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MINISTRY FOR HUMAN RIGHTS AND REFUGES
GENDER EQUALITY AGENCY
OF BOSNIA AND HERZEGOVINA**

**BOSNIA AND HERZEGOVINA
FEDERATION OF BOSNIA AND HERZEGOVINA
GOVERNMENT
GENDER CENTER OF THE
FEDERATION OF BOSNIA AND HERZEGOVINA**

**BOSNIA AND HERZEGOVINA
REPUBLIC OF SRPSKA
GOVERNMENT
GENDER CENTER OF THE
REPUBLIC OF SRPSKA**

GENDER ACTION PLAN OF BOSNIA AND HERZEGOVINA (GAP)

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Gender Action plan of Bosnia and Herzegovina

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Editorial team of the Gender Action plan of Bosnia and Herzegovina:

- Samra Filipović-Hadžiabdić, Direktor of Gender Equality Agency of Bosnia and Herzegovina
- Ana Vuković, Direktor of Gender Centre of the Federation Bosnia and Herzegovina
- Spomenka Krunić, Gender Centre of Republika Srpska

In the preparation of the Gender Action Plan of Bosnia and Herzegovina have been involved:

- Elma Spahić, Agencija za ravnopravnost spolova Bosne i Hercegovine
- Maida Čehajić, Agencija za ravnopravnost spolova Bosne i Hercegovine
- Saša Savičić, Gender Centre of Republika Srpska
- Jelena Milinović, Gender Centre of Republika Srpska
- Sadmira Kotorić, Gender Centre of the Federation Bosnia and Herzegovina
- Ane Jakšić, Gender Centre of the Federation Bosnia and Herzegovina
- Aida Hodžić, Directorate of European Integration
- Klelija Balta, UNDP BiH
- Nera Nazečić, UNDP BiH
- Lejla Somun-Krupalija, Deputy director of IBHI BiH

Material prepared by:

- Elma Spahić, Gender Equality Agency of Bosnia and Herzegovina
- Maida Čehajić, Gender Equality Agency of Bosnia and Herzegovina

Translated by: Ivana Šanje

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Gender Action Plan of Bosnia and Herzegovina

INTRODUCTION

Introduction of the principle of equity and equality of women and men into all fields of social life and work, in public and private sphere represents fulfilment of one of the basic standards of realisation of human rights and fundamental freedoms. Gender equity and equality are not exclusively issues of social justice but represent necessary condition for social and economic development of a country, with particular emphasis on reduction of poverty and improvement of quality of life of all citizens of a society.

Introduction of these principles into legal, institutional and political frames in Bosnia and Herzegovina is based both on obligations which stem from international documents, membership in international associations and bodies, and principles of protection of fundamental human rights contained in the Constitution of Bosnia and Herzegovina. Establishment of institutional mechanisms for gender equality at all levels of authority and enactment of the Law on Gender Equality in Bosnia and Herzegovina (Official Gazette of BiH, No. 16/03) has considerably improved domestic legislation in this segment of human rights and ensured Bosnia and Herzegovina a leader position in the region regarding legal and institutional frame for gender equality.

Regulations of Article 23 of the Law on Gender Equality in Bosnia and Herzegovina stipulate obligation of issuing the State action plan for gender equality promotion. In accordance to this, years-long coordinated cooperation of institutional mechanisms for gender equality in BiH has laid the basis for elaboration and passing of the Bosnia and Herzegovina Gender Action Plan as a strategic political document which would at the state level define bases of activities on introduction of gender equity and equality and application of legal obligations in all important fields of society. The State Action Plan for advancement of the position of women in twelve areas is an Annex to the BiH Gender Action Plan. Elaboration of the State Action Plan for advancement of position of women stems as an obligation from the Beijing Declaration and Platform for Action, signed by Bosnia and Herzegovina in Beijing in 1995.

It is important to emphasise that the BiH Gender Action Plan has through stipulated activities included obligations and recommendations from relevant international and domestic documents in force in Bosnia and Herzegovina, and upon which Bosnia and Herzegovina is obliged to take measures and to report. These are:

- 1948 Universal Declaration of Human Rights
- 1966 International Covenant on Civil and Political Rights
- 1966 First Optional Protocol to the International Covenant on Civil and Political Rights
- 1989 Second Optional Protocol to the International Covenant on Civil and Political Rights
- 1966 International Covenant on Economic, Social and Cultural Rights
- 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

- 1999 Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women
- Initial, Second and Third Report of BiH under CEDAW 1996-2006
- Concluding Comments and Recommendations of the CEDAW Committee for BiH (June 2006)
- 1995 Beijing Declaration and the Platform for Action
- 1950 European Convention on Human Rights and Fundamental Freedoms
- 1988 Council of Europe Declaration on Equality Between Women and Men
- Council of Europe Recommendations from the field of equality between women and men

Millennium Development Goals (1990-2015) / UN Millennium Declaration (2000):

- EU Gender Roadmap 2006-2010
- Constitutions of Bosnia and Herzegovina, Republika Srpska, the Federation of Bosnia and Herzegovina and Cantons within the Federation of BiH
- Annex I of the General Framework Agreement for Peace in Bosnia and Herzegovina - additional Agreement on Human Rights
- 2005 Regional Declaration on Cooperation of Institutional Mechanisms for Gender Equality of BiH, Serbia, Monte Negro and Macedonia

The main goal of the BiH Gender Action Plan is to define strategies and realise programme objectives for realisation of equality between women and men in Bosnia and Herzegovina. It is important to stress that integration of principle of equality between women and men is not an exclusive obligation of gender national mechanisms, but also of all other state institutions.

The structure of the Gender Action Plan is the following:

1. Activities in areas
2. Operational plan
3. Annexes¹


Action Plan contains activities necessary to be undertaken in 15 areas:

Each chapter contains an introductory part with rationale and legal basis for foreseen activities, definition of the main goal of action, strategically defined activities with holders, partners and deadlines for implementation, and list of used documents / literature.

Joint strategic goals in all fields of work, by which activities have been defined, are:

- Harmonisation of legislation in each field with domestic and international legal standards for gender equity and equality;
- Defining strategy and politics;
- Advancement of databases, research and socio-economic analysis of the gender equality situation in each area
- Education and raising awareness of public on the need to introduce gender equality in all fields of life and work;
- Activities (building capacities, educations, trainings, promotions)

Samra Filipovi -Hadžiabdi , Director of Gender Equality Agency of Bosnia and Herzegovina
Sarajevo, Mart 2007.



CHAPTER I
EUROPEAN INTEGRATIONS IN THE
LIGHT OF GENDER EQUALITY



INTRODUCTION

Since 1992 the European Union has included into all its contracts with the third countries a clause defining respect of human rights and democracies as an "essential element" of all relations with the European Union, while human rights are equivalent to the notion of gender equality. There are political contracts which commit the European Union to respect gender equality, namely: the EC contracts, the Action Programme, the Beijing Platform for Action, Millennium Development Goals. There are, of course, legal basis for the activities of the European Union on respecting the gender equality: the EC contracts, the CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women), regional contracts and regulations, Regulation (EC) No. 806/2004 on promotion of gender equality in cooperation development. Equality is a principle, goal and task of the European Union, which is an integral part of the EC Treaty and the Charter on Fundamental Rights in the European Union (2000): "The Community shall be tasked to promote, through establishment of a common market and economic and monetary union and through implementation of common policies or activities related to Articles 3 and 4, the Community in a harmonious, balanced and sustainable development of economic activities, high employment level and social protection, equality between men and women, sustainable noninflationary growth, (...)." .

The "White Paper" enumerates the basic EU documents relating to the gender equality, such as is Article 141 of the Rome EC Treaty, which ensures the principle of equal remuneration of men and women for the equal job. Besides this Article, there are five more directives relating to the gender equality.

- The Equal Treatment Directive (76/207/EEC), which provides for equal treatment for men and women in access to jobs, promotion, training and working conditions.
- The Social Security Directive (79/7/EEC) provides for equal treatment in statutory social security programmes.
- The Occupational Social Security Directive (86/378/EEC) provides for equal treatment in occupational schemas for employees and the self-employed.
- The Directive on Self-Employed Men and Women in Agriculture (86/613/EEC) relates to the principle of equal treatment of the self-employed and the spouses of the self-employed.
- The Directive on the Protection of Pregnancy and Maternity at Work (92/85/EEC) is the tenth individual directive under the framework Health and Safety Directive (89/391/EEC).

Strategic goal of Bosnia and Herzegovina is integration into European Union

In order to become a candidate country and finally a member of the European Union, it is necessary that our country fulfil numerous conditions in order to achieve self-preservation and development. The basic condition is development of democracy, and there is no democracy without respect

of fundamental human rights. "Achievement of democracy a priori assumes a genuine partnership between men and women in the conduct of the affairs of society in which they work in equality and complementarity, drawing mutual enrichment from their differences " (Article 4 of the Universal Declaration on Democracy). Gender equality is a basic human right, contained in numerous legal instruments, declarations, as well as in numerous national constitutions, as is the case with the Constitution of Bosnia and Herzegovina: "The rights and freedoms set forth in the European Convention for the Protection of Human Rights and Fundamental Freedoms and its Protocols shall apply directly in Bosnia and Herzegovina. These shall have priority over all other law . Therefore, gender equality is not only the issue of political will, but also the obligation to finally implement the Law on Gender Equality in Bosnia and Herzegovina, enacted in 2003.

Basic goal:

The Law on Gender Equality in Bosnia and Herzegovina implemented in all processes of integration of Bosnia and Herzegovina into European Union

Activities:

- 1. To harmonise the legislation of Bosnia and Herzegovina with *acquis communautaire*, the legal heritage of the European Union, which is to be done in consultation with the Gender Equality Agency of Bosnia and Herzegovina for integration of gender component (Article 23 para 1 item 4 of the Law on Gender Equality in Bosnia and Herzegovina).**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina, the Ministry of Justice of Bosnia and Herzegovina, the Directorate for European Integrations, responsible ministries

Partners:

The Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska

Realisation period:

Until completed integration of Bosnia and Herzegovina into European Union

- 2. Monitor implementation of the Law on Gender Equality in Bosnia and Herzegovina in the institutions of Bosnia and Herzegovina, as confirmation of application of the European Union standards**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska

Realisation period:

Continued.

3. To secure equal gender representation in negotiating groups/teams for concluding the Stabilisation and Association Agreement with the European Union

Holders of responsibility:

The Directorate for European Integrations of BiH, responsible ministries, the Gender Equality Agency of Bosnia and Herzegovina

Partners:

International and nongovernmental organisations

Realisation period:

Until conclusion of the Stabilisation and Association Agreement with the European Union (end 2006), and after that until achievement of full membership of Bosnia and Herzegovina into EU.

4. Include gender component into all projects of assistance of the European Union to Bosnia and Herzegovina

Holders of responsibility:

The Directorate for European Integrations of BiH (Department for Assistance Coordination), responsible ministries, the Gender Equality Agency of Bosnia and Herzegovina

Partners:

The Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, the European Commission, and nongovernmental organisations

Realisation period:

Continued.

5. Translate documents and legislation of the European Union relating to gender equality into languages of Bosnia and Herzegovina

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina

Partners:

The Delegation of the European Commission to Bosnia and Herzegovina, international and nongovernmental organisations, the Directorate for European Integrations of BiH

Realisation period:

By the end of 2009.

6. Promote gender equality through training in order to achieve understanding of gender issues significance in work of responsible ministries to participate in the European integrations process

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina, the Directorate for European Integrations of BiH, responsible ministries

Partners:

Nongovernmental organisation, international organisations (the UNDP, the Delegation of the European Commission to Bosnia and Herzegovina)

Realisation period:

2006-2009.

7. Carry out campaigns at all levels of authority on significance of implementation of the Law on Gender Equality in Bosnia and Herzegovina for the forthcoming steps in the process of European integrations of Bosnia and Herzegovina

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, the Directorate for European Integrations of BiH

Partners:

Nongovernmental and international organisations, the Delegation of the European Commission to Bosnia and Herzegovina

Realisation period:

By 2008.

8. Sensitise public on improvement of gender equality in Bosnia and Herzegovina in the context of European integrations process

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina, the Directorate for European Integrations of BiH, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska

Partners:

Nongovernmental and international organisations, media

Realisation period:

Continued.

9. To prepare indicators for monitoring success of implementation of activities in the field of the European integration in the light of gender equality

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Directorate for European Integrations of BiH, ministries responsible for implementation of activities in the field of the European integration in the light of gender equality)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

10. To undertake measures for allocation of funds for implementation of activities of the BiH Gender Action Plan, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the UN CEDAW Committee recommendations:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of the European integration in the light of gender equality;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of the European integration in the light of gender equality;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of European integrations on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the Gender Action Plan implementation.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Directorate for European Integrations of BiH, ministries responsible for implementation of activities in the field of the European integration in the light of gender equality)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Documentation used:

- The Equal Treatment Directive (76/207/EEC), which provides for equal treatment for men and women in access to jobs, promotion, training and working conditions.
- The Social Security Directive (79/7/EEC) provides for equal treatment in statutory social security programmes.
- The Occupational Social Security Directive (86/378/EEC) provides for equal treatment in occupational schemas for employees and the self-employed.
- The Directive on Self-Employed Men and Women in Agriculture (86/613/EEC) relates to the principle of equal treatment of the self-employed and the spouses of the self-employed.
- The Directive on the Protection of Pregnancy and Maternity at Work (92/85/EEC) is the tenth individual directive under the framework Health and Safety Directive (89/391/EEC).



CHAPTER II
COOPERATION AND CAPACITY
STRENGTHENING



INTRODUCTION

Instructions, obligations, goals and directions for empowerment and sustainability of all national mechanisms, their cooperation and capacity strengthening are contained in Chapter 37 of the Agenda 21 "National mechanisms and international cooperation for capacity-building in developing countries" of the UN Department for Economic and Social Affairs; 2004 Study on Efficient Functioning of State Mechanisms for Integration of Gender in countries members of the Council of Europe; 2004 State mechanisms: plans of action and integration of gender in countries members of the Council of Europe from the 1995 Fourth World Conference on Women in Beijing; 2001 Council of Europe Manual on National Mechanisms for Gender Equality Promotion and Plans of Action - Directions for Establishment and Implementation of the State Mechanisms for Promotion of Equality, with Examples of Good Practice; the 1995 Constitution of Bosnia and Herzegovina; the Law on Administration of Bosnia and Herzegovina (Official Gazette of BiH, No. 32/02); the Mid-term Development Strategy for Bosnia and Herzegovina (MTDS) 2004-2007; and 2003 Millennium Development Goals, the Human Development Report, UNDP. Bosnia and Herzegovina has established institutional mechanisms for gender equality in legislative and executive authority at the State, Entity, Cantonal and municipal levels, by which elemental preconditions have been created for implementation of the Law on Gender Equality in Bosnia and Herzegovina. For the purpose of as better implementation of the mentioned Law and sustainability of these mechanisms, it is necessary to strengthen their capacities, as well as their mutual cooperation. Cooperation of government institutions with nongovernmental sector in Bosnia and Herzegovina, as well as broader cooperation at regional and international level are of large importance for achievement of comprehensive and as efficient results, which will fit needs of the entire society of Bosnia and Herzegovina.

Basic goal:

Capacities, operativeness and sustainability of institutional mechanisms for integration of gender equality principle at all levels have been strengthened

Activities:

- 1. To harmonise all State and Entity laws, as well as other appropriate regulations with the Law on Gender Equality in Bosnia and Herzegovina (Article 30 para 2) and to establish procedures for successful implementation and execution of the mentioned Law, in accordance with the recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; the Gender Equality Commission of the House of Representatives of the Parliamentary Assembly of BiH; the Gender Equality Commissions of the House of Representatives and House of Peoples of the Parliament of the Federation of Bosnia and Herzegovina; the Equal

Possibilities Committee of the Republika Srpska National Assembly; the District Brčko Gender Equality Commission; Cantonal and municipal commissions for gender issues, responsible administration organs

Realisation period:
Continued.

2. To strengthen political will and support for implementation of the Law on Gender Equality at all levels of authority in Bosnia and Herzegovina

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; the Gender Equality Commission of Bosnia and Herzegovina; the Gender Equality Commissions of the House of Representatives and House of Peoples of the Parliament of the Federation of Bosnia and Herzegovina; the Equal Possibilities Committee of the Republika Srpska National Assembly; the District Brčko Gender Equality Commission; Cantonal and municipal commissions for gender issues, responsible administration organs

Realisation period:
Continued.

3. To cooperate and coordinate with all institutions of authority in the gender integration process

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; the Gender Equality Commission of Bosnia and Herzegovina; the Gender Equality Commissions of the House of Representatives and House of Peoples of the Parliament of the Federation of Bosnia and Herzegovina; the Equal Possibilities Committee of the Republika Srpska National Assembly; the District Brčko Gender Equality Commission; Cantonal and municipal commissions for gender issues, all government institutions

Realisation period:
Continued.

4. To develop procedures and methods of cooperation with civil sector within the process of implementation of the Law on Gender Equality in Bosnia and Herzegovina

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; the Gender Equality Commission of Bosnia and Herzegovina; the Gender Equality Commissions of the House of Representatives

and House of Peoples of the Parliament of the Federation of Bosnia and Herzegovina; the Equal Possibilities Committee of the Republika Srpska National Assembly; the District Brčko Gender Equality Commission; Cantonal and municipal commissions for gender issues, civil sector

Realisation period:
Continued.

5. To establish gender mechanisms at regional level, develop regional gender policies and exchange best practices and experiences in the region

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska, together with other institutional mechanisms at regional level

Realisation period:
Continued.

6. To strengthen international cooperation¹

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska, together with other institutional mechanisms

Realisation period:
Continued.

7. To develop cooperation of institutionalised mechanisms for gender integration with the State and Entity statistics institutions, with a view of international obligations fulfilment

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; the Statistics Agency of Bosnia and Herzegovina; the Statistics Bureau of the Federation of BiH; the Statistics Bureau of Republika Srpska; the Statistics Bureau of District Brčko

Realisation period:
Continued.

