biennial research on the progress of gender equality in the politics will be prepared and published, as well the Gender Barometer (also on a biennial basis). Annually, research and a reporting methodology on the application of UN SR 1325/R820 will be implemented. Indicators for monitoring progress on gender equality in the context of European integration will be prepared through workshops and meetings. Additionally, a strategic plan for gender budgeting will be prepared.

Also within this result, distribution of results of research carried out is planned as is the organisation of round tables that will be used for feedback and information exchange on lessons learnt and progress of gender equality.

d) Capacity building for promoting gender mainstreaming

The capacity for promoting gender mainstreaming have been developed over the years through different activities within the IGMMs regular work plans and also within the number of projects supported by international organizations in BiH. The institutional development has been marked by significant improvement in promotion of gender mainstreaming in B&H, but also increased human resources and organisational capacities (technical and material) of its primary actors, the Gender Agency and the both entity gender centres. It was achieved through different mechanisms such as: specialized capacity building trainings and education and improved organizational management based on results of the capacity assessments conducted prior to that. The capacities have been also developed through the regular work on creating and implementation of the gender policies and strategies, as well as through a number of regional activities and exchange of information initiated in Bosnia and Herzegovina.

Since the establishment of IGMMs there is a common misunderstanding that the establishment of such gender institutions means that others should not bear any responsibility in regards to gender mainstreaming. The process of such an attitude change has already been initiated, as the Law clearly says that all institutions are responsible for its implementations and GAP also stipulates different responsibilities for all institutional sectors, in accordance with their mandates, scopes of work and expertise. All responsible institutions have to mainstream gender in their planning and implementation processes. Over the years, the IGMMs have built partnership with other relevant institutional and non-institutional actors, by providing capacity building trainings, support in gender analyses and implementation of different joint gender related activities.

However, the institutional partners still have insufficient capacities for gender mainstreaming, even though many activities have been implemented for their capacity building. They still need to continue acquiring knowledge and skills in the field of gender equality, in order to be able to mainstream gender into their regular annual planning processes and legal documents. The FIGAP Program will contribute to further strengthening the organisational capacities of the gender institutional mechanisms and their partner institutions (institutional and non-institutional partners) to undertake the implementation of the GAP.

Therefore, the implementation of the FIGAP program will ensure that the institutions take full responsibility for development and implementation of individual specific programs according to GAP, which are integrated in their mid-term and annual plans and programmes. Local level authorities need to plan, implement and monitor

programmes as defined in article 21 of the Gender Equality Law. This will be achieved through different activities such as:

- Identification of areas and specific needs for support, which will be followed by the delivery of specialized trainings and provision of technical advisory support to institutions for the preparation, implementation and monitoring of gender sensitive mid-term and annual plans, programs and projects,
- Developing of gender mainstreaming manual and setting up procedures for integrating the gender equality concept in GAP priority sectors,
- On-the job coaching (learning by doing) in gender analysis of laws, work policies and programmes of institutional partners in GAP priority sectors and its harmonisation with national and international gender equality standards including development of guidelines for its more efficient and effective application,
- Setting up of clear communication channels in order to improve vertical and horizontal cooperation between institutions and facilitate the development and sustainability of partnerships,
- Support to gender focal points within the ministries in implementing and monitoring gender mainstreaming activities/projects which will be financed through FIGAP, and defining modality of gender focal points' cooperation and coordination in joint segments.

e) **Gender statistics and gender sensitive indicators**

After the war in BiH, the lack of statistical capacities and production of reliable statistical data in many areas is evident, which hinder valid and accurate assessment of socio-economic situation in the country, and therefore the adequate policy making, planning and adoption of appropriate measures. The consequence of that is a superficial assessment of statistical data outside of official statistics, without appropriate statistical principles, unified standards and methodologies at all levels of BiH government. Lack of reliable and comprehensive statistical data represents a serious obstacle in gender mainstreaming processes in BiH in many areas, particularly in the areas of health and social care, gender based violence etc.

Provision of the Article 18 of the Gender Equality Law in Bosnia and Herzegovina requires collection, recording and processing of sex-disaggregated statistical data in government institutions at all levels, in public services and institutions, public and private companies and other institutions. This is also required by the international documents and conventions, such as the UN CEDAW recommendation No.18 for Bosnia and Herzegovina.

Statistical institutions and ministries at all levels are aware of this obligation and their cooperation with IGMMs, in collection and processing of sex-disaggregated data is constantly improving. The experience so far shows that a number of ministries, especially at the cantonal level of government, in the framework of its competencies, regularly collect sex-disaggregated data. Certain ministries have made an efforts to establish more efficient system of keeping statistics disaggregated by sex, while some ministries could provide such data only upon request. The Agency for Statistics of Bosnia and Herzegovina is regularly publishing the annual publication "**Women and men in BiH**", which contains data disaggregated by sex from various areas. The same applies to the entity statistical institutes who provide data for state Statistical agency.