¹ Representation of Bosnia and Herzegovina in the CoE Committee for Equality of Women and Men, presentation of BiH CEDAW Report to the UN Committee for the Elimination of All Forms of Discrimination Against Women, contacts with the European Union

- 8. To strengthen, in accordance with recommendations of the UN CEDAW Committee, the Gender Equality Agency of Bosnia and Herzegovina, by giving it larger powers for estimation of laws, by-laws and other regulations from gender aspect in relation to relevant Ministries and the Council of Ministries of BiH, as well as additional human and financial resources, and to check adequacy of positioning of the Gender Equality Agency of Bosnia and Herzegovina within the Ministry for Human Rights and Refugees of Bosnia and Herzegovina**

Holders of responsibility:

The Council of Ministers of Bosnia and Herzegovina, the Ministry for Human Rights and Refugees of Bosnia and Herzegovina, the Gender Equality Agency of Bosnia and Herzegovina

Realisation period:

Two years after adoption of the Gender Action Plan.

- 9. To make an analysis of human, budget and educational resources of institutional mechanisms for integration of gender equality concept²**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

Partners:

The UNDP and the IBHI (Independent Bureau for Humanitarian Issues)

Realisation period:

One year after adoption of the Gender Action Plan.

- 10. To establish the Coordinating Committee of institutional mechanisms for gender integration³**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

² BiH Gender Equality Agency, the Gender Centre of the Federation of BiH, the Gender Centre of Republika Srpska

³ It has been stipulated that Coordinating Committee be composed of representatives of the the BiH Gender Equality Agency, the Federation BiH Gender Centre and the Republika Srpska Gender Centre, tasked with consideration of:

- Joint issues in implementation of the Law on Gender Equality
- Gender Action Plan of Bosnia and Herzegovina
- Mid-Term Development Strategy and international documents
- Strengthening internal capacities and capacities of gender institutional mechanisms
- Regional cooperation and cooperation with civil sector.

Realisation period:

Immediately upon the adoption of the Gender Action Plan.

11. To strengthen human resources through continued advanced training and education, and to establish resource-educational documentation centre with a joint database of institutional mechanisms for gender integration concept⁴

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

Realisation period:

One year after the adoption of the Gender Action Plan.

12. To continue with activities on strengthening capacities of all State authorities⁵, through education on responsibilities and obligations in implementation of the CEDAW, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations, gender equality bodies in legislative authority, bodies of executive authority

Realisation period:

Continued.

13. To develop programmes for judges, prosecutors, ombudspersons and lawyers on implementation of the CEDAW, in order to secure de facto judicial applicability of rights from the Convention before all courts and other institutions, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

⁴ The BiH Gender Equality Agency, the Federation BiH Gender Centre and Republika Srpska Gender Centre

⁵ Ministries, administrative organs, administrative organisations, agencies, bureaus, directions and services at the State, Entity, Cantonal and municipal level

Partners:

The Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of Bosnia and Herzegovina; the Ministry of Justice of Republika Srpska; the District Brčko Department of Justice; the Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

Realisation period:

One year after the adoption of the Gender Action Plan.

14. To secure, in accordance with recommendations of the UN CEDAW Committee, training for nongovernmental organisations dealing with gender equality issues, with a view of informing as larger number of women and men on possibilities to institute proceedings and legal remedies in cases of violation of their rights determined by the Convention

Holders of responsibility:

The Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of Bosnia and Herzegovina; the Ministry of Justice of Republika Srpska; the District Brčko Department of Justice; the Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

Partners:

Nongovernmental and international organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

15. To promote activities undertaken in the framework of process of gender equality principle integration through awareness raising campaigns and through strengthening relations with the media

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; bodies of legislative authority at all levels

Partners:

Media, nongovernmental organisations

Realisation period:

Continued.

16. To develop indicators for monitoring success of implementation of activities in the field of Cooperation and Capacity Strengthening

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Cooperation and Capacity Strengthening)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

17. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Cooperation and Capacity Strengthening;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Cooperation and Capacity Strengthening;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Cooperation and Capacity Strengthening)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Documentation used:

- The Constitution of Bosnia and Herzegovina, 1995;
- The Law on Administration of Bosnia and Herzegovina (Official Gazette BiH, No. 32/02);
- Chapter 37 of the Agenda 21 " National mechanisms and international cooperation for capacity-building in developing countries " of the UN Department for Economic and Social Affairs;
- Study on Efficient Functioning of the State Mechanisms for Integration of Gender in the Member States of the Council of Europe, 2004.;
- State mechanisms: plans of action and integration of gender in the member States of the Council of Europe from the 1995 Fourth World Conference for Women in Beijing, 2004.;
- Council of Europe Manual on National Mechanisms for Promotion of Gender Equality and Action Plans - Guidelines for establishment and implementation of State mechanisms for promotion of equality, with examples of good practice, 2001
- Mid-Term Development Strategy for Bosnia and Herzegovina (MTDS) 2004-2007.;
- Millennium Development Goals; Report on Human Development, UNDP, 2003.;
- Initial Report of Bosnia and Herzegovina on the Convention on Elimination of All Forms of Discrimination Against Women, 2004.;
- Recommendations of Working Groups for Implementation of the BiH Law on Gender Equality;
- Minutes from the meeting "Strategic Planning , November 2005.;
- http://europa.eu.int/comm/employment_social/gender_equality/index_en.html;
- http://www.coe.int/t/e/Human_Rights/Equality/.



CHAPTER III
MACROECONOMIC AND DEVELOPMENT
STRATEGIES



INTRODUCTION

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 White Book: Preparation of the associated countries of Central and Eastern Europe for integration into the internal market of the European Union (COM (95) 163 final, Brussels, May 1995) is a part of a preaccession strategy for Central and Eastern Europe countries and offers assistance in its planning and programming. Countries which prepare themselves for accession to the Union will also have to carry out economic reforms and clear macroeconomic policy. Transition into market economy implies the establishment of a system of legal and commercial rules, thus securing legal security and transparency for economic operators. The Law on Gender Equality in BiH, the State Action Plan on Beijing Declaration for the field "Women and Poverty", 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. In other words, in accordance with recommendations of the UN Committee on Elimination of All Forms of Discrimination Against Women, it is necessary to successfully implement the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) with a view of realisation of the Millennium Development Goals:

Basic goal:

Reduction of poverty of women and men through new macroeconomic and development strategies

Activities:

- 1. To create policies and strategies, taking into consideration gender component, which aim at attracting foreign investments in Bosnia and Herzegovina**

Holders of responsibility:

The Economic Policy Planning Unit of Bosnia and Herzegovina (EPPU)

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

2. To create politics and strategies, taking into consideration gender component, which aim at direction of economy in the direction of exploitation of natural resources of domestic regions or favouring the use of domestic products

Holders of responsibility:

The Ministry of Agriculture, Water Management and Forestry of the Federation of BiH; the Ministry of Water Management, Forestry and Agriculture of Republika Srpska; the District Brčko Department for Agriculture and Forestry; the Ministry of Development, Entrepreneurship and Crafts of the Federation of BiH; the Ministry for Economic Relations and Coordination of Republika Srpska; the District Brčko Department for Economic Development

Partners:

International organisations, nongovernmental organisations, associations of farmers

Realisation period:

Two years after adoption of the Gender Action Plan.

3. To develop a strategy for export of products of industrial branches with major concentration of women

Holders of responsibility:

The Ministry of Foreign Trade and Economic Relations of Bosnia and Herzegovina; the Ministry of Agriculture, Water Management and Forestry of the Federation of BiH; the Ministry of Water Management, Forestry and Agriculture of Republika Srpska; the District Brčko Department for Agriculture and Forestry; the Ministry of Development, Entrepreneurship and Crafts of the Federation of BiH; the Ministry for Economic Relations and Coordination of Republika Srpska; the District Brčko Department for Economic Development; the District Brčko Department for Agriculture and Forestry; responsible Cantonal Ministries

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

4. To secure access to and use of the Mid-Term Development Strategy programme for alleviation of poverty for marginalized groups of women and men, in accordance with their needs and possibilities, provided for in recommendations of the UN CEDAW Committee

Holders of responsibility:

The Economic Policy Planning Unit of Bosnia and Herzegovina (EPPU)

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

5. To initiate negotiations with the World Bank and related international institutions on establishment of credit lines not guaranteed with immovable property, in order to avoid indirect discrimination of women in access to credits

Holders of responsibility:

The Ministry of Finance and Treasury of Bosnia and Herzegovina; the Ministry of Finance of the Federation of BiH; the Ministry of Finance of Republika Srpska; the District Brčko Department for Budget and Finances; the World Bank, the International Monetary Fund

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

6. To make an estimate of domestic works against economic conditions and working standards and to estimate possible impact of this work on Gross National Income

Holders of responsibility:

The Ministry for Economic Relations and Coordination of Republika Srpska; the Ministry of Development, Entrepreneurship and Crafts of the Federation of BiH; the District Brčko Department for Economic Development; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Finance and Treasury of Bosnia and Herzegovina; the Ministry of Finance of the Federation of BiH; the Ministry of Finance of Republika Srpska; the District Brčko Department for Budget and Finances

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

7. To carry out research on representation of women and men in agriculture, production and informal sector

Holders of responsibility:

The Ministry of Agriculture, Water Management and Forestry of the Federation of BiH; the Ministry of Water Management, Forestry and Agriculture of Republika Srpska; the District Brčko Department for Agriculture and Forestry; the Ministry for Economic Relations and Coordination of Republika Srpska; the Ministry of Development, Entrepreneurship and Crafts of the Federation of BiH; the District Brčko Department for Economic Development; the Statistics Agency of Bosnia and Herzegovina; Statistics Bureaus of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

8. To carry out research on work of women and men at black market

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; Cantonal Ministries of Labour and Social Policy; the Statistics Agency of Bosnia and Herzegovina; Statistics Bureaus of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

9. To develop indicators for monitoring success of implementation of activities in the field of Macroeconomic and Development Strategy

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, Gender Centre of the Federation of Bosnia and Herzegovina, Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Macroeconomic and Development Strategy)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

10. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Macroeconomic and Development Strategies;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Macroeconomic and Development Strategies;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Macroeconomic and Development Strategies on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Macroeconomic and Development Strategies)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- Mid-Term Development Strategy for Bosnia and Herzegovina (MTDS) 2004-2007.;
- Millennium Development Goals, Human Development Report, UNDP, 2003.;
- Conclusions from the training Engendering MTDS/PRSP, September 2005.



CHAPTER IV
GENDER SENSITIVE BUDGETS



INTRODUCTION

Budget is the most important Government instrument, since without financial funds policies may not be implemented successfully. Observing a budget one could assess without problems at what extent Government is by itself democratic, at what extent principles of fundamental human rights are important to Government, which are its priorities, what it considers a basis for development, how it supports development, and besides many other elements, one could learn at what extent Government is gender-sensitive, that is at what extent it holds the gender equality principle.

Gender budgeting refers to analysis of influence of real Government incomes and expenditures on women and girls in relation to men and boys. It does not require separate budgets for women nor it aims at a very increase of expenditures on specific programmes for women. Instead, it assists Governments to decide which policies are to be adjusted and where to allocate funds in order to treat poverty and gender inequality issues. Broader goals of gender sensitive budgets are, first, to secure that voices of both women and men at all levels are included in the budget preparation process; and second, to secure that budget contents reflects goals of gender equality in a way in which funds are allocated and incomes are generated. Manner in which Governments secure funds for the budget and in which they allocate funds affects public welfare of individuals, men and women, as well as development of country in the whole. Budget reflects priorities and readiness/commitment of Governments, including their dedication to achievements in the field of gender equality.

- International, legal and institutional frames for gender sensitive budgets

Bosnia and Herzegovina has committed itself, thus committing its Entities, to take certain steps upon joining the Council of Europe in order to advance and promote gender equality principles and to secure protection from gender-based discrimination. So the process was initiated on harmonisation of domestic legal and institutional frame with the international community standards with a view of elimination of the present gender discrimination.

The Council of Europe has defined the gender equality strategy as "**reorganisation, development and evolution of political processes, so that gender is incorporated into policy at all levels and in all stages**". Following this definition it is necessary to take the following steps:

- To undertake target policy on gender equality issues (legislation and mechanisms)

- To establish institutional and operative mechanisms for integration of gender issues in system of authority

The Beijing Declaration with the Platform for Action is one of international documents committing Bosnia and Herzegovina, adopted and signed by the Government together with other 189 world Governments at the Fourth World Conference on Women, held in Beijing in 1995.

The Beijing Declaration⁶ with the Platform for Action, inter alia, states that:

⁶ The Beijing Declaration, 1995

"The success of policies and measures aimed at supporting or strengthening the promotion of gender equality and the improvement of the status of women should be based on the integration of the gender perspective in general policies relating to all spheres of society as well as the implementation of positive measures with adequate institutional and financial support at all levels.

Chapter VI item 345/346 of the Financial Arrangements states:

"Full and effective implementation of the Platform for Action will require a political commitment to make available human and financial resources for the empowerment of women. This will require the integration of a gender perspective in budgetary decisions on policies and programmes, as well as the adequate financing of specific programmes for securing equality between women and men.

The primary responsibility for implementing the strategic objectives of the Platform for Action rests with Governments.

To achieve these objectives, Governments should make efforts to systematically review how women benefit from public sector expenditures; adjust budgets to ensure equality of access to public sector expenditures, both for enhancing productive capacity and for meeting social needs; and achieve the gender-related commitments made in other United Nations summits and conferences. To develop successful national implementation strategies for the Platform for Action, Governments should allocate sufficient resources, including resources for undertaking gender-impact analysis. Governments should also encourage non-governmental organizations and private-sector and other institutions to mobilize additional resources .

The mentioned quotations, as well as other regulations of the Platform for Action, oblige Governments at all levels of authority in Bosnia and Herzegovina to include analysing from the gender aspect into procedures of preparation, proposing, adoption and execution of budget.

The Constitution of Bosnia and Herzegovina, the Constitution of the Federation of Bosnia and Herzegovina, the Constitution of Republika Srpska, as well as Cantonal Constitutions contain basic regulations for securing human rights and fundamental freedoms, protection of personal freedoms, human integrity, dignity and other rights and freedoms from the area of human rights, including prohibition of discrimination on the ground of sex both in direct and indirect way.

The Law on Gender Equality in Bosnia and Herzegovina (Official Gazette of BiH, No. 16/03) regulates, promotes and protects gender equality, and guarantees equal possibilities to all citizens, in public and private sphere of life alike. In this way standard of protection of guarantee of human rights is upgraded, particularly of women, who are most often victims of application of double standards and discrimination on the ground of sex. The Law, inter alia, commits the authorities of Bosnia and Herzegovina to "elaboration of programmes for achievement of gender equality in all areas and in all levels of authority , which of course must result in gender approach during planning and utilisation of necessary financial funds. The Gender Equality Agency of Bosnia and Herzegovina and Gender Centres of the Federation of BiH and Republika Srpska are administrative and professional services/bodies responsible for providing support to all institutions of the system during introduction of principle of equality and gender equality in all programmes, policies and fields of life and work. The aim of establishment of these bodies within the executive authorities, is introduction of gender equality, as well as implementation of gender equality principles regulated by the international conventions and agreements ratified by the State, following entering into force of the Law on Gender Equality in Bosnia and Herzegovina and its implementation. In accordance with the State structure, Gender Centres have worked on enlarging the whole net of coordinating committees and commissions at all levels in a system of executive and legislative authorities. Besides responsible institutions of the system, gender mechanisms, as professional bodies, also have their role in the process of planning, proposing, adoption and execution of the budget with a view of introducing gender sensitive budgets.

- Gender sensitive budgets in the context of European integrations

Several initiatives have been taken in order to promote gender sensitive budgets within the European Commission. In October 2001 the Commission (DG EMPL) in cooperation with the Belgium Presidency, organised a technical seminar on gender budgeting⁷.

The Advisory Committee on Equal Possibilities for Men and Women adopted the Attitude on Gender Budgeting in May 2003 and recommended that the EU should present Visibility Study based on gender analyses of European structural funds, providing analyses of gender influence of all parts of the EC budgetary processes. Information on this Attitude could be found on the European Union web page.

In January 2003 the Committee on Women's Rights and Equal Opportunities of the European Parliament chaired a public debate on gender budgeting. The aim of this debate was to exchange information and to find appropriate way of development of effective instruments and mechanisms which would secure that the EU budget resources be utilised in a gender-even manner. Based on this public debate, the European Parliament has adopted the Resolution "Gender Budgeting: Building Public Budgets with Gender Perspective (A5-0214/2003), calling upon the European Commission to provide gender budgeting in practice, to communicate very widely the opinion of the Advisory Commission, to establish communication on gender budget within two years, and to include gender budgeting policies into goals, instruments and mechanisms of the Gender Equality Strategic Framework.

All EU member states, as well as states preparing themselves for entering the EU should have information on these activities and to include themselves timely into the process.

- What we get with gender sensitive budgets?

By analysis of experiences in countries which have introduced gender sensitive budgets one could state advantages recognised by the very Governments, and which can be applied on Bosnia and Herzegovina too:

- Introduction of gender component as one of the pillars of self-preserving development into budgets of government institutions directly influence its quality;
- Gender sensitive budgets provide for considering needs and interests of individuals from various social groups;
- Gender awareness is introduced into policies and budgets of all institutions;
- All concerned citizens may influence such budgets;
- Such budget fully implements laws and policies harmonised with the Law on Gender Equality, and all Programmes and measures stemming from it, as well as Plans and Actions undertaken under taken conventions and declarations which are an integral part of our Constitutions relating to gender equality and equality;
- These are budgets in whose preparation and realisation equally and fully participate women and men;
- These are budgets which have provided anticipated effects through their realisation;
- Such budgets increase efficiency through provision of funds for those in most need of them;
- Improvement of budget realisation monitoring, having information on whom funds go directly;
- Greater possibility of monitoring implementation and reduction of corruption through it;
- Improvement of transparency and accountability.

⁷ Toolkit on mainstreaming gender equality in EC development cooperation, EC Relex Familz Gender Help Desk 2004

Broader goals of gender sensitive budgets are, first, to secure that voices of women and men at all levels are included into budget preparation process, and second, to secure that budget contents reflect gender equality goals in a manner in which funds are allocated and incomes generated.

Basic goal:

Gender sensitive procedures of preparation, proposing, adoption and execution of budget at all levels of authority

Activities:

- 1. To make an analysis of the Law on Budgets, the Law on Budget System and the Law on Execution of Budget at all levels from gender aspect, and to initiate amendments of these laws, in order to prescribe precisely procedures of budget preparation at all levels of authority, introducing obligation of gender planning and analysis, which is in accordance with the recommendations of the UN CEDAW Committee**

Holders of responsibility:

Legislative bodies at all levels of authority; the Ministry of Finance and Treasury of Bosnia and Herzegovina; the Ministry of Finances of the Federation of BiH; the Ministry of Finances of Republika Srpska; the District Brčko Department for Budget and Finances; the Commission for Finances and Budget of the Parliamentary Assembly of Bosnia and Herzegovina; the Commission for Finance and Budget of the House of Representatives of the Federation of BiH; the Commission for Finance and Budget of the Republika Srpska National Assembly

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

- 2. To integrate gender equality principle into all development, economic and social strategies, programmes and policies**

Holders of responsibility:

The Ministry of Finance and Treasury of Bosnia and Herzegovina; the Ministry of Finances of the Federation of BiH; the Ministry of Finances of Republika Srpska; the District Brčko Department for Budget and Finances; the Commission for Finances and Budget of the Parliamentary Assembly of Bosnia and Herzegovina; the Commission for Finance and Budget of the House of Representatives of the Federation of BiH; the Commission for Finance and Budget of the Republika Srpska National Assembly

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

3. To secure special budget lines to budget beneficiaries for realisation of gender sensitive programmes

Holders of responsibility:

Legislative commissions at all levels of authority; the Ministry of Finance and Treasury of Bosnia and Herzegovina; the Ministry of Finances of the Federation of BiH; the Ministry of Finances of Republika Srpska; the District Brčko Department for Budget and Finances

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international organisations

Realisation period:

Continued.

4. To carry out research on specific needs of final beneficiaries of budget - gender disaggregated *Holders of responsibility:*

Responsible ministries at all levels; the Statistics Agency of Bosnia and Herzegovina; Statistics Bureaus of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

5. To establish gender disaggregated records of final beneficiaries of funds allocated to ministries and services at all levels of State authorities

Holders of responsibility:

Responsible ministries at all levels, Cantonal and municipal services; the Statistics Agency of Bosnia and Herzegovina; Statistics Bureaus of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

6. To strengthen through education the capacities of administrative organs at all levels, in order to make gender analyses of budget during planning and evaluation of incomes and expenditures

Holders of responsibility:

The Ministry of Finance and Treasury of Bosnia and Herzegovina; the Ministry of Finances of the Federation of BiH; the Ministry of Finances of Republika Srpska; the District Brčko Department for Budget and Finances; the Ministry of Administration and Self-Government of Republika Srpska; financial departments of the administrative bodies at all levels

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

7. To include representatives of competent ministries of finances, departments for budgets and public finances into work of Gender Equality Working Group with the EPPU-PIMU

Holders of responsibility:

The EPPU; the Ministry of Finance and Treasury of Bosnia and Herzegovina; the Ministry of Finances of the Federation of BiH; the Ministry of Finances of Republika Srpska; the District Brčko Department for Budget and Finances

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Realisation period:

One year after adoption of the Gender Action Plan.

8. To establish a working group for elaboration of gender sensitive budget in pilot-areas

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; Parliamentary commissions for budget and finances at all levels

Realisation period:

One year after adoption of the Gender Action Plan.

9. To elaborate Recommendations and Manual for gender sensitive budgeting based on "lessons learned"

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Ministry of Finance and Treasury of Bosnia and Herzegovina; the Ministry of Finance of the Federation of BiH; the Ministry of Finance of Republika Srpska; the District Brčko Department for Budget and Finances; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; Parliamentary commissions for budget and finances at all levels

Realisation period:

Two years after adoption of the Gender Action Plan.

10. To develop indicators for monitoring success of implementation of activities in the field of Gender Sensitive Budgets

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Gender Sensitive Budgets)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

11. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Gender Sensitive Budgets;

- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Gender Sensitive Budgets;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Gender Sensitive Budgets on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Gender Sensitive Budgets)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- Gender Sensitive Budgets - Possibilities for Poverty Reduction in Bosnia and Herzegovina, GEEP, 2005.;
- The Beijing Declaration and Platform for Action, 1995.;
- Mid-Term Development Strategy for Bosnia and Herzegovina (MTDS) 2004-2007.;
- www.gender-budgets.org;
- www.internationalbudget.org/resources/library/GenderBudget.pdf.



CHAPTER V

POLITICAL LIFE AND DECISION-MAKING



INTRODUCTION

The UN Security Council Resolution 1325 (2000), European Parliament resolution on participation of women in peaceful conflict resolution (2000/2025(INI)) provide instructions and guidelines to the Governments of Bosnia and Herzegovina and its Entities, as well as all other protagonists for undertaking appropriate measures for advancement of position of women in society and for prevention of any form of violent problem resolution.

The whole idea of parliamentary democracy rests on representation of all its citizens. Society without full participation of women and men in all spheres of life is undemocratic society. The UN Convention on the Elimination of All Forms of Discrimination Against Women adopted in 1979; the Beijing Declaration and the Platform for Action adopted in 1995; Recommendation Rec(2003)3 of the Committee of Ministers to member states on balanced participation of women and men in political and public decision making adopted on 12 March 2003, all give guidelines to the member states for inclusion of equal number of women and men into decision-making at all levels of authority. Building of contemporary society depends, inter alia, on capacity for work, experiences and attitudes of women. Lack of balance between social influence of women and men means reduction within numerous capabilities of society in Bosnia and Herzegovina. As stated in the 1999 World Bank Report, democracy and equal gender representation guarantee better economic development.

Thus with good reason we could say that equal participation and division of responsibilities between women and men in political and public life, as defined by Article 15 of the Law on Gender Equality in Bosnia and Herzegovina, is of essential importance for the whole society in Bosnia and Herzegovina. Issue of gender equality in Bosnia and Herzegovina has to become a part of any progressive policy at all levels and in all spheres.

Basic goal:

Achieving equal gender representation in creation of policies and decision-making in structures of authorities and decision-making at all levels of authority in Bosnia and Herzegovina

Activities:

- 1. To harmonise laws, bylaws and other regulations in Bosnia and Herzegovina with the Law on Gender Equality in Bosnia and Herzegovina, as well as with international standards promoting and encouraging gender equality in structures of authorities and decision-making, in accordance with recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; legislative commissions for gender equality at all levels of authority; competent ministries at all levels of authorities

Monitoring responsibility:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

- 2. To harmonise, under recommendations of the UN CEDAW Committee, the Electoral Law of Bosnia and Herzegovina with the Law on Gender Equality in Bosnia and Herzegovina, in order to intensify measures for greater representation of women in electoral bodies and on lists of candidates, as well as on functions in the decision-making process in the government administration, judiciary and functions in national companies, inter alia, through implementation of temporary measures, in accordance with Article 4 para 1 of the Convention on Elimination of All Forms of Discrimination Against Women and General Recommendation no. 25.**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; legislative commissions for gender equality at all levels of authority; Working Group for amending the Electoral Law; Entity and Cantonal ministries

Monitoring responsibility:

The Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

- 3. To harmonise laws and other regulations defining election and nomination/appointment on public functions, as well as process of nomination on those functions, in accordance with Article 15 of the Law on Gender Equality in Bosnia and Herzegovina**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; legislative commission for gender equality at all authority levels; the Government of Republika Srpska; the Government of the Federation of BiH; the District Brčko Government; Entity and Cantonal ministries; civil service agencies at all levels

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

4. To launch an initiative for elaboration of the State Law on Political Parties which:

- could precisely state obligations of political parties to ensure in their organs equal gender representation, in accordance with Article 15 of the Law on Gender Equality in Bosnia and Herzegovina
- could determine legal obligation of provision of financial stimulation to political parties which promote equal gender representation through their regular activities

Holders of responsibility:

Legislative commission for gender equality at all authority levels; the Government of the Republika Srpska; the Government of the Federation of BiH; the District Brčko Government; competent Entity and Cantonal ministries, political parties

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

5. To develop procedures for full application of Article 15 of the Law on Gender Equality in Bosnia and Herzegovina, which is in accordance with the Security Council Resolution 1325, in order to ensure equal gender representation in the process of creation of policies and decision-making, equal gender participation in the most responsible functions in diplomacy, in a composition of parliamentary and other international delegations, as well as in negotiating teams for joining Bosnia and Herzegovina to European integrations

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; legislative and executive authorities at all levels; political parties; public services; enterprises; trade unions; employers' organisations; educational institutions

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

6. To launch an initiative with political parties aiming at clear defining gender equality as basic value of the party within their programmes and policies and to clearly establish their mechanisms for promotion and respect of that equality, which is in accordance with the Security Council Resolution 1325

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; bodies of political parties; women groups in political parties

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

7. To develop a strategy for increasing a number of women from rural areas and Roma women in decision-making organs at local level, in accordance with Article 14 of the UN Convention on Elimination of All Forms of Discrimination Against Women

Holders of responsibility:

The Roma Committee with the Council of Ministers of BiH; the Ministry for Human Rights and Refugees of BiH; municipal councils/municipal assemblies; political parties

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

8. To establish a database on gender representation in structures of authority and decision-making at all levels of authority in Bosnia and Herzegovina, and to apply penal measures for non-compliance with keeping gender disaggregated statistical records in accordance with Article 28 of the Law on Gender Equality in Bosnia and Herzegovina, which is in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

Competent Ministries; the Statistics Agency of BiH; Statistics Bureaus of the Federation of BiH and Republika Srpska; the District Brčko Statistic Bureau

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

- 9. To launch an initiative for inclusion of representatives of the Forum and Group of Women Activists into the Presidency, governing board, control board and status commission of the Association of Independent Trade Unions of Bosnia and Herzegovina, the Association of Trade Unions of Republika Srpska and the Trade Union of District Brčko, with a view of establishing new relations and dialogue, and representing their needs and interests**

Holders of responsibility:

The Association of Independent Trade Unions of Bosnia and Herzegovina; the Association of Trade Unions of Republika Srpska; the Trade Union of District Brčko; Women Forums in branch trade unions

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

Nongovernmental and international organisations

Realisation period:

Continued.

- 10. To carry our research on reasons which prevent larger inclusion of women into political life, with a view of implementation of the Security Council Resolution 1325**

Holders of responsibility:

Political parties; the Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

11. To launch campaigns for increasing participation of women in political life (women candidates on electoral lists and women voters) with a view of implementation of the Security Council Resolution 1325

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; political parties

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

12. To organise trainings for sensitising private companies, trade unions and political parties with a view of advancement of women in decision-making functions, in accordance with the UN CEDAW Committee

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; relevant ministries; trade unions; private companies; political parties

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

13. To continue with activities on promotion and public awareness raising on the UN Security Council Resolution 1325 - Women, Peace and Security

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Defence of Bosnia and Herzegovina; the State and Entity Parliaments

Partners:

International and nongovernmental organisations, media

Realisation period:

Continued.

14. To continue with activities on promotion and awareness raising of civil servants, employed within ministries, on the UN Security Council Resolution 1325 Women, Peace and Security

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Defence of Bosnia and Herzegovina; the State and Entity Parliaments

Partners:

International and nongovernmental organisations, media

Realisation period:

Continued.

15. To elaborate publication on the role of women in activities on peace and peaceful conflict resolution and reduction of frequency of human rights abuse in conflict situations

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Ministry of Security of Bosnia and Herzegovina; the Ministry of Defence of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; the Federation of Bosnia and Herzegovina and Republika Srpska Ministries of Justice

Realisation period:

Two years after adoption of the Gender Action Plan.

16. To develop indicators for monitoring success of implementation of activities in the field of Political Life and Decision-Making

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Political Life and Decision-Making)

Partners:

International and nongovernmental organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

17. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Political Life and Decision-Making;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Political Life and Decision-Making;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Political Life and Decision-Making on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Political Life and Decision-Making)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- Security Council Resolution 1325 (2000);
- European Parliament Resolution on Participation of Women in Peaceful Conflict Resolution (2000/2025(INI));
- Committee of Ministers Recommendation Rec (2003) to members states on equal participation of women and men in political and public decision-making, adopted on 12 March 2003.;
- 1995 Beijing Declaration and Platform for Action, Women and Armed Conflicts, Women in Power and Decision-Making;
- 2004 Initial Report of Bosnia and Herzegovina under the Convention on Elimination of All Forms of Discrimination Against Women;
- 2005 State Gender Action Plan under the Beijing Declaration and Platform for Action;
- Recommendations of Working Group "Public Life" for implementation of the Law on Gender Equality of BiH;
- http://europa.eu.int/comm/employment_social/gender_equality/index_en.html
- [http://www.coe.int/t/e/Human Rights/Equality/](http://www.coe.int/t/e/Human_Rights/Equality/)



CHAPTER VI
EMPLOYMENT AND LABOUR MARKET



INTRODUCTION

As per United Nations standards:

"Development implies overall development which includes development of political, economic, social, cultural and other dimensions of human life, as well as development of economic and other resources, physical, moral and intellectual development of human being".

Bosnia and Herzegovina, whose aim is to join the European integrations in the forthcoming period, has obligation to harmonise State and Entity regulations with European documents which regulate fields of employment and labour market. Particularly significant documents for this field are: the Council of Europe Resolution (29 May 1990) relating to protection of dignity of women and men at work; the European Commission Recommendation (27 November 1991) relating to protection of dignity of women and men at work, including combat against sexual harassment; the Council of Europe Directive 75/117/EEC (10 February 1975) relating to harmonisation of laws of the Member States regulating issues of equal remuneration of work for women and men; the European Parliament and Council Directive 2002/73/EC (23 September 2002) relating to equal treatment of men and women under issues of employment, promotion and working conditions; 2004 Revised European Charter; the European Convention on Protection of Basic Human Rights and Freedoms (12 July 2002); the Beijing Declaration and Platform for Action, adopted at the 1995 Fourth World Conference on Women. As per valid laws from the field of labour, all types of discrimination on the ground of right to work and employment is prohibited in Bosnia and Herzegovina. Bosnia and Herzegovina is a signatory of more than 68 conventions of the International Labour Convention (ILO), so in the previous period a great progress has been made as regards harmonisation of labour-related laws with international legal framework. New laws have been enacted, like the Law on Gender Equality in Bosnia and Herzegovina (21 May 2003), which have been harmonised with other international conventions regulating issues of work and employment.

The Law on Gender Equality in Bosnia and Herzegovina (Articles 7 to 11) regulates issues of employment, labour and access to all types of resources. The Law prohibits discrimination on the grounds of gender in labour and labour relations. The Law prohibits denial of equal remuneration for work of equal value for both sexes; failure to ensure promotion at work on equal terms; failure to provide equal opportunities for education; failure to provide work premises and ancillary facilities appropriate to the needs of both sexes; different treatment on the grounds of pregnancy, childbirth or exercising the right to maternity leave; any other unfavourable treatment of parents or guardians in balancing their commitments in professional and family life; or any other act constituting any form of direct or indirect discrimination defined in Article 3 paras. 3 and 4 of this Law.

In Bosnia and Herzegovina there is a strong synergy between social role of woman, her education, profession and position in labour market.

Data available on the basis of research show the existence of typically female and typically male professions. There are still very deep stereotypes on desirable occupations and professions women or men are more engaged in. Capabilities of BiH women to answer the requests dictated by the labour market is considerably limited. There are numerous factors which affect that fact:

- old-fashioned understanding of a role of a woman in a family and society;

- low level of education and level of information of women in rural areas;
- favouring men during employment;
- weak credit rating (high interest rates, low percent of women who are owners of real estate);
- inadequate legislation.

Issue of equal opportunities for achieving income, benefits and evaluation of unpaid work should be observed in the light of international standards, the Law on Gender Equality of Bosnia and Herzegovina, the State Plan of Action, the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW).

It is also very important to stress that up to date there have been no comprehensive research on income and benefits from gender aspect, and that general knowledge and awareness on influence of unpaid work on society, economy, development and reduction of poverty is very low.

Basic goal:

Eliminated discrimination on the grounds of sex in the field of labour, employment and labour market, and provided equal opportunities for women and men in these fields

Activities:

- 1. To harmonise laws, bylaws, regulations and programmes from the field of labour and employment at all levels with the Law on Gender Equality in Bosnia and Herzegovina and with international regulations on labour and employment, in accordance with recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Labour and Employment Agency of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the District Brčko Employment Bureau; Cantonal Employment bureaus

Partners:

International and nongovernmental organisations

Realisation period:

Three years after adoption of the Gender Action Plan.

- 2. To develop strategy for implementation of the Law on Gender Equality in Bosnia and Herzegovina with particular stress on Articles which treat labour, employment and access to economic resources**

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Labour and Employment Agency of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Employment Bureau of the Federation of BiH; the Employment Bureau of Republika Srpska; the District Brčko Employment Bureau; Cantonal Employment bureaus;

responsible Cantonal ministries

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; trade unions; unions of employers; chambers of commerce; international and nongovernmental organisations

Realisation period:

Three years after adoption of the Gender Action Plan.

3. To develop strategy and procedures, in accordance with the UN CEDAW Committee, for application of regulations of the Law on Gender Equality in Bosnia and Herzegovina, based on which State and private companies and employers would answer charges before the court for violation of provision from this Law and other regulative treating labour and employment field

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Labour and Employment Agency of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Employment Bureau of the Federation of BiH; the Employment Bureau of Republika Srpska; the District Brčko Employment Bureau; Cantonal Employment bureaus; responsible Cantonal ministries

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; trade unions; unions of employers; chambers of commerce; international and nongovernmental organisations

Realisation period:

Three years after adoption of the Gender Action Plan.