Gender Center of Republika Srpska is continuously working on improving the collection of various sex-disaggregated data, in particular the data related to the victims of domestic violence. The statistical form for courts and prosecutors has been designed to obtain information on the number and types of sentences for violation of the Gender equality law in BiH, the number of cases of domestic violence as well as the number of cases in which the court or parties in the process call for the CEDAW Convention.

Collecting and utilization of sex-disaggregated data in preparation of the CEDAW Reports for B&H is the obligation of all relevant authorities and other competent institutions. Preparation of the Fourth and Fifth regular CEDAW for B&H is in progress and is to be submitted to the CEDAW committee in 2010. The institutional gender mechanisms have developed a model of annual submission of sex-disaggregated data from the respective institutions particularly from courts, prosecutors and police structures.

In order to improve establishment of gender statistics, a number of activities have been implemented during the last two years. Statistical capacity building (SCB) national project for BiH 2007-2009 supported by SIDA has included a gender component and increased cooperation on gender-sensitised statistics among local and international stakeholders (state and entity statistical and gender institutions, SCB, UNECE, WB, and UNDP) to improve production, analysis, and dissemination of sex-disaggregated statistics for the purpose of social and economic analysis. All these initiatives have contributed to improvement of cooperation between the state and entity statistical and gender institutional mechanisms.

Some of the activities implemented in 2008 are:

- Workshop on "Gender statistics in BiH - Focus on the statistics of the labour force"
- Conference for the presentation of the results of the Questionnaire on consumption of households in Bosnia and Herzegovina in 2007,
- Seminar on "National gender statistics", which focused on the content of Labour force survey (LFS) in BiH and presentation of experience in developing gender statistics and recommendations for engendering of LFS,
- Meeting of the the producers of official statistics in Bosnia and Herzegovina, with the aim to improve cooperation and develop more effective coordination in the implementation of statistical standards and methodologies in data collection, as well as other activities in the implementation of the basic principles of official statistics. Gender institutional mechanisms had an active role at the meeting, in terms of further improvement of gender statistics in BiH.

f) Roles of different stakeholders (parliamentarians; NGOS...)

Gender institutional mechanisms have successful cooperation with the parliamentary commissions for gender equality at all levels through the implementation of various activities in the field of gender equality (drafting the laws, strategies, organization of trainings, workshops etc.). However, some commissions on the cantonal and municipal level are still not functional, and it is necessary to strengthen their capacities in order to be able to conduct activities within their mandates.

Commission for gender equality of the Parliamentary Assembly of Bosnia and Herzegovina has provided significant support to the Gender Agency in the implementation of various activities, such as the adoption of the Strategy for prevention and combating domestic violence for BiH for the period 2009-2011. The Commission is also very active in advocating within the BiH Parliament for the allocation of government budget for the gender activities as well as for the implementation of the BiH Gender Action Plan within the respective government institutions.

Submitted data from a number of working bodies within the Parliament of Federation BiH, including those dealing with protection of human rights and gender equality, show that MPs have initiated significant actions which have a direct impact on implementation of the Gender equality law in Bosnia and Herzegovina. These are primarily related to providing concrete suggestions and opinions on the draft regulations, strategies and other documents, as well as the submission of proposals for amendments to a number of regulations in order of their alignment with international standards for protection of human rights, with special emphasis on gender equality.

Particular attention is given to the issue of victims of gender based violence, including victims of family violence. Important is contribution of the members of entity parliaments to successful lobbying for institutional financial support to the safe houses providing expert assistance to the victims of domestic violence.

Committee on Equal Opportunities of the National Assembly of Republika Srpska has supported the implementation of numerous activities of the Gender Center RS, including in particular the issues of domestic violence. It is important to highlight that, apart from the Committee, the other working bodies and members of the National Assembly of Republika Srpska have been involved in support to the implementation and integration of gender equality standards in different social and public sectors. A special contribution has been given to the constitutional changes and financial support to the safe houses in Republika Srpska.

Part Four: Remaining challenges and actions to address them

a) Further Government actions and initiatives

After adoption of the Gender Action Plan for BiH (GAP) in 2006, the focus has been given to its implementation. The GAP document is ambitious and refers to important international documentation in the area out of which the most important are the CEDAW Convention and Recommendations of the UN CEDAW Committee, the National Plan of Action based on the Beijing Declaration and Platform for Action, CoE recommendations, EU directives and regulations as well as a number of other binding and recommended UN, CoE and EU documents. GAP also refers to domestic documents such as the state, entity and cantonal constitutions as well as the Gender Equality Law in BiH which gives the direct basis and obligation to create the GAP.