4. To develop strategy, in accordance with recommendations of the UN CEDAW Committee, which would enable all employment programmes be gender sensitive, so that women could fully use the opportunities of planned programmes for support to entrepreneurship, including favourable conditions for granting of credits

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Labour and Employment Agency of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Development, Entrepreneurship and Crafts of the Federation of BiH; the Ministry of Economy, Energy Supply and Development of Republika Srpska; employment bureaus at all levels

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

5. To develop strategy to increase representation of women in formal economy, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Labour and Employment Agency of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Development, Entrepreneurship and Crafts of the Federation of BiH; the Ministry of Economy, Energy Supply and Development of Republika Srpska; the Agency for Development of Small and Middle Enterprises of Republika Srpska; employment bureaus at all levels

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

6. To initiate passing of decisions, so that women entrepreneurs be at least 30% beneficiaries of all credit lines (domestic and foreign funds) placed by the Government, as permitted positive measures from Article 3 para 6 of the Law on Gender Equality in BiH

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Development, Entrepreneurship and Crafts of the Federation of BiH; the Ministry of Finances of the Federation of BiH; the Ministry of Economy, Energy Supply and Development of Republika Srpska; the Agency for Development of Small and Middle Enterprises of Republika Srpska; the Ministry of Finances of Republika Srpska; the District Brčko Department for Budget and Finances

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

- 7. To develop, in accordance with recommendations of the UN CEDAW Committee, unique gender disaggregated methodology for collection of statistical data and to develop a database which would give insight into incomes and benefits in public and private companies/institutions and give answer to question who in Bosnia and Herzegovina performs unpaid work most often and which is the value of that work, and to apply penal measures in cases of failure to collect these data, in accordance with the Law on Gender Equality in BiH**

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Employment Bureau of the Federation of BiH; the Employment Bureau of Republika Srpska; the District Brčko Employment Bureau; the Statistics Agency of Bosnia and Herzegovina; the Federation of BiH and Republika Srpska Statistics Institutes; the District Brčko Statistics Bureau

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; trade unions; unions of employers; chambers of commerce; international and nongovernmental organisations

Realisation period:

By end 2007.

8. To conduct research on possibilities of self-employment in Bosnia and Herzegovina

Holders of responsibility:

The Labour and Employment Agency of Bosnia and Herzegovina; the Employment Bureau of the Federation of BiH; the Employment Bureau of Republika Srpska; the District Brčko Employment Bureau

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

9. To conduct research on working conditions from gender aspect, in accordance with the ILO Conventions and other international standards and recommendations⁸

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Labour and Employment Agency of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Employment Bureau of the Federation of BiH; the Employment Bureau of Republika Srpska; the District Brčko Employment Bureau; Cantonal employment bureaus; responsible Cantonal ministries

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

10. To conduct research on participation of men and women in unpaid work, which will define types of unpaid jobs in Bosnia and Herzegovina and time spent in its performing

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Labour and Employment Agency of Bosnia and Herzegovina; The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Employment Bureau of the Federation of BiH; the Employment Bureau of Republika Srpska; the District Brčko Employment Bureau; responsible Cantonal ministries

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

⁸ This refers, first of all, to:

- working hours and part-time work
- sick leave and annual vacations
- hygienic and other conditions in working premises

11. To conduct research on possible changes in public administration structure during its reform from gender aspect

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

12. To strengthen capacities of women entrepreneurs through education on managing companies

Holders of responsibility:

The Ministry of Development, Entrepreneurship and Crafts of the Federation of BiH; the Ministry of Finances of the Federation of BiH; the Ministry of Economy, Energy Supply and Development of Republika Srpska; the Agency for Development of Small and Middle Enterprises of Republika Srpska; chambers of commerce; trade unions; associations of women entrepreneurs

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Continued.

13. To strengthen capacities of employees of civil service/administration through educations on regulations of the Law on Gender Equality in BiH, with a view of application of the Law during nomination of civil servants on managerial posts in state organs

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Civil Service Agency of Bosnia and Herzegovina; the Civil Service Agency of the Federation of BiH; the Civil Administration Agency of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

14. To strengthen capacities of employees, employers and responsible labour inspectors through education on implementation of Article 8 of the Law on Gender Equality in Bosnia and Herzegovina

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Inspectorate of Republika Srpska; Cantonal Ministries of Labour

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

15. To promote and organise public campaigns through media and other forms of promotion, with a view of raising awareness of women on manners of overcoming basic obstacles they face during access to economic resources

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; Cantonal Ministries, the media

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

16. To prepare campaigns of raising awareness of citizens on differences and influence of various incomes and benefits among sexes, recognising value of unpaid work on development of society

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Labour and Employment Agency of Bosnia and Herzegovina; the EPPU; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Employment Bureau of the Federation of BiH; the Employment Bureau of Republika Srpska; the District Brčko Employment Bureau

Partners:

Trade unions, associations of employers; chambers of commerce; international and nongovernmental organisations

Realisation period:

In 2008.

17. To elaborate indicators for monitoring success of implementation of activities in the field of Employment and Labour Market

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Employment and Labour Market)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

18. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Employment and Labour Market;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Employment and Labour Market;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Employment and Labour Market on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Employment and Labour Market)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- UN Convention on Elimination of All Forms of Discrimination Against Women, adopted 1979.;
- ILO Conventions;
- 1995 Beijing Declaration and Platform for Action;
- Law on Gender Equality in BiH;
- Mid-Term Development Strategy for Bosnia and Herzegovina (MTDS) 2004-2007.;
- 2004 Initial Report of Bosnia and Herzegovina under the Convention on Elimination of All Forms of Discrimination Against Women;
- 2006 UN CEDAW Committee Recommendations;
- 2005 State Gender Action Plan under the Beijing Declaration and Platform for Action;
- Recommendations of Working Group "Labour and Employment and Access to All Forms of Resources" for implementation of the Law on Gender Equality in BiH.



CHAPTER VII
SOCIAL INCLUSION



INTRODUCTION

Bosnia and Herzegovina is on its way to European integrations, and has obligation and task to harmonise documents from the field of social and child protection with international standards, as well as to undertake actions for implementation of these international documents, with a view of as soon as possible fulfilling conditions for its entering into the European Union. The most significant international documents from this field are: the Universal Declaration on Human Rights and Freedoms; the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979; the UN Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; the UN Convention of the Rights of the Child, adopted on 20 November 1989; the Conventions of the International Labour Convention; the European Convention on Human Rights and Fundamental Freedoms; the Revised European Charter; 1995 Beijing Declaration and Platform for Action; the European Commission Council Directive 86/378/EEC of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes; Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security; the Constitution of Bosnia and Herzegovina; the Constitution of the Federation of Bosnia and Herzegovina; the Constitution of Republika Srpska; the Law on Gender Equality in Bosnia and Herzegovina. Social security may be perceived as general life security from the point of acquisition, use and protection of natural rights of human beings, particularly their civil, political, socio-economic and cultural rights, in accordance with universal international documents. Social security implies system of organised legal-economic, normative and institutionalised social measures and activities in all fields of establishment and exercise of social needs of a person and his family.

Basic goal:

Acquisition of social security of all citizens through amending and harmonisation of legislation in the field of social inclusion, as well as through development and application of contemporary social policies and programmes of social protection

Activities:

- 1. To harmonise the existing laws from the field of social protection with the Law on Gender Equality in Bosnia and Herzegovina, in accordance with recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Health and Social Protection of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal Ministries of labour and social policy; centres for social work; gender equality commissions in legislative authority at all levels

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

2. To harmonise the existing Entity laws, enabling equal access to protection for civil victims of war, in accordance with the UN Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, recommendations of the UN Committee Against Torture, European Convention on Human Rights and Fundamental Freedoms, Revised European Social Charter

Holders of responsibility:

The Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Health and Social Protection of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal Ministries of labour and social policy; gender equality commissions in legislative authority

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

3. To develop the State Law Against Torture, in accordance with recommendations of the UN Committee Against Torture

Holders of responsibility:

The Ministry for Human Rights and Refugees of Bosnia and Herzegovina

Realisation period:

One year after adoption of the Gender Action Plan.

4. To protect female civil victims of sexual violence during conflict, through the State law or allocation of financial funds for adequate social welfare, including health insurance and housing, in a way that their rights be guaranteed in the entire country at the same level as the rights of military victims of war, which is in accordance with the recommendations of the UN CEDAW Committee

Holders of responsibility:

The Ministry for Human Rights and Refugees of Bosnia and Herzegovina

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; international and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

- 5. To consider the existing regulations and plans for issues of housing of female civil victims of war and displaced persons, in order to prevent further forms of indirect discrimination, which is in accordance with recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Gender Equality Agency of Bosnia and Herzegovina; Entity Ministries for Refugees and Displaced Persons; the District Brčko Department for Displaced Persons, Refugees and Housing Issues; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

- 6. To develop procedures for full implementation of Article 15 of the Law on Gender Equality in Bosnia and Herzegovina, in order to provide equal representation of sexes within leading managerial structures in institutions dealing with social policy**

Holders of responsibility:

The Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Protection of Republika Srpska; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries for labour and social protection, centres for social work

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

- 7. To develop a strategy for interdisciplinary approach in work with civil victims of war (particularly victims of sexual violence), enabling them, de facto, certain priorities and rights to convalescent care, psychological aid and legal aid**

Holders of responsibility:

The Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Protection of Republika Srpska; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries for labour and social policy; Cantonal ministries of health; centres for social work; gender equality commissions in legislative authorities at all levels

Partners:

Nongovernmental and international organisations

Realisation period:

One year after adoption of the Gender Action Plan.

8. To initiate development of policies for disabled persons, respecting specific needs of women and men and to ensure equal level of access to services and adequate protection

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Protection of Republika Srpska; the District Brčko Department for Displaced Persons, Refugees and Housing Issues; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; health institutions; centres for social work

Partners:

International and nongovernmental organisations, associations of disabled persons at all levels

Realisation period:

One year after adoption of the Gender Action Plan.

9. To support strategy in order to secure implementation of new contemporary social inclusion programmes for children with special needs

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the District Brčko Department for Education; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Protection of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Displaced Persons, Refugees and Housing Issues; the District Brčko Department for Health, Public Security and Other Services; Cantonal Ministries of education; Cantonal ministries of health; centres for social work; centres for children with special needs

Partners:

Nongovernmental and international organisations

Realisation period:

Three years after adoption of the Gender Action Plan.

10. To develop a strategy for implementation of new contemporary approaches in providing services and protection of elderly categories of women and men which belong to vulnerable categories

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Protection of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Displaced Persons, Refugees and Housing Issues; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; centres for social work

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

11. To establish a gender disaggregated unique database on persons in state of social need

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Protection of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of labour and social protection; Cantonal ministries of health; centres for social work

Partners:

The Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

12. To conduct research on socially most vulnerable categories of population from gender aspect, including their needs, based on which future social programmes will be passed

Holders of responsibility:

The Statistics Agency of Bosnia and Herzegovina; the Statistics Institutes of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Protection of Republika Srpska; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of labour and social policy; centres for social work; employment bureaus

Partners:

The Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska, international and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

13. To organise specialised education for social workers, in order to promote their access in work with vulnerable groups

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Protection of Republika Srpska; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of labour and social protection; centres for social work

Partners:

The Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska; nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

14. To initiate activities in order to secure access to basic services for women and men in rural areas⁹

Holders of responsibility:

The Ministry of Energy, Mining and Industry of the Federation of BiH; the Ministry of Economy, Energy and Development of Republika Srpska; the District Brčko Department for Economic Development; the Ministry of Agriculture, Water Management and Forestry of the Federation of BiH; the Ministry of Water Management, Forestry and Agriculture of Republika Srpska; the District Brčko Department for Agriculture and Forestry

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

Partners:

Nongovernmental and international organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

⁹ Access to health and safe water, electrification, water supply and sewerage, social programmes

15. To initiate activities in order to provide access to basic services for marginalized groups of women and men in urban areas¹⁰

Holders of responsibility:

The Ministry of Energy, Mining and Industry of the Federation of BiH; the Ministry of Economy, Energy and Development of Republika Srpska; the District Brčko Department for Economic Development; the Ministry of Agriculture, Water Management and Forestry of the Federation of BiH; the Ministry of Water Management, Forestry and Agriculture of Republika Srpska; the District Brčko Department for Agriculture and Forestry; the Roma Council with the Council of Ministers of Bosnia and Herzegovina

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska

Partners:

Nongovernmental and international organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

16. To elaborate indicators for monitoring success of implementation of activities in the field of Social Inclusion

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Social Inclusion)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

17. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Social Inclusion;

¹⁰ Access to health and safe water, electrification, water supply and sewerage, social programmes

- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Social Inclusion;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Social Inclusion on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Social Inclusion)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- The European Commission Council Directive 86/378/EEC of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes;
- Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security;
- The UN Convention on Elimination of All Forms of Discrimination Against Women, adopted 1979.;
- The UN Convention of the Rights of the Child, adopted on 20 November 1989.;
- The ILO Conventions;
- 1995 Beijing Declaration and Platform for Action;
- The Law on Gender Equality in Bosnia and Herzegovina;
- Mid-Term Development Strategy for Bosnia and Herzegovina (MTDS) 2004-2007.;
- 2004 Initial Report of Bosnia and Herzegovina under the Convention on Elimination of All Forms of Discrimination Against Women;
- 2005 State Gender Action Plan under the Beijing Declaration and Platform for Action;
- Recommendations of Working Group "Health and Social Protection" for implementation of the Law on Gender Equality in Bosnia and Herzegovina; http://europa.eu.int/comm/employment_social/gender_equality/index_en.html.



CHAPTER VIII
GENDER SENSITIVE MEDIA



INTRODUCTION

Apart from a family and educational facilities the media represent the most significant source of information in contemporary society. Development of technology in last several decades has facilitated development of communicative networks, which have great influence on creation of personal and public opinion on certain phenomena and activities in society.

The Universal Declarations on Human Rights, the International Covenant on Economic, Social and Cultural Rights, the Convention on Elimination of All Forms of Discrimination Against Women, the Beijing Declaration and Platform for Action, the Declaration of the Council of Europe on Equality of Women and Men, Annex 1 of the Dayton Peace Agreement, the EU Gender Road Map and the BiH Gender Action Plan, all in their basic conception require presentation of women and men in equal and non-stereotypical way, with full respect of their human dignity. In accordance with international and domestic legal standards, printed and electronic media in B&H, through their editorial policies, should ensure equality based on sex, gender, sex identity, gender identity, gender expression, and sexual orientation, through:

1. presentation of positive examples of non-discrimination and respect of human rights on the above mentioned grounds, in public and private spheres of life.
2. presentation of all persons, regardless of their sex, gender, sex identity, gender identity, gender expression and sexual orientation, in equal and non-stereotypical way, with full respect for their personalities and human dignity.
3. awareness raising on the need for their equal participation in economic and social development.
4. elimination of sexism, misogyny, homophobia, transphobia from the media language
5. awareness raising of the public on the presence of different forms of violence based on sex, gender, sex identity, gender identity, gender expression, sexual orientation, and negative impact of such violence on victims and society as a whole.
6. awareness raising of the public on the problem of sexual violence, incest, family violence, economic violence, trafficking in human being, and consequences on victims and society as a whole.
7. elimination of stereotypes and prejudices based on sex, gender, sex identity, gender identity, gender expression, sexual orientation, oriented towards persons in public functions and/or political life in B&H.
8. media promotion and equal visibility of political candidates, both male and female, regardless of their sex, gender, sex identity, gender identity, gender expression, and sexual orientation.
9. education of male and female journalists on equality based on sex, gender, sex identity, gender identity, gender expression, sexual orientation, as well as the use of gender sensitive language.
10. promotion of equal participation and representation of persons with different sexual identities, gender identities, gender expressions and sexual orientation in decision-making positions in media, in particular in managerial, programme and regulatory bodies.

It is evident that classic stereotypes in a way of presentation of women in media dominate in our society, which was confirmed by different researches on media contents, such as «Gender Media Watch BiH 2002» and «Screening Gender in B&H Media», undertaken by the Gender Equality Agency of Bosnia and Herzegovina, Gender Centre RS and Gender Centre FBiH. These researches show that women are underrepresented in media contents in comparison with men. Images of women and men in the media that create public opinion are mostly different. Regarding leading positions and expertise, media are most often focused on men - which is partially reflection of "social reality", and partially "obviously sexist approach and particularly the result of non-existence of planned policy for unequal opportunities in the public media field". On the other hand, women who have been given less space in socially significant issues dominate in presentation of private sphere. In that sphere they appear in a role of mothers, housewives, customers, passive escort to their husbands, etc.

The Beijing Platform for Action considers this as a field in which it is necessary to establish different relations. The Beijing Platform for Action states a field "Women and Media" as one of the twelve fields in which it is necessary to provide adequate representation of women. This document defines steps which aim at achieving equal gender representation in media. Research and available results (Media Watch 2002) confirm that Bosnia and Herzegovina is entirely a social community in which inadequate representation of women in political, economic and other fields of public life is also reflected in inadequate representation in media and through media.

Creation of gender sensitive media represents an extremely important step in creation of sound BiH society, which would offer without prejudices the opportunities for self-realisation to all citizens in fields of public and private life, without any exceptions or discrimination.

Basic goal:

Gender sensitive electronic and printed media at the entire territory of Bosnia and Herzegovina

Activities:

- 1. To harmonise laws regulating media at all levels with the Law on Gender Equality in Bosnia and Herzegovina, which is in accordance with recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Ministry of Communications and Transport B&H, The Ministry of Culture and Sport of the Federation of BiH, The Ministry of Traffick and Communications RS, cantonal ministries, District Brčko Department for Professional and Administrative Relations, The Regulatory Agency for Communications B&H, Parliaments B&H, RS and FBiH and their responsible commissions

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Realisation period:

Three years after adoption of the Gender Action Plan.

- 2. To undertake measures in order for electronic and printed media in Bosnia and Herzegovina to adopt guidelines / programme documents, which will ensure gender equality in all segments of media, with a particular emphasis on elimination of negative gender stereotypes in media contents, inclusion of gender sensitive language, promotion of gender equality as a key segment of human rights, and awareness raising of the public on gender equality**

Holders of responsibility:

The Regulatory Communications Agency of Bosnia and Herzegovina RAK, the Press Council of Bosnia and Herzegovina, associations of journalists

Partners:

Institutional mechanisms for gender

Realisation period:

Two years after adoption of the Gender Action Plan.

- 3. To develop a strategy in order to promote equal participation of women and men in decision-making positions in media, in particular in managerial, programme and regulatory bodies**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation B&H, the Gender Centre of Republika Srpska, The Regulatory Communications Agency of Bosnia and Herzegovina RAK, the Press Council of Bosnia and Herzegovina

Partners:

Non-governmental organisations, media houses

Realisation period:

Two years after adoption of the Gender Action Plan.

- 4. To encourage joining of Bosnia and Herzegovina with different international associations and contracts that regulate the area of gender in media**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Regulatory Communications Agency of Bosnia and Herzegovina; the Press Council of Bosnia and Herzegovina

Partners:

Non-governmental organisations

Realisation period:

Continued.

5. To promote presentation of women and men in media in equal and non-stereotypical way, i.e. presentation of their equal status and role in private and public spheres, with full respect for their human dignity, which is in accordance with UN CEDAW Committee

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Regulatory Communications Agency of Bosnia and Herzegovina; the Press Council of Bosnia and Herzegovina, media houses

Partners:

Nongovernmental organisations

Realisation period:

Continued.

6. To influence raising awareness on gender equality through programme projects and more quality representation of women in media as holders of development and democratic changes in society

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Regulatory Communications Agency of Bosnia and Herzegovina; the Press Council of Bosnia and Herzegovina

Partners:

Nongovernmental organisations

Realisation period:

Continued.

7. To work on elimination of stereotypes on female leaders, particularly female politicians, and to present women and men in politics and economy in an equal way

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; media houses

Partners:

The Regulatory Communications Agency of Bosnia and Herzegovina; the Press Council of Bosnia and Herzegovina; nongovernmental organisations

Realisation period:

Continued.

8. To educate journalists on gender equality and gender sensitive reporting generally

Holders of responsibility:

Media schools, media houses; Faculties of Political Sciences - Departments for Journalism

Partners:

The Regulatory Communications Agency of Bosnia and Herzegovina; the Press Council of Bosnia and Herzegovina; The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; nongovernmental organisations, international and non-governmental organisations

Realisation period:

Continued.

9. To encourage nongovernmental organisations and professional media associations to networking and cooperation, among themselves and with institutional gender mechanisms, in order to undertake different activities related to promoting gender equality in media.

Holders of responsibility:

Non-governmental organisations, professional associations of journalists, regulatory bodies for media, media houses

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Realisation period:

Continued.

10. To elaborate indicators for monitoring success of implementation of activities in the field of Gender Sensitive Media

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina; Gender Centre of Republika Srpska, ministries and bodies responsible for implementation of activities in the field of Gender Sensitive Media)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

11. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Gender Sensitive Media;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Gender Sensitive Media;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Gender Sensitive Media on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries and bodies responsible for implementation of activities in the field of Gender Sensitive Media)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- 2003 Law on Gender Equality in Bosnia and Herzegovina;
- 1995 Beijing Declaration and Platform for Action;
- 1979 Convention on Elimination of All Forms of Discrimination Against Women;
- 2005 Findings and Recommendations of Working Group on Media.



CHAPTER IX
LIFELONG EDUCATION



INTRODUCTION

Education represents one of the most important elements in achieving gender equality, particularly in time when there is a need for continued education and advanced training regardless the age. Special attention should be devoted to education of women, particularly in rural areas, as well as other vulnerable groups, with a view of overcoming traditionally founded gender-based divisions of educational profiles, professions and positions on labour market. This is of extremely importance in a period of transition Bosnia and Herzegovina is passing through.

According to legislation relating to sector of education, there is no discrimination on the ground of sex in Bosnia and Herzegovina. Large number of international and domestic documents guarantee right to schooling and education without discrimination on any ground, including on the ground of sex, the most important be: the UN Convention on Elimination of All Forms of Discrimination Against Women, adopted in 1979; the UN Convention on the Right of the Child of 20 November 1989; 1992 European Charter on Participation of Young People in Local and Regional Life; 1995 Beijing Declaration and Platform for Action; the Constitution of Bosnia and Herzegovina, Part III 3 (L); Entity Constitutions; Article 5 of the 2003 Law on Gender Equality in BiH; as well as laws from the field of education in Bosnia and Herzegovina.

However, there is no unique legislation for the entire territory of Bosnia and Herzegovina. Education in Bosnia and Herzegovina is fragmented. In practice there is a gap and percent disproportion between education of women and men of the same age. Generally, larger number of boys complete primary and secondary education, while number of girls graduating from faculties is larger than number of boys. However, number of male masters of Science, specialists and doctors of science is larger than number of women with these titles.

There is also a gap in education between women from urban, suburban and rural areas. There is also gender segregation in education, so that women dominate in social and medical, while men dominate in technical fields of education. Men dominate in managerial positions in the field of education. Roma as national minority are inadequately included into education. Among this population there is a high illiteracy rate and low rate of inclusion into primary, secondary and higher education. Textbooks in Bosnia and Herzegovina contain gender stereotypes on men, women and their roles in society.

All above mentioned point to the need for reforms in education from the aspect of gender equality, which is emphasised in recommendations of the UN CEDAW Committee, which are necessary for de facto observance of legislation in this field.

Basic goal:

Creation of equal opportunities and access to education for girls and boys, women and men of any age, including members of vulnerable groups, in any areas (rural/urban) and with the same perspectives for future professional life

Activities:

- 1. To harmonise all laws and other documents, strategies, programmes and projects from the fields of education with gender equality principles, the Law on Gender Equality in BiH and international documents based on gender equality, which is in accordance with recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Cantonal ministries of education; Institutes for Education at all levels; educational facilities; gender equality commissions in legislative bodies at all levels of authorities

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

- 2. To elaborate gender sensitive Law on Adult Education, based on document "Strategic Directions of Adult Education Development in Bosnia and Herzegovina"**

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Cantonal ministries of education

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

3. To establish educational facilities for lifelong education, like Third Age Universities, in accordance with "Strategic Directions of Development of Adult Education in Bosnia and Herzegovina"

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Higher Education Coordinating Committee; the Council for Higher Education Financing; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Entity Ministries of Finances; Institutes for Education at all levels; Cantonal ministries of education; educational institutions

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

4. To develop a strategy in order to ensure equal representation of both sexes in all administrative bodies and in managerial positions of educational institutions, from ministries to educational facilities, in accordance with Article 15 of the Law on Gender Equality in BiH

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational institutions

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

5. To develop a strategy, in accordance with recommendations of the UN CEDAW Committee, in order to ensure consistency in educational opportunities for both sexes in both Entities of Bosnia and Herzegovina, including from rural areas and marginalized groups of women and men, particularly Roma women, enabling diversity of educational and professional choices for women and men

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational institutions

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

6. To develop a strategy for establishment of e-centres in rural areas, with partnership of public and private sectors

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational institutions; private enterprises

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

7. To provide and release gender disaggregated statistical data, as well as statistical data on participation of representatives of vulnerable groups at all levels of education¹¹, which is in accordance with Article 18 of the Law on Gender Equality of BiH, and to apply penal regulations for non-compliance with Article 18 of the mentioned Law, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Statistics Agency of Bosnia and Herzegovina; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Statistics Institute of the Federation of BiH; the Statistics Institute of Republika Srpska; the District Brčko Statistics Bureau; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; all educational facilities

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

8. To include into curricula education on the Convention on Elimination of All Forms of Discrimination Against Women, in accordance with recommendations of the UN CEDAW Committee, including education on human rights and gender training with perspective which change present stereotype attitudes on behaviours regarding roles of women and men

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational facilities at all levels of education

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

¹¹ Data on number of enrolment at all levels of education, teaching staff, number of female pupils who completed primary education, number of secondary school graduates, number of graduated university students, bachelors and doctors of sciences

9. To establish postgraduate gender studies programme for creation of critical mass of experts which would make a regional network for integration of the gender issue into society, and carry out regional distance-learning

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; University of Sarajevo; the Centre for Interdisciplinary Postgraduate Studies

Partners:

International and nongovernmental organisations

Realisation period:

Upon adoption of the Gender Action Plan.

10. To identify and to establish expert team which would make a gender analysis of curricula of all educational facilities, in order to eliminate gender stereotypes and misogyny from all textbooks, teaching aids and accompanying literature at all levels of education

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational facilities at all levels of education

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

11. To identify and establish gender language editors team, so that gender sensitive language is introduced in textbooks, teaching aids and accompanying literature at all levels of education

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational facilities at all levels of education

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

12. To design additional programmes which motivate women and men, particularly members of minorities and vulnerable groups¹² to continue education, in cooperation with the Expert Team for gender analysis of curricula

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Roma Committee with the Council of Ministers of BiH; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational facilities

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

13. To design and launch larger number of courses with diverse programmes adjusted to the needs of women for additional education/additional training and upgrading¹³, which is in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Roma Committee with the Council of Ministers of BiH; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational facilities

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

¹² This refers first of all to Roma population, persons with disabilities, etc.

¹³ Programmes should be directed to women who belong to vulnerable groups, employed women, unemployed women, women who dropped out school, etc.

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

14. To provide equal opportunities for scholarships for students in all fields of education

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Cantonal ministries of education; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; educational facilities

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

15. To elaborate studies on:

- inclusion of Roma population into education, particularly women, which will define number of illiterate persons, reasons of illiteracy, level of acquired education, reasons for dropping out school, etc;
- inclusion of vulnerable groups into education, particularly women, which will define number of illiterate persons, reasons of illiteracy, level of acquired education, reasons for dropping out school, etc.

Holders of responsibility:

The Roma Committee with the Council of Ministers of BiH; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the District Brčko Department for Education; Cantonal ministries of education; educational facilities; the Statistics Agency of Bosnia and Herzegovina; the Statistics Institute of the Federation of BiH; the Statistics Institute of Republika Srpska; the District Brčko Statistics Bureau

Partners:

The Roma Council of Bosnia and Herzegovina; the Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

16. To conduct research on number of girls/women and boys/men who dropped out school, with reasons for dropping out education

Holders of responsibility:

The Roma Committee with the Council of Ministers of BiH; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; the Statistics Agency of Bosnia and Herzegovina; the Statistics Institute of the Federation of BiH; the Statistics Institute of Republika Srpska; the District Brčko Statistics Bureau; educational facilities

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

17. To conduct study/analysis of gender sensitive contents in programmes of all faculties at all universities

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; Universities in Sarajevo, Mostar and Banja Luka; the Statistics Agency of Bosnia and Herzegovina; the Statistics Institute of the Federation of BiH; the Statistics Institute of Republika Srpska; the District Brčko Statistics Bureau

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

18. To carry out activities on reduction of illiteracy among women in rural areas and Roma women

Holders of responsibility:

The Roma Committee with the Council of Ministers of BiH; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational facilities at all levels

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Statistics Agency of Bosnia and Herzegovina; the Statistics Institute of the Federation of BiH; the Statistics Institute of Republika Srpska; the District Brčko Statistics Bureau

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

19. To carry out activities on raising awareness on bulimia, anorexia, obesity, alcoholism and drug addiction with the youth and to work on prevention and protection from them

Holders of responsibility:

The Ministry of Health and Social Protection of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; Entity Institutes of Public Health; chambers of health; health facilities; educational facilities; media

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

20. To identify a team of teachers who have already passed through training and to organise additional trainings of trainers for conducting trainings in preschool facilities, primary and secondary schools on integration of gender issues into teaching procedure, using materials and experiences from pilot-schools¹⁴

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational facilities

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

21. To elaborate Toolkit on integration of gender issues into curricula and teaching procedure

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels; Cantonal ministries of education; educational facilities

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

¹⁴ Including issues of trafficking in human beings, domestic violence, violence on the ground of sex, harassment and sexual harassment, relation towards vulnerable groups

22. To organise trainings on integration of gender issues into curricula of preschool facilities, primary and secondary schools

Holders of responsibility:

Team of teachers - trainers

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the Ministry of Culture and Sport of the Federation of BiH; the Ministry of Science and Technology of Republika Srpska; the District Brčko Department for Education; Institutes for Education at all levels

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

23. To initiate elaboration of the pilot-programme of education and training on gender issues through Internet

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; University of Sarajevo; the Centre for Interdisciplinary Postgraduate Studies

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

24. To elaborate indicators for monitoring success of implementation of activities in the field of Lifelong Learning

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina; Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Lifelong Learning)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

25. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Lifelong Learning;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Lifelong Learning;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Lifelong Learning on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Lifelong Learning)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- UN Convention on Elimination of All Forms of Discrimination Against Women, adopted 1979.;
- UN Convention of the Right of the Child, adopted on 20 November 1989.;
- 1992 European Charter on Participation of Young People in Local and Regional Life;

- 1995 Beijing Declaration and Platform for Action;
- 1995 Constitutions of Bosnia and Herzegovina, Part ii 3 (L);
- The Constitution of the Federation of Bosnia and Herzegovina;
- The Constitution of Republika Srpska;
- The Law on Gender Equality of BiH;
- State laws from the fields of education;
- Mid-Term Development Strategy for Bosnia and Herzegovina (MTDS) 2004-2007.;
- 2003 Millennium Development Goals, Report on Human Development, UNDP;
- 2004 Initial Report of Bosnia and Herzegovina under the Convention on Elimination of All Forms of Discrimination Against Women;
- 2005 State Gender Action Plan under the Beijing Declaration and Platform for Action;
- Recommendations of Working Group "Education" for implementation of the Law on Gender Equality in BiH;
- http://europa.eu.int/comm/employment_social/gender_equality/index_en.html;
- http://www.coe.int7t/e/Human_rights/Equality/.



CHAPTER X

HEALTH, PREVENTION AND PROTECTION



INTRODUCTION

Health is a major resource for quality of life of each person. Investment into health of citizens is one of the most important attempts in the process of strengthening social and economic stability of each country. Health includes physical, emotional, social, cultural and spiritual well-being and is determined both by biologic factors and social, economic and political context in which women and men live.

Health care is often insufficient and is particularly conditioned by economic situation, as well as by the fact that women and men are often not enough informed on opportunities and services at their disposal. Investment into health of women and men, as well as into their awareness on these issues mean more quality life for women and men, more quality family life, more quality reproductive health and sound family planning.

Large number of international documents order measures and provide instructions for organising health system which would enable all citizens an adequate assistance and protection, with a view of achieving healthier and more quality life, the most important be: the 1966 International Covenant on Economic, Social and Cultural Rights; the 1979 Convention on Elimination of All Forms of Discrimination Against Women; the 1989 Convention on the Right of the Child; Recommendations of the World Health Organisation on "Health for All in 21st Century"; 1995 Constitution of Bosnia and Herzegovina; the Resolution on Health Policy for All Citizens of Bosnia and Herzegovina (Official Gazette of BiH, No.12/2002); the Law on Gender Equality in BiH (Official Gazette of BiH, No. 16/2003).

The Law on Gender Equality in BiH stipulates that all citizens have right to social welfare and health care regardless of gender. The Law forbids discrimination in any form or on any grounds in the exercise of all forms of rights stipulated by current legislation; while relevant authorities should ensure laws and other regulations and mechanisms relating to access to and enjoyment of social welfare, which are non-discriminatory on the grounds of gender, both directly or indirectly.

Mid-Term Development Strategy for Bosnia and Herzegovina 2004-2007 defines the following reform goals in the field of health:

- to ensure accessible health system for all citizens which would be socially acceptable, based on principles of solidarity and equity, which would enable various social groups, particularly the poor, access to guaranteed basic package of health rights and services;
- to ensure efficient and transparent health system directed to promotion of health and prevention of diseases;
- to ensure system oriented towards continued development of quality of protection and clinical supervision;
- to ensure system directed towards needs for health care which actively include interest and attitudes of patients and health -care workers.

Basic goal:

Improved state of health of women and men due to simpler and more efficient access to information and medical institutions

Activities:

1. To harmonise laws and other regulations from the fields of health with a view of providing equal rights and opportunities to medical services for all citizens at the entire territory of Bosnia and Herzegovina, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; legislative bodies at all levels of authority; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health

Partners:

International and nongovernmental organisations

Realisation period:

Three years after adoption of the Gender Action Plan.

2. To elaborate a strategy for implementation of the Law on Gender Equality in Bosnia and Herzegovina in the fields of health care and social welfare

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Gender Equality Agency of Bosnia and Herzegovina; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; health facilities

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

3. To develop a strategy in order to ensure gender balance in decision-making organs which are essential for regulating important issues from the field of health, in accordance with Article 15 of the Law on Gender Equality in Bosnia and Herzegovina

Holders of responsibility:

The Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; health facilities; management bodies; nongovernmental organisations

Monitoring responsibility:

The Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Realisation period:

Two years after adoption of the Gender Action Plan.

4. To develop a strategy for integration of gender perspective into all health sector reforms, so that women in the entire Bosnia and Herzegovina have equal access to medical services, and particularly to reduce mortality rate of mothers, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; health facilities

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

5. To develop a gender sensitive strategy for provision of health care to persons with various levels and forms of disabilities

Holders of responsibility:

The Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; health facilities

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

6. To develop programmes for training of medical personnel in rural dispensaries in order to enable them to carry out additional education of population

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; Cantonal Institutes for Public Health; health facilities

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

7. To collect, analyse and release statistical data on health of women and men in Bosnia and Herzegovina, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Statistics Agency of Bosnia and Herzegovina; the Statistics Institutes of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; Centres for social work

Monitoring responsibility:

The Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska Centre

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

8. To conduct research on medical needs of women and men

Holders of responsibility:

The Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; health facilities; nongovernmental organisations

Monitoring responsibility:

The Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska Centre

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

9. To educate population, particularly population that belong to vulnerable groups, on reproductive health issues and to raise awareness on importance of family planning by both partners through educative measures, in order to prevent resorting to abortion and to protect women from negative health consequences of such operations, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Roma Committee with the Council of Ministers of BiH; the Ministry of Health and Social Welfare of Republika Srpska ; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; Cantonal Institutes for Public Health; health chambers; health facilities (dispensaries, hospitals, health centres, medical personnel dealing with family medicine); educational institutions

Monitoring responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Five years after adoption of the Gender Action Plan.

10. To launch campaigns with a view of advancement of reproductive and sexual health of women and men, particularly population belonging to vulnerable groups, in order to reduce risk of diseases characteristic for women and men and to increase protection from the HIV and sexually transmitted diseases

Holders of responsibility:

The Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; health facilities; educational institutions (secondary medical schools, faculties of medicine)

Monitoring responsibility:

The Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska Centre

Realisation period:

Continued.