However the allocated government budget has not been sufficient for implementation of the activities of gender institutional mechanisms. Therefore, the international assistance and cooperation in support to GAP implementation and further institutional capacity development has been required. The Gender Equality Agency of BiH (GEA BiH), together with the gender centres of the Federation of BiH (GC F BiH) and Republika Srpska (GC RS) developed, during the 2007 and 2008, the 5-year programme proposal (2009-2014) for the Implementation of the Gender Action Plan of BiH. The Programme proposal is the result of a dialogue between GEA of BiH, GC of the Federation of the BiH and GC RS as well as a consultative process with local stakeholders in BiH and group of donors interested to financially support the FIGAP Programme (Swedish SIDA, Austrian ADA, British DFID, Swiss SDC, and Netherlands Embassy). The Programme proposal is accepted by the donors, and currently the establishment of the Financial mechanisms for implementation of GAP-i.e. FIGAP Program – is in progress. The FIGAP Program is an effort to create a framework for gender mainstreaming in order to enhance an effective implementation of the GAP and obtain measurable gender equality results at society level.

The Program will contribute to strengthening the organisational capacities of the gender institutional mechanisms and their partner institutions (institutional and non-institutional partners) to undertake the implementation of the GAP. It will also contribute to increased level of gender equality in BiH society. It means that the concept of gender equality and gender mainstreaming is accepted as an approach in formulating and implementing programmes and policies in all sectors of society, as described in the BiH Gender Action Plan. The Program will start in 2009 and last till 2014.

b) Priority areas for improving implementation in the next five years

All fifteen GAP areas are important for the promotion of women's rights and improvement of gender equality in BiH. They are in line with the strategic objectives and actions defined in the Beijing Platform for Action. The FIGAP Programme seeks to prioritise and narrow down fields of strategic value for the State of BiH to focus upon in their efforts to promote gender equality. The areas of the Gender Action Plan of BiH are closely interlinked and have here been divided into two groups. The first contain 'key priorities' and the second contain 'cross-cutting issues'. The latter will be implemented as inter-sectoral project activities.

Key GAP priority areas:

- Cooperation and Capacity Building,
- Political life and decision-making,
- Employment and labour market,
- Social Inclusion,
- Lifelong Learning,
- Health, Prevention and Protection,
- Family Violence, Gender-based Violence, Harassment, Sexual Harassment and Trafficking in Human Beings

Four results, agreed on by the three institutional gender mainstreaming mechanisms (IGMM) in BiH, are expected to be achieved within the FIGAP Programme in order to establish a comprehensive gender mainstreaming environment and all four results contribute to the achievement of the program purpose, particularly in above mentioned priority areas.

Within each result, strategies have been developed within a five-year framework, where each institution has to prioritise the strategies and underlying activities based on its mid-term and long-term goals. A joint annual work plan for FIGAP was developed in accordance with the five-year plan and subsequently each institution will prepare its own five-year plan and annual work plans based on their priorities for each year.

FIGAP Programme results and strategies:

RESULT 1: GEA and GCs fully equipped to perform their duties and responsibilities according to mandates and the Gender Equality Law.

- Strategy 1.1: Build capacities of IGMMs (through strengthening of human and material resources and organizational and expert capacities)
- Strategy 1.2: Develop and strengthen partnership between institutions responsible for achieving gender equality, at the state, regional and international levels

RESULT 2: Institutional partners of IGMMs are fully equipped and empowered for gender mainstreaming in their scope of work

- Strategy 2.1: On-the job coaching (priority sectors: labour and employment, health and social care, and the domestic violence)
- Strategy 2.2: Partnership between all institutions with jurisdiction over gender equality
- Strategy 2.3: Support to the strengthening of partner institutions through gender trainings and development, implementation and monitoring their programs /projects
- Strategy 2.4: Strengthening partnership between IGMMs with institutional partners

RESULT 3: Strengthened partnership between non-institutional and institutional partners for the GAP implementation, with a focus on end-users (final beneficiaries)

- Strategy 3.1: Develop partnership between the municipality and NGO sector through the development of mutual understanding and the roles and responsibilities related to gender mainstreaming
- Strategy 3.2: Develop skills and capacities of the NGO sector to monitor GAP implementation by municipal authorities in two pilot municipalities (which would increase awareness on the understanding and transparency of work of governance bodies as well as methods for the NGO to call for responsibility of local authorities).
- Strategy 3.4: Strengthening the framework for establishing and strengthening partnership with non-institutional partners including the academic community at the state level

RESULT 4: Institutions integrated and are implementing GAP through their annual plans and programmes according to procedures defined by laws that regulate the work of state administration, institutions of the system and the budget system

- Strategy 4.1: Develop mechanisms for supervision and monitoring of the progress of gender mainstreaming within the institutions
- Strategy 4.2: Develop mechanism for the evaluation of progress on gender mainstreaming in the country

At the moment the Joint financial agreement for FIGAP Programme implementation between the BiH Government and Donor reference group (Swedish SIDA, Austrian ADA, British DFID, Swiss SDC, and Netherlands Embassy) is under the procedure of adoption and signing by the all parties. The implementation will start with the Inception phase in 2009 and last till Dec 2014.