11. To promote health food and health nutrition and to ensure access to safe water and sanitary facilities for all citizens of Bosnia and Herzegovina

Holders of responsibility:

The Food Agency of Bosnia and Herzegovina; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Services to Citizens; Cantonal ministries of health

Partners:

International and nongovernmental organisations; enterprises dealing with production of health food; agricultural associations; media

Realisation period:

Continued.

12. To raise awareness on bulimia, anorexia, obesity, alcoholism and drug addiction with the youth and to work on prevention and protection from them

Holders of responsibility:

The Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Public Health of the Federation of BiH; health chambers; health facilities; educational institutions (secondary medical schools, faculties of medicine); media

Realisation period:

Continued.

13. To raise awareness with women and men on importance of regular gynaecological examinations and prostate examinations

Holders of responsibility:

The Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; the Institute for Public Health of the Federation of BiH; health chambers; health facilities; educational institutions (secondary medical schools, faculties of medicine); media

Partners:

International and nongovernmental organisations

Realisation period:

Continued.

14. To elaborate indicators for monitoring success of implementation of activities in the field of Health, Prevention and Protection

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Health, Prevention and Protection)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

15. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Health, Prevention and Protection;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Health, Prevention and Protection;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Health, Prevention and Protection on planned and realised projects which includes also data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina; the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Health, Prevention and Protection)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- 1966 International Covenant on Economic, Social and Cultural Rights;
- 1979 Convention on Elimination of All Forms of Discrimination Against Women;
- 1989 Convention of the Right of the Child;
- Recommendations of the World Health Organisation on "Health for All in 21 Century ;
- 1995 Constitution of Bosnia and Herzegovina;
- Resolution of Health Policy for All Citizens of Bosnia and Herzegovina (Official Gazette of BiH, No. 12/2002);
- The Law on Gender Equality in BiH (Official Gazette of BiH, No.16/2003);
- 2004 Initial Report of Bosnia and Herzegovina under the Convention on Elimination of All Forms of Discrimination Against Women;
- 2005 State Gender Action Plan under the Beijing Declaration and Platform for Action;
- Recommendations of Working Group "Health and Social Welfare" for implementation of the Law on Gender Equality in BiH.



CHAPTER XI

**DOMESTIC VIOLENCE, VIOLENCE ON THE GROUNDS
OF SEX, HARASSMENT, SEXUAL HARASSMENT AND
TRAFFICKING IN HUMAN BEINGS**



INTRODUCTION

Bosnia and Herzegovina, with a goal to join European integrations in the forthcoming period, has obligation to harmonise its legislation with European documents which regulate fields of violence and trafficking. These documents are numerous, the most important be: the Final Declaration, adopted at the Second Council of Europe Summit (Strasbourg, 1997) in which member states affirmed their determination to combat violence against women in all forms; recommendations of the Committee of Ministers to member states of the Council of Europe: Recommendation No. R (85) 4 on violence in the family; Recommendation No. R (85) 11 on the position of the victim in the framework of criminal law and procedure; Recommendation No. R (87) 21 on assistance to victims and the prevention of victimisation; Recommendation No. R (91) 11 concerning sexual exploitation, pornography, prostitution and trafficking in children and young adults; Recommendation No. R (2000) 11 on action against trafficking in human beings for the purpose of sexual exploitation; the United Nations Declaration on the Elimination of Violence against Women; the Beijing Declaration and Platform for Action, adopted at the Fourth World Conference on Women (Beijing, 1995); 1979 Convention on the Elimination of All Forms of Discrimination against Women.

Bosnia and Herzegovina is obliged under Article II of the Constitution to ensure the highest level of internationally recognised human rights and fundamental freedoms. The Constitution of Bosnia and Herzegovina provides protection from torture, inhuman or degrading treatment or punishment (para 3 (b)); the right to a fair hearing in civil and criminal matters (para 3 (e)); the right to private and family life and home (para 3 (f)).

The Constitution of Bosnia and Herzegovina¹⁵ guarantees the highest level of internationally recognised human rights and fundamental freedoms by incorporating into its constitutional system 15 most important instruments for the protection of human rights. Obligation of Bosnia and Herzegovina to apply the highest internationally recognised standards of human rights stems also from the Dayton Peace Agreement¹⁶. The Constitution of Bosnia and Herzegovina stipulates¹⁷ "general principles of international law are integral part of legal order of Bosnia and Herzegovina and its Entities .

Discrimination is also prohibited, and exercise of rights and freedoms provided for in this document is guaranteed to all persons without discrimination on any grounds, including sex. Thus, in accordance with the Constitution of Bosnia and Herzegovina, the State has to ensure rights and freedoms. Violence against women, as an expression of unbalances of power and gender inequality, has always been present in all forms of historical development, in all societies irrespective of political and economic system, property, race or culture. From birth to death women face

¹⁵ Constitution of Bosnia and Herzegovina, Article II Human Rights and Fundamental Freedoms

¹⁶ Annex VI of the Dayton Peace Agreement: Human Rights

¹⁷ Constitution of Bosnia and Herzegovina, Article III para 3(b)

discrimination and violence by the State, community and a family. At least every third woman in the world will be a victim of violence in her life. According to the Draft UN Declaration on Elimination of Violence Against Women violence is "a gender-based act of violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to a woman .

As a large part of violence takes place in a family, it is important to stress that from this point of view domestic violence is "every form of control or domination which endangers or violates physical or moral integrity of a woman in a family (Lukić, 1997).

Large number of women in Bosnia and Herzegovina face a domestic violence problem. Our society is built on deep patriarchal foundations, so victims of violence do not enjoy support of society and face traditional prejudices and often continue their lives with violent persons, first of all due to economic dependence and fear for children. Trafficking in human brings, particularly women for the purpose of prostitution, is a problem which in recent years has become extremely actual at the territory of Bosnia and Herzegovina. In fact, opening of state borders, transition into market economy, increase of unemployment and poverty, disintegration of the state structure and reduction of control of movement in certain parts of Europe, all this have created favourable conditions at the territory of our country for development of illegal trafficking, particularly trafficking for the purpose of sexual exploitation. Not less significant is all the more frequent violence against men, expressed through both physical and psychological abuse. Men frequently face violators both at work and within their families, and is important to provide protection and assistance to men and women alike.

Basic goal:

1. Eradicated violence against women and men in public and private spheres
2. Eradicated all forms of trafficking and established centres for assistance to victims of organised prostitution and trafficking

Activities:

1.1. To harmonise domestic legislation regulating field of violence against women and men with international standards in the mentioned field

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Ministry of Security of Bosnia and Herzegovina; the Ministry of Justice of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; prosecutor's offices; courts

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

Domestic violence, violence on the grounds of sex, harassment, sexual harassment and trafficking in human beings

1. 2. To harmonise laws on protection against domestic violence in both Entities, and to elaborate all necessary bylaws in the field of domestic violence, violence on the grounds of sex, harassment and sexual harassment and to establish relevant structures and institutions necessary for their implementation, which is in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

Legislative bodies at all levels; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; the District Brčko Department for Professional and Administrative Affairs; the Ministry of Justice of Republika Srpska; the Ministry of Justice of the Federation of BiH; the Ministry of Health of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the District Brčko Department for Health Care

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; prosecutor's offices and courts at all levels; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Realisation period:

One year after adoption of the Gender Action Plan.

1. 3. To develop a strategy for implementation of laws against domestic violence, violence on the grounds of sex, harassment and sexual harassment

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health Care; Cantonal ministries of labour and social policy; Cantonal ministries of health; centres for social work; civil society

Partners:

International organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

1. 4. To develop a strategy in order to undertake concrete measures, in accordance with recommendations of the UN CEDAW Committee, with a view of encouraging women and men to report cases of violence in a family

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the District Brčko police forces; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health Care; Cantonal ministries of labour and social policy; Cantonal ministries of health; centres for social work; civil society

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

1. 5. To develop a strategy for prevention of domestic violence, violence on the grounds of sex, sexual harassment and harassment, through work with potential violators or persons inclined to violent behaviour, particularly with children from families with a violent member

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the District Brčko police forces; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health Care; Cantonal ministries of labour and social policy; Cantonal ministries of health; centres for social work; civil society

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

1. 6. To develop data collection methodology, and in accordance with this, to collect, analyse and regularly release statistical data relating to the fields of domestic violence, violence on the grounds of sex, sexual harassment and harassment and, based on these data, continue with development of sustainable strategies for combat against such violations of human rights, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Statistics Agency of Bosnia and Herzegovina; the Statistics Institutes of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health; Cantonal ministries of labour and social policy; Cantonal ministries of health; centres for social work; civil society

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international organisations

Realisation period:

Continued.

1. 7. To educate judges, prosecutors, health-care workers, teachers, social workers, pedagogues, psychologists and police officers on legislation, by-laws and procedures relating to domestic violence, violence on the grounds of sex, sexual harassment and harassment, so they could proceed adequately in these cases, which is in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; Centres for education of judges and prosecutors of the Federation of BiH and Republika Srpska; centres for social work

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

1. 8. To elaborate a manual for judges, prosecutors, health-care workers, social workers, pedagogues, psychologists and police officers containing laws and by-laws, as well as procedures for combating domestic violence, violence on the grounds of sex, sexual harassment and harassment

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the Ministry of Health of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the District Brčko Department for Health Care; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces

Partners:

International and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

1. 9. To educate public servants in municipalities, so that they are able to provide free legal aid to victims of domestic violence, violence on the grounds of sex, sexual harassment and harassment

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; Ministries of Administration and Self-Government; towns; municipalities; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the Ministry of Health of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the District Brčko Department for Health Care; nongovernmental organisations; centres for social work; police forces; health and educational institutions

Partners:

International organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

1. 10. To launch and pursue media campaigns with a view of raising awareness on domestic violence, violence on the grounds of sex, sexual harassment and harassment

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; the Ministry of Health of

Domestic violence, violence on the grounds of sex, harassment, sexual harassment and trafficking in human beings

the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the District Brčko Department for Health Care; the Ministry of Labour and Social Policy of the Federation of BiH; nongovernmental organisations; centres for social work; media

Partners:

International organisations

Realisation period:

Continued.

1. 11. To elaborate promotive materials on rights, mechanisms and procedures for the protection against domestic violence, violence on the grounds of sex, sexual harassment and harassment

Holders of responsibility:

The Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; centres for social work; judicial bodies

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations; media; educational institutions

Realisation period:

Two years after adoption of the Gender Action Plan.

2. 1. To monitor international legislation and instruments and to work on harmonisation of domestic legislation with international instruments relating to the prevention of trafficking in human beings and assistance to victims of violence caused by trafficking

Holders of responsibility:

The Office of the State Coordinator for Combating Trafficking in Human Beings; the Ministry of Justice of Bosnia and Herzegovina; the Ministry of Security of Bosnia and Herzegovina; Interpol; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; civil society; courts; prosecutor's offices; international organisations

Realisation period:

Continued.

2. 2. To develop a strategy in order to improve economic situation of women and level of their awareness, so that they are not dependant on traffickers, and to intensify social welfare, as well as measures for rehabilitation and reintegration of women and girls victims of trafficking, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Office of the State Coordinator for Combating Trafficking in Human Beings; the Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Ministry of Security of Bosnia and Herzegovina; the Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the Ministry for Displaced Persons and Refugees of the Federation of BiH; the Ministry for Refugees and Displaced Persons of Republika Srpska; the District Brčko Department for Displaced Persons, Refugees and Housing Issues; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; the Ministry of Health of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the District Brčko Department for Health Care; the Ministry of Labour and Social Policy of the Federation of BiH; responsible Cantonal ministries; centres for social work; health institutions

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; civil society; media; international organisations

Realisation period:

Three years after adoption of the Gender Action Plan.

2. 3. To develop a strategy for the protection of women from Bosnia and Herzegovina victims of internal trafficking in human beings in Bosnia and Herzegovina, as well as victims of trafficking for purposes other than prostitution, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Office of the State Coordinator for Combating Trafficking in Human Beings; the Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Ministry of Security of Bosnia and Herzegovina; the Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the Ministry for Displaced Persons and Refugees of the Federation of BiH; the Ministry for Refugees and Displaced Persons of Republika Srpska; the District Brčko Department for Displaced Persons, Refugees and Housing Issues; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; the Ministry of Health of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; the District Brčko Department for Health Care; the Ministry of Labour and Social Policy of the Federation of BiH; responsible Cantonal ministries; centres for social work; health institutions

Domestic violence, violence on the grounds of sex, harassment, sexual harassment and trafficking in human beings

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; civil society; media; international organisations

Realisation period:

Three years after adoption of the Gender Action Plan.

2. 4. To cooperate with the State Coordinator for Combating Trafficking in Human Beings and to participate in organisation of trainings for experts included into trafficking in human beings

Holders of responsibility:

The Ministry of Security of Bosnia and Herzegovina; Interpol; the Ministry of Justice of Bosnia and Herzegovina; the Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the State Border Service; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs

Partners:

Prosecutor's offices; courts; international and nongovernmental organisations

Realisation period:

Continued.

2. 5. To prepare reports containing comprehensive information and data on trafficking in women and girls, as well as analyses on forms of phenomena of trafficking in women in Bosnia and Herzegovina and measures undertaken for the suppression of new trends in this field, in accordance with recommendations of the UN CEDAW Committee

Holders of responsibility:

The Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Office of the State Coordinator for Combating Trafficking in Human Beings; the Ministry of Security of Bosnia and Herzegovina; the Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; judicial bodies; police forces; Centres for legal aid for victims of trafficking (particularly in civil suits)

Realisation period:

Continued.

2. 6. To promote the rights of women and better level of information of women and girls on the phenomena of trafficking, to work on raising of awareness, particularly of vulnerable categories¹⁸

Holders of responsibility:

The Office of the State Coordinator for Combating Trafficking in Human Beings; the Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Ministry of Security of Bosnia and Herzegovina; the Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of BiH; the Ministry of Justice of Republika Srpska; the District Brčko Department for Professional and Administrative Affairs; the Ministry for Displaced Persons and Refugees of the Federation of BiH; the Ministry for Refugees and Displaced Persons of Republika Srpska; the District Brčko Department for Displaced Persons, Refugees and Housing Issues; responsible Cantonal ministries

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; centres for social work; health and educational institutions; civil society; media; international organisations

Realisation period:

Continued.

2. 7. To punish traffickers in human beings in accordance with recommendations of the UN CEDAW Committee, ensuring full support to victims of trafficking to witness at trials, as well as the protection before, during and after trials

Holders of responsibility:

Courts and prosecutor's offices at all levels of authority; the Ministry of Interior of the Federation of BiH; the Ministry of Interior of Republika Srpska; the District Brčko police forces; responsible Cantonal ministries

Realisation period:

Continued.

2. 8. To include issue of trafficking in human beings into curricula in the gender integration process

Holders of responsibility:

The Office of the State Coordinator for Combating Trafficking in Human Beings; the Ministry for Human Rights and Refugees of Bosnia and Herzegovina; the Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Education of Republika Srpska; the Ministry of Education and Science of the Federation of BiH; the District Brčko Department for Education; Cantonal ministries of Education

¹⁸ Like women/girls refugees, displaced persons, returnees, members of national minorities, those who live in poverty, in undeveloped or rural areas, and to provide these categories access to institutions that provide assistance to victims of violence caused by prostitution and trafficking in women

Domestic violence, violence on the grounds of sex, harassment, sexual harassment and trafficking in human beings

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Realisation period:

Two years after adoption of the Gender Action Plan.

2. 9. To elaborate indicators for monitoring success of implementation of activities in the field of Violence and Trafficking in Human Beings

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Violence and Trafficking in Human Beings)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

2. 10. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Violence and Trafficking in Human Beings;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Violence and Trafficking in Human Beings;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Violence and Trafficking in Human Beings on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Violence and Trafficking in Human Beings)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- Recommendations of the Committee of Ministers to member states of the Council of Europe: Recommendation No. R (85) 4; Recommendation No. R (85) 11; Recommendation No. R (87) 21; Recommendation No. R (91) 11; Recommendation No. R (2000) 11;
- The UN Convention on Elimination of All Forms of Discrimination Against Women, adopted in 1979.;
- The Beijing Declaration and Platform for Action, adopted at the Fourth World Conference on Women (Beijing, 1995);
- The State Action Plan for Combating Trafficking in Human Beings, 2005-2007.;
- The Initial Report of Bosnia and Herzegovina under the Convention on Elimination of All Forms of Discrimination Against Women, 2004.;
- The Study on Domestic Violence in Bosnia and Herzegovina, Banja Luka 2005.



CHAPTER XII
THE ROLE OF MEN



INTRODUCTION

The Aim of Chapter XII of the Bosnia and Herzegovina Gender Action Plan is inclusion and promotion of the role of men in gender mainstreaming processes in Bosnia and Herzegovina. Considering the fact that approach "Gender and Development" and gender mainstreaming as a strategy imply improvement of relations between women and men and achieving balance in the division of power, resources and responsibilities, it is necessary to undertake actions so that men are included into strategies that promote gender equality. The frame for actions on promotion of gender equality, and particularly inclusion of men is sine qua non of this process.

It is necessary to consider the following issues within this process:

- How we imagine and how we understand inclusion of men in the process of achieving gender equality?
- Which are those different relations which men have with gender equality?
- Why men consider that gender equality is in the interest of only some men, not all of them?
- Which are theoretical, political and practical reasons which justify and emphasise the importance of inclusion of men in gender issues?
- How to achieve this?

In many countries gender equality is still considered a "female issue". Gender equality, as is often understood, does not problematise men: in some cases this may imply a short-term aim to equate women with men. In this case a need for understanding very broad relations of men with gender (in)equality must be stressed. Problematising of gender equality is not an issue of adding a "male perspective" or a perspective of "liberation of men" to the present understanding of gender equality. Actually, this means a fundamental change in reflection on what gender equality is and how to turn this into practical actions.

Particular attention should be paid to the following:

- resistance of large number of men to various forms of inclusion into gender mainstreaming processes, debates, activities and policies
- responsibility of men in participation in gender equality promotion
- process of winning over of those men who are less interested and less included into gender equality process.

Resistance to inclusion of men results from many reasons: patriarchal system of value, sexism, maintaining the power, 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. Responsibilities of men in participation gender equality issues reach a huge number of social and economic fields and issues: labour and access to resources, family and parenting, home, sexuality, violence, education, health, sport, organisation, power and decision-making, etc. Process of winning over considers how to make adequate contacts

with men regarding all these issues and fields. Particular attention should be paid to issues of men and violence, men's health and health generally, education and raising awareness of boys and young men, as well as reconciliation of family and professional life.

Basic goal:

Men achieved recognition as natural allies in the process of integration of gender equality concept

Activities:

1. To implement the Law on Gender Equality in Bosnia and Herzegovina in all segments in which the rights of men are discriminated

Holders of responsibility:

Ministries at all levels of authority, judicial organs, trade unions, associations of employers, health and educational facilities, enterprises

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; media; international and nongovernmental organisations

Realisation period:

Continued.

2. To render assistance in creation of programmes for psychosocial treatment of men resorting to violent behaviour in a family and other environments, as well as legal and psychosocial aid to men victims of violence and trafficking in human beings

Holders of responsibility:

The Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; Cantonal ministries of labour and social welfare; municipalities; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; health facilities; centres for social work

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; gender mechanisms at other levels of authority; international and nongovernmental organisations

Realisation period:

Continued.

3. To develop programmes of psychosocial assistance to men with physical and mental consequences of traumatic war experiences

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; Cantonal ministries of labour and social welfare; municipalities; the Institute for Health Protection of Republika Srpska; the Institute for Public Health of the Federation of BiH; health chambers; health facilities; centres for social work

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; gender mechanisms at other levels of authority; international and nongovernmental organisations; media

Realisation period:

One year after adoption of the Gender Action Plan.

4. To define the existing resources, information, data, partners and collaborators/male gender experts in various fields, who are able to participate in the process of integration of gender equality concept

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

Gender mechanisms at other levels of authority; media; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

5. To conduct research on importance and role of fathers in development of personality and upbringing of children

Holders of responsibility:

The Ministry of Family, Youth and Sport of Republika Srpska; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; Child Protection Institutes of the Federation of BiH and Republika Srpska; Cantonal ministries of labour and social protection; the Statistics Agency of Bosnia and Herzegovina; Statistics Bureaus of the Federation of BiH and Republika Srpska; the District Brčko Statistic Bureau

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; gender mechanisms at other levels of authority; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

6. To conduct research on number of men who use parental leave

Holders of responsibility:

The Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; Child Protection Institutes of the Federation of BiH and Republika Srpska; Cantonal ministries of labour and social welfare; the Statistics Agency of Bosnia and Herzegovina; Statistics Bureaus of the Federation of BiH and Republika Srpska; the District Brčko Statistic Bureau

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; gender mechanisms at other levels of authority; nongovernmental organisations

Realisation period:

End 2008.

7. To initiate and work on promotion campaigns aiming at change of public awareness on gender issues as issues concerning women only

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska;

Partners:

Gender mechanisms at other levels of authority; media; nongovernmental and international organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

8. To launch promotion campaigns aiming at advancement of gender equality and more humane relations among children and the youth, as well as prevention of violence, with particular stress on awareness raising on problem of violence with men, adolescents and boys

Holders of responsibility:

The Ministry of Education and Science of the Federation of BiH; the Ministry of Education and Culture of Republika Srpska; the District Brčko Department for Education; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the;

District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; Cantonal ministries of education; Institutes for Education; educational institutions; centres for social work

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; gender mechanisms at other levels of authority; media; nongovernmental and international organisations; media

Realisation period:

Continued.

9. To launch promotion campaigns aiming at introduction or initiation of introduction of sexual education into teaching processes, namely curricula of educational facilities, as well as into regular work of health facilities, with particular stress on raising of awareness of men, adolescents and boys

Holders of responsibility:

The Ministry of Education and Science of the Federation of BiH; the Ministry of Education and Culture of Republika Srpska; the District Brčko Department for Education; the Ministry of Health and Social Welfare of Republika Srpska; the Ministry of Health of the Federation of BiH; the District Brčko Department for Health, Public Security and Other Services; Cantonal ministries of health; Cantonal ministries of education; Institutes for Education; schools; sexual and reproductive health counselling centres

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; gender mechanisms at other levels of authority; nongovernmental and international organisations; media

Realisation period:

Continued.

10. To launch promotion campaigns aiming at elimination of cultural and social barriers for childcare of fathers (paternal leave, larger participation in child upbringing)

Holders of responsibility:

The Ministry of Education and Science of the Federation of BiH; the Ministry of Education and Culture of Republika Srpska; the District Brčko Department for Education; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; Child Protection Institutes of the Federation of BiH and Republika Srpska; Cantonal ministries of education; Cantonal ministries of labour; Institutes for Education; schools; associations of employers; trade unions

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; gender mechanisms at other levels of authority; media; nongovernmental and international organisations; media

Realisation period:

Two years after adoption of the Gender Action Plan.

11. To elaborate indicators for monitoring success of implementation of activities in the field of the Role of Men

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of the Role of Men)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

12. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of the Role of Men;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of the Role of Men;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of the Role of Men on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of the Role of Men)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- Constitutions of Bosnia and Herzegovina, the Federation of BiH and Republika Srpska;
- Law on Gender Equality in Bosnia and Herzegovina (Official Gazette of BiH, No. 16/03);
- 1995 Beijing Declaration and Platform for Action;
- 1979 Convention on Elimination of All Forms of Discrimination Against Women;
- The Council of Europe - Recommendation No. R (96) 5 of the Committee of Ministers to Member States on Reconciling Work and Family Life;
- Directive (96/34/EC) - EU Parental Leave;
- Promoting gender equality: a common issue for women and men. Compilation of Council of Europe texts dealing with the question of men and gender equality 1995-2000 (CDEG);
- Declaration on Equality of Women and Men (Committee of Ministers to Member States, 1988);
- The UN Millennium Declaration, 2000;
- Future perspectives on the promotion of gender equality: through the eyes of young women and men (UN Commission on the Status of Women, Written statement, Panel V, forty-ninth session, New York, 28 February-11 March 2005).

Other important sources:

- UNFPA, Situation of World Population: <http://www.unfpa.org/swp/swpmain.htm>
- Publications of the World Health Organisation: <http://www.who.int/publications/en/>
- Resolutions and Decisions of the World Health Organisation: <http://www.who.int/governance/en/>
- UNDP, Men and Gender Equality: <http://www.undp.org/gender/programmes/men/>
- XY: Men, Masculinity and Gender Policies: <http://www.xyonline.net/>



CHAPTER XIII
RECONCILIATION OF PROFESSIONAL AND FAMILY LIFE



INTRODUCTION

A sound family is a basis of all successful societies...

Equal Possibilities Committee of the Parliamentary Assembly of the Council of Europe

"Reconciliation of professional and family life enables women and men to be professionally active and to take part in public and political life, enabling them at the same time to reconcile their family commitments .

Recalling the Revised European Social Charter, adopted on 1 July 1999, which contains and ensures effective right to work and to equal possibilities and treatment as regards employment without discrimination on the grounds of gender; Convention No. 156 and Recommendation No. 165 concerning equal opportunities and equal treatment for men and women workers: workers with family responsibilities; Convention No. 175 and Recommendation No. 182 concerning part-time work; the EU Council recommendation of March 1992 on child care (92/241/EEC), enabling men and women to reconcile their professional and family life with child upbringing; the 1979 Convention on the Elimination of All Forms of Discrimination Against Women; the Beijing Declaration and Platform for Action, adopted at the Fourth World Conference on Women in Beijing in 1995; Bosnia and Herzegovina, whose aim in the forthcoming period is to join the European integrations, is tasked to harmonise labour legislation closely related to issue of reconciliation of professional and family life, with international documents, to enable implementation of international documents and laws, in order to fulfil conditions for entering the EU as soon as possible.

Due to fulfilment of the mentioned task, Bosnia and Herzegovina enacted on 21 May 2003 the Law on Gender Equality in Bosnia and Herzegovina, which guarantees gender equality in all segments of public and private life.

Article 8 of the Law on Gender Equality in Bosnia and Herzegovina prohibits discrimination on the grounds of gender at work and in employment; while of particular interest for the issue of reconciliation of professional and family life are Items 5, 6 and 7 of this Article. They prohibit:

- Different treatment on the grounds of pregnancy, childbirth or exercising the right to maternity leave, including failure to enable an employee to return to the same job or another job of the same seniority with equal pay after the expiry of maternity leave, as well as different treatment for men and women in regard to deciding how to take up maternity leave following the birth of a child;
- Any unfavourable treatment of a parent or guardian in balancing their commitments in family and professional life;
- Organising work, the allocation of tasks or other conditions of work or dismissal from work so that on the grounds of gender or marital status an employee is left in a less favourable position than other employees.

Article 11 of the Convention on the Elimination of All Forms of Discrimination against Women obliges the States Parties to take all appropriate measures to eliminate discrimination against women in the field of employment, like: ensure the right to free choice of profession, vocational

training of women, adjusting working conditions, the right to equal remuneration for work of equal value for both sexes, the right to social security, including natural role of reproduction, prevention of discrimination against women on the grounds of marriage, prohibition of dismissal on the grounds of pregnancy or of maternity leave, prohibition of discrimination in dismissals, introduction of maternity leave with pay, enabling parents to reconcile family obligations with work responsibilities, development of child-care facilities, prohibition of harmful work, etc.

Reconciliation of professional and family life is an extremely complex process, particularly for women who still bear the largest part of responsibilities related to housekeeping, child upbringing and care of old and sick persons in a family. This situation to a large degree makes difficult a process of participation of women in professional, public and political life.

Although the issue of reconciliation of professional and family life has up to date been considered as exclusively female problem, solving of this problem would have large significance for men too, since they often face difficulties in establishing balance between professional and private commitments. Adequate solution of this problem, which has not been paid necessary attention in Bosnia and Herzegovina up to date, would offer opportunity for increase of economic independence rate and equal opportunities, rights and obligations for both sexes in family and work life.

Reconciliation of family and professional life has direct impact on unemployment level of women, birth-rate and their familiarisation with request dictated by labour market, which are all elements that undoubtedly affect level of economic growth of the state.

Basic goal:

Reconciled family and professional commitments of employees without discrimination on any grounds

Activities:

- 1. To develop procedures for implementation of labour acts and laws on employment in fields related to reconciliation of private and professional commitments and to penalise non-compliance with the mentioned legal provisions by the employers**

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of Bosnia and Herzegovina; the Ministry of Justice of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; labour inspectorates; employment bureaus at all levels; Cantonal ministries of labour and social policy

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

2. To develop procedures for implementation of provisions of the Law on Gender Equality in Bosnia and Herzegovina relating to reconciliation of private and professional commitments

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; labour inspectorates; Cantonal ministries of labour and social policy; trade unions; associations of employers

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

One year after adoption of the Gender Action Plan.

3. To initiate amendments of the labour law, so as to enable flexible working time to parents who take care of children, as well as employees who take care of old and sick persons in a family

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; Cantonal ministries of labour and social policy; centres for social work; trade unions; associations of employers

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

4. To develop procedures for implementation of laws and regulations relating to the protection of mothers on maternity leave, self-supporting mothers when determining redundant workers, as well as regulations relating to the prolonged maternity leave for self-supporting parents or parents whose children are born with disabilities

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; labour inspectorates; Cantonal ministries of labour and social policy; trade unions; centres for social work

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international organisations; civil society

Realisation period:

One year after adoption of the Gender Action Plan.

- 5. To harmonise the State labour and employment policies with the International Labour Organisation (ILO) instruments, particularly with the Convention No. 156 and Recommendation No. 16 concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities; Convention No. 175 and Recommendation No. 182 concerning part-time work and to harmonise State policies with Article 1 of the Revised European Social Charter, which contains and ensures effective right to work**

Holders of responsibility:

The Ministry of Civil Affairs of Bosnia and Herzegovina; the Ministry of Justice of Bosnia and Herzegovina; the Ministry of Justice of the Federation of Bosnia and Herzegovina; the Ministry of Justice of Republika Srpska; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; Cantonal ministries of labour and social policy; Cantonal ministries of justice

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

- 6. To conduct research on how much employers take care of reconciliation of professional and private commitments of employees**

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; Cantonal ministries of labour and social policy; trade unions; associations of employers

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

7. To promote examples of positive actions on reconciliation of professional and private commitments and results those actions produces on working and financial performance of enterprises

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; Cantonal ministries of labour and social policy; trade unions; associations of employers

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

International and nongovernmental organisations

Realisation period:

Three years after adoption of the Gender Action Plan.

8. To develop and support all forms of care for children, including infant nurseries, kindergartens and other institutions which take care of children while parents are at work, introducing gender component in work of these institutions

Holders of responsibility:

The Council for Children with the Ministry for Human Rights and Refugees of BiH; the Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Health and Social Welfare of Republika Srpska; preschool institutions

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Continued.

9. To promote facilitated access to part-time work with flexible working hours and facilitated access, where possible, to "distance work", for example over telephone or Internet

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; Cantonal ministries of labour and social policy; trade unions; centres for social work

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international organisations; civil society

Realisation period:

Continued

10. To work on raising of awareness of employers and to promote examples of positive actions in a sense that giving privileges to employees with family commitments may significantly affect: increase of productivity, advancement of professional ethics and reduction of number of absence from workplace

Holders of responsibility:

The Ministry of Labour and Social Policy of the Federation of BiH; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; centres for social work; chambers of commerce

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; civil society¹⁹; international organisations; media

Realisation period:

Continued.

11. To work on promotion and raising of awareness of children and adolescents, pupils in educational institutions, from kindergartens to faculties, and teachers on the change of role of men and women at workplace and at home

Holders of responsibility:

The Ministry of Education and Science of the Federation of BiH; the Ministry of Education and Culture of Republika Srpska; the District Brčko Department for Education; educational institutions at all levels of education

¹⁹ Awareness raising on the mentioned problems, education of employers and employees, analyses of laws and regulations, organisation of seminars and round tables, with special reference to the mentioned topic

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; academic society; teachers; civil society; international organisations

Realisation period:

Continued.

12. To elaborate indicators for monitoring success of implementation of activities in the field of Reconciliation of Professional and Family Life

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Reconciliation of Professional and Family Life)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

13. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Reconciliation of Professional and Family Life;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Reconciliation of Professional and Family Life;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Reconciliation of Professional and Family Life on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Reconciliation of Professional and Family Life)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- The Council of Europe - Revised European Social Charter, adopted on 1 July 1999.;
- Convention No. 156 and Recommendation No. 165;
- Convention No. 175 and Recommendation No. 182;
- The EU Council recommendation 92/241/EEC, March 1992.;
- 1995 Beijing Declaration and Platform for Action
- UN Convention on Elimination of All Forms of Discrimination Against Women, adopted 1979;
- Law on Gender Equality in BiH;
- 2004 Initial Report of Bosnia and Herzegovina under the Convention on Elimination of All Forms of Discrimination Against Women;
- ILO Conventions;
- 1981 Convention No. 156 concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities;
- 1952 Convention No. 103 concerning Maternity Protection (Revised).



CHAPTER XIV
GENDER AND SUSTAINABLE ENVIRONMENT



INTRODUCTION

A basis for development of a country is directly related to preservation of environment.

If a goal of the BiH society is to achieve development which will be in accordance with and for the benefit of nature and environment, than active inclusion of women in sustainable development policies is necessary and welcome, 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. It is necessary to design strategies and mechanisms for increase of women quota in the widest bases, so that they participate in decision-making, planning and managing of sustainable development of a society as scientists, workers, technical and administrative personnel, as well as mothers, housewives, producers and consumers.

Gender Action Plan needs to ensure gender balance, with particular accent on position of women in relation to environment, its protection and sustainable development.

It is necessary to establish framework plan of actions which promotes ideals, interests and perspectives of the European Union, and to establish in this context goals stipulated in the Convention on Elimination of All Forms of Discrimination Against Women, the Beijing Declaration and Platform for Action, the UN Millennium Declaration, principles of ILO and other international documents, as well as goals stipulated in domestic legislation, like the Law on Gender Equality in Bosnia and Herzegovina, the Mid-term Development Strategy and the Gender Action Plan of BiH in parts related to gender and sustainable environment.

In this context it is important to emphasise 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.

Basic goal:

Equal representation of both sexes in the processes of planning, decision-making and implementation of program-mes related to sustainable environment and strengthening capacities of government institutions dealing with environment, so that gender perspective be systematically introduced into creation of policy on integrated protection of environment

Activities:

- 1. To develop procedures for implementation of the Law on Gender Equality in Bosnia and Herzegovina, which would ensure equal participation of both sexes in the processes of planning, decision-making and implementation of programmes and measures related to sustainable environment, which is in accordance with recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Ministry of Physical Planning of the Federation of Bosnia and Herzegovina; the Ministry of Environment and Tourism of the Federation of Bosnia and Herzegovina; the Ministry of Physical Planning, Construction and Ecology of Republika Srpska; the District Brčko Department for Physical Planning; the District Brčko Department for Public Affairs; the District Brčko Department for Public Utilities

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Two years after adoption of the Gender Action Plan.

- 2. To develop a strategy for implementation of the State Action Plan under the Beijing Declaration, with particular accent on women and environment**

Holders of responsibility:

The Ministry of Physical Planning of the Federation of Bosnia and Herzegovina; the Ministry of Environment and Tourism of the Federation of Bosnia and Herzegovina; the Ministry of Physical Planning, Construction and Ecology of Republika Srpska; the District Brčko Department for Physical Planning; the District Brčko Department for Public Affairs; the District Brčko Department for Public Utilities; gender mechanisms

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

By 2010.

- 3. To identify the existing international and domestic documents from the field of environment, to make an analysis and to harmonise them from gender aspect, in accordance with recommendations of the UN CEDAW Committee**

Holders of responsibility:

The Ministry of Physical Planning of the Federation of Bosnia and Herzegovina; the Ministry of Environment and Tourism of the Federation of Bosnia and Herzegovina; the Ministry of Physical Planning, Construction and Ecology of Republika Srpska; the District Brčko Department for

Physical Planning; the District Brčko Department for Public Affairs; the District Brčko Department for Public Utilities; gender mechanisms; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

All institutions and organisations dealing with relevant research; international organisations

Realisation period:

By 2008.

- 4. To integrate gender component into existing programmes and policies from the field of environment in a way that equal opportunities, equal access and equal benefits are ensured for both sexes, with particular accent on education of women, in order to achieve gender balance in the processes of planning, decision-making and implementation of policies and programmes of measures related to environment**

Holders of responsibility:

The Ministry of Physical Planning of the Federation of Bosnia and Herzegovina; the Ministry of Environment and Tourism of the Federation of Bosnia and Herzegovina; the Ministry of Physical Planning, Construction and Ecology of Republika Srpska; the District Brčko Department for Physical Planning; the District Brčko Department for Public Affairs; the District Brčko Department for Public Utilities

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; international and nongovernmental organisations

Realisation period:

Continued.

- 5. To establish a gender sensitive database on beneficiaries of programmes related to the field of environment**

Holders of responsibility:

The Ministry of Agriculture, Water Management and Forestry of the Federation of Bosnia and Herzegovina; the Ministry of Water Management, Forestry and Agriculture of Republika Srpska; the District Brčko Department for Agriculture, Forestry and Water Management; the Ministry of Physical Planning of the Federation of Bosnia and Herzegovina; the Ministry of Environment and Tourism of the Federation of Bosnia and Herzegovina; the Ministry of Physical Planning, Construction and Ecology of Republika Srpska; the District Brčko Department for Physical Planning; the District Brčko Department for Public Affairs; the District Brčko Department for Public Utilities; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Statistics Institutes of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau

Partners:

All institutions and organisations dealing with relevant research; international organisations

Realisation period:

By 2008.

- 6. To encourage, through gender equality institutions and mechanisms, business, social, political and scientific institutions, to work on solving the problem of degradation of environment and elimination of consequences of degradation of environment in areas which particularly affect women (e.g. water management in rural areas)**

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; other gender mechanisms

Partners:

All institutions and organisations dealing with relevant research; international organisations

Realisation period:

By 2008.

- 7. To encourage production and placement to market of ecological health food**

Holders of responsibility:

The Ministry of Agriculture, Water Management and Forestry of the Federation of Bosnia and Herzegovina; the Ministry of Water Management, Forestry and Agriculture of Republika Srpska; the District Brčko Department for Agriculture, Forestry and Water Management

Partners:

Associations of agriculture producers; all institutions and organisations dealing with relevant research at national, regional and EU level; international organisations

Realisation period:

2007 and 2008.

- 8. To initiate launching of programmes aiming at adjustment of environment to persons with special needs**

Holders of responsibility:

The Ministry of Physical Planning of the Federation of Bosnia and Herzegovina; the Ministry of Environment and Tourism of the Federation of Bosnia and Herzegovina; the Ministry of Physical Planning, Construction and Ecology of Republika Srpska; the District Brčko Department for

Physical Planning; the District Brčko Department for Public Affairs; the District Brčko Department for Public Utilities; the Ministry of Labour, Veterans and Disability Protection of Republika Srpska; the Ministry of Veterans and Disabled Veterans of the Defensive-Liberation War of the Federation of BiH

Partners:

All institutions and organisations dealing with relevant research at national, regional and EU level; international organisations

Realisation period:

One year after adoption of the Gender Action Plan.

9. To work on raising awareness of citizens of Bosnia and Herzegovina on importance of protection and decoration of green city areas

Holders of responsibility:

The Ministry of Physical Planning of the Federation of Bosnia and Herzegovina; the Ministry of Environment and Tourism of the Federation of Bosnia and Herzegovina; the Ministry of Physical Planning, Construction and Ecology of Republika Srpska; the District Brčko Department for Physical Planning; the District Brčko Department for Public Affairs; the District Brčko Department for Public Utilities; local communities; towns and municipalities

Partners:

Nongovernmental organisations; international organisations; educational institutions at all levels

Realisation period:

Continued.

10. To work on raising of awareness of children and adolescents on importance of their participation in environmental protection (through teaching procedures, textbooks)

Holders of responsibility:

The Ministry of Education and Science of the Federation of BiH; the Ministry of Education and Culture of Republika Srpska; the District Brčko Department for Education; the Ministry of Physical Planning of the Federation of Bosnia and Herzegovina; the Ministry of Environment and Tourism of the Federation of Bosnia and Herzegovina; the Ministry of Physical Planning, Construction and Ecology of Republika Srpska; the District Brčko Department for Physical Planning; the District Brčko Department for Public Affairs; the District Brčko Department for Public Utilities; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Realisation period:

Two years after adoption of the Gender Action Plan.

11. To elaborate indicators for monitoring success of implementation of activities in the field of Gender and Sustainable Development

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Gender and Sustainable Development)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

12. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Gender and Sustainable Development ;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Gender and Sustainable Development;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Gender and Sustainable Development on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan.

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Gender and Sustainable Development)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

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The EUEI Energy Initiative Institute, Website: http://europa.eu.int/comm/development/body/theme/energy/initiative/index_en.htm;
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http://europa.eu.int/comm/employment_social/gender_equality/legislation/ect;
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5. EG (2001) 7 Handbook on National Machinery to Promote Gender Equality and Action Plans - prepared by Giorgia Testolin, the consultant expert, Council of Europe;
6. "Gender Perspectives for Earth Summit 2002 - Energy; Transport; Information for Decision-Making, Berlin, 10-12 January 2001.;
7. Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992
<http://www.un.org/documents/ga/conf151/aconf15126-1annex1.htm>; Linking Poverty reduction and Environmental management - Policy Challenges and Opportunities, prepared by Department for International Development, UK (DFID), Directorate General for Development, European Commission (EC); United Nations Development Programme (UNDP) The World Bank;
8. EU Report on MDGs, COM (2004)383 <http://europa.eu.int/comm/development/body/publications/description/en>;
9. Protection of environment and nature - List of laws; <http://www.poslovniforum.hr/zakoni/eko100.asp>;
10. EUEI - The Energy Initiative for poverty eradication and sustainable development;
11. 5th Action Programme (2001-2006) Community Programme on Gender Equality
http://europa.eu.int/comm/employment_social/gender_equality/actions/index;
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- UNEP's Capacity-Building Activities on Environment, Trade and Development
- Country projects on economic reforms, trade liberalisation and the environment
- Fisheries Subsidies and Trade Liberalisation
- Multilateral Environmental Agreements and the WTO: Building synergies
- UNEP's Environmental Impact Assessment Training Resource Manual - Second Edition
- Economic Instruments for Environmental Protection http://www.unep.ch/etu/publications/UNEP_Econ_inst.PDF;

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- Global Monitoring and Earth observation
- Nature Protection
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- Research Funding Programmes
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Gender and sustainable environment

- Gender Perspectives for Earth Summit 2002 - Energy, Transport, Information for Decision-Making. Report on the International Conference, Berlin, 2001; www.earthsummit2002.org/workshop
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CHAPTER XV
INFORMATION AND COMMUNICATION TECHNOLOGIES



INTRODUCTION

Information and communication technologies (ICT) are characterised in the Millennium Declaration as an important tool for achievement of the Millennium Development Goals. Nowadays the ICT are understood as an instrument which offers inexhaustible opportunities for access to knowledge and information, employment opportunities, increase of income and improvement of quality of life, while building of information society is an imperative whose importance in contemporary world is not reconsidered. ICTs as such are recognised as tools for acceleration of economic and social inclusion and prevention of deepening of the existing digital and social discrepancy between genders.

Human rights and freedoms, rights and freedoms of women and gender equality be their integral part, should be well-founded at the very core of the information society development concept. The Declaration of the CoE Committee of Ministers on human rights and the rule of law in the Information Society reaffirms importance of ICTs as an instrument for building a prosperous and fair society and emphasises that "limited or no access to ICTs can deprive individuals of the ability to exercise fully their human rights". So, in order to enable successful realisation of these principles, human rights and freedoms should be interpreted, implemented effectively, while monitoring of implementation should be carried out in context of information society too.

The Declaration of the UN World Summit on the Information Society reads: "Governments and other actors should provide necessary preconditions which will enable equal access to information and knowledge for women, and ensure equal role in the process of creation and making of decisions in all aspects concerning the establishment of the frame and creation of contents of information technology policies".

In accordance with the Council Directive 2004/113/EC, it is necessary to launch activities which will create the setting that stimulates and provides equal opportunities for access, training and use of information and communication technologies, as well as balanced representation of both sexes in managerial and leading positions in ICT sphere. One of the most important ways for accomplishing this goal is inclusion of gender dimension in the existing state policy, strategy and action plan for information society development, as well as into the process of their implementation and evaluation. These problems are to be considered from the perspective of the existing international standards, with accent on the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); the Beijing Declaration and Platform for Action; Article 2 of the European Commission Agreement; Articles 141 (3), 13 (1) and 137 of the Agreement on the EU Legislation on gender equality; Directions of the International Telecommunication Union ITU (TFGI-4/5E) of 14 September 2001; the Law on Gender Equality in Bosnia and Herzegovina; the State Action Plan; the Mid-term Development Strategy of BiH (MTDS); strategies, policies and action plans for development of information society in Bosnia and Herzegovina and South-eastern Europe, as well as the existing good practices in this field in the EU.

The existing research, like the UNDP's research on electronic readiness of Bosnia and Herzegovina and research presented in the UNDP RBEC report "Bridging Gender Digital Divide in Central and Eastern Europe" point to inadequate representation of women in ICT industry and generally in jobs using ICTs. However, it is important to emphasise that so far there has been no comprehensive research in Bosnia and Herzegovina on access and

use of information and communication technologies from gender aspect. Although the UNECE has made a significant move in statistics from the gender aspect, including development of indicators and creation of a central gender disaggregated statistical database, Bosnia and Herzegovina has not become a part of examined countries.

Basic goal:

Reduced gender discrepancy in access, use and training in the field of information and communication technologies (ICT) in all areas

Activities:

1. To harmonise laws, bylaws and other regulations from the field of information and communication technologies with the Law on Gender Equality in Bosnia and Herzegovina, in accordance with Article 30 of the Law on Gender Equality in Bosnia and Herzegovina

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the Ministry of Culture and Sport of the Federation of Bosnia and Herzegovina; the future Agency for Information Society; CIPS; the Regulatory Communications Agency; employment bureaus; chambers of commerce; Telecoms in Bosnia and Herzegovina; private ICT sector; trade unions; associations of employers; the Academic Network of BiH (BiHARNET)

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

Nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); the Academic Network of BiH (BiHARNET)

Realisation period:

Five years after adoption of the Gender Action Plan.

2. To fully implement Article 2 of the European Commission Agreement; Articles 141 (3), 13 (1) and 137 of the Agreement on the EU Legislation on gender equality; Council Directive 2004/113/EC; recommendation of the World Summit on the Information Society and Directions of the International Telecommunication Union ITU (TFGI-4/5E) and to monitor their implementation from the gender aspect

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the

Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the future Agency for Information Society; CIPS; the Regulatory Communications Agency; the Academic Network of BiH (BiHARNET); employment bureaus; chambers of commerce; Telecoms in Bosnia and Herzegovina; private ICT sector; trade unions; associations of employers

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

Nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); Telecoms in BiH; private ICT sector; trade unions; associations of employers

Realisation period:

Continued.

3. To integrate gender into the existing policies, strategies and action plans for information society, and to plan the process of gender integration into new areas like e-governments, e-education, and e-business

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the future Agency for Information Society; CIPS; the Regulatory Communications Agency; employment bureaus

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); statistical institutes; international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); regional network of the Stability Pact e-Southeast Europe (eSEE) initiative

Realisation period:

Two years after adoption of the Gender Action Plan.

4. To elaborate programmes for creation of the setting in BiH society which in practice provides equal opportunities for both sexes for access, training and use of information and communication technologies, in accordance with Recommendation (98) 14 of the Committee of Ministers to the member states on gender mainstreaming

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the Academic Network of BiH (BiHARNET); statistical institutes

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; trade unions; associations of employers; chambers of commerce; nongovernmental organisations; international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); CIPS; the Regulatory Communications Agency

Realisation period:

Second half of 2008 and 2009.

5. To develop gender sensitive indicators of information society development and methodology of collection of gender disaggregated statistical data which will provide an insight into level of access and use of information and communication technologies in Government, public and private enterprises, international and nongovernmental organisations, media, as well as in the education sector in Bosnia and Herzegovina

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the Statistics Agency of BiH; the Statistics Institutes of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau; employment bureaus

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; trade unions; associations of employers; chambers of commerce; nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); CIPS; the Regulatory Communications Agency

Realisation period:

By the end of 2008.

6. To conduct research on level of access and use of information and communication technologies in Government, public and private enterprises, international and nongovernmental organisations, media, as well as in the education sector in Bosnia and Herzegovina from the gender aspect

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the Statistics Agency of BiH; the Statistics Institutes of the Federation of BiH and Republika Srpska; the District Brčko Statistics Bureau; employment bureaus

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; trade unions; associations of employers; chambers of commerce; nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); CIPS; the Regulatory Communications Agency

Realisation period:

By the end of 2008.

7. To include gender component in defining of frames, situation and needs in ICT area

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the future Agency for Information Society; CIPS; the Regulatory Communications Agency; employment bureaus

Monitoring responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

Students, holders of a degree, citizens of Bosnia and Herzegovina; nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); statistics institutes; EUROSTAT; international organisations (UNDP, CIDA,

UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); regional network of the Stability Pact e-Southeast Europe (eSEE) initiative

Realisation period:

By the end of 2008.

8. To keep records and to classify the existing ICT programmes, projects, human and financial resources in Bosnia and Herzegovina and in the South-eastern Europe region

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the future Agency for Information Society; CIPS; the Regulatory Communications Agency; employment bureaus; associations of employers; chambers of commerce

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; Regional Coordinate Committee; trade unions; nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); regional network of the Stability Pact e-Southeast Europe (eSEE) initiative

Realisation period:

By the end of 2008.

9. To elaborate a system of education and promotion of ICTs for women and men in public and private enterprises, international and nongovernmental organisations, Government and the education sector in Bosnia and Herzegovina, with particular accent on importance and role of a gender sensitive approach to information and communication technologies

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the future Agency for Information Society

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; trade unions; associations of employers; chambers of commerce; nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); CIPS; the Regulatory Communications Agency

Realisation period:

In the course of 2008.

10. To organise promotion campaigns, including conferences, round tables, as well as media campaigns for raising awareness of citizens on potentials offered by information and communication technologies for economic, social and cultural development of individuals and society

Holders of responsibility:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the future Agency for Information Society

Partners:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; trade unions; associations of employers; chambers of commerce; nongovernmental organisations; the Association for Informative Technologies of BiH (BAIT); the Association for Telecommunications of BiH (BiHTEL); international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); CIPS; the Regulatory Communications Agency

Realisation period:

In the course of 2008.

11. To implement ICT programmes, providing equal opportunities and access to information and communication technologies for women and men and to monitor their implementation from the gender aspect

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska; the Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education; the Statistics Agency of BiH; the Statistics Institutes of the Federation of BiH and Republika Srpska; the District Brčko Employment Bureau

Partners:

Trade unions; associations of employers; chambers of commerce; nongovernmental organisations; international organisations (UNDP, CIDA, UNIFEM, NORAD, the World Bank, the Stability Pact for South-eastern Europe, EBRD, ITU, UNECE, ILO, DFID); CIPS; the Regulatory Communications Agency

Realisation period:

In the course of 2009 and 2010.

12. To promote equal representation of both sexes in the process of designing of contents and budget, implementation and evaluation of gender sensitive ICT policies, strategies and action plans in Bosnia and Herzegovina and in the Region, in accordance with Article 15 of the Law on Gender Equality in Bosnia and Herzegovina

Holders of responsibility:

The Gender Equality Agency of Bosnia and Herzegovina; the Gender Centre of the Federation of BiH; the Gender Centre of Republika Srpska

Partners:

The Ministry of Transport and Communications of Bosnia and Herzegovina; the Ministry of Transport and Communications of the Federation of Bosnia and Herzegovina; the Ministry of Transport and Communications of Republika Srpska; the District Brčko Department for Public Affairs; the Ministry of Science and Technology of Republika Srpska; the Ministry of Education and Culture of Republika Srpska; the Ministry of Education and Science of the Federation of Bosnia and Herzegovina; the District Brčko Department for Education

Realisation period:

Continued.

13. To elaborate indicators for monitoring success of implementation of activities in the field of Information and Communication Technologies

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Information and Communication Technologies)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

14. To undertake measures for allocation of funds for implementation of activities of the Gender Action Plan of BiH, through establishment of budget lines within Ministries, as well as through requesting funds from international donors, in accordance with the recommendations of the UN CEDAW Committee:

- To prepare detailed plan of necessary funds (financial, staff and technical equipment) and plan for their collection;
- To determine within responsible Ministries budgetary and donor funds set aside for certain activities which are direct support to implementation of activities in the field of Information and Communication Technology;
- To determine the plan of periodic reporting for submission of data and information on amount of planned and realised funds for this purpose, be it either funds for direct or indirect support to implementation of activities in the field of Information and Communication Technology;
- To determine the plan of reporting for nongovernmental organisations included into implementation of activities in the field of Information and Communication Technology on planned and realised projects which also includes data on the amount of implemented financial funds;
- To secure additional funds from international donors for the implementation of the Gender Action Plan

Holders of responsibility:

Working group (composed of representatives of the Gender Equality Agency of Bosnia and Herzegovina, the Gender Centre of the Federation of Bosnia and Herzegovina, the Gender Centre of Republika Srpska, ministries responsible for implementation of activities in the field of Information and Communication Technologies)

Partners:

Nongovernmental and international organisations

Realisation period:

Six months after adoption of the Gender Action Plan.

Literature used:

- The UN Millennium Declaration, September 2000.;
- Declaration of the UN World Summit on the Information Society, December 2003.;
- The "i2010 - A European Information Society for growth and employment", March 2005.;
- The Directive on Universal Service 2002/22/EC, the European Parliament and the Council of Europe, March 2002.;
- Agreement on Development of Information Society in South-eastern Europe, Ljubljana, June 2002.;
- eSEEurope Agenda for the Development of the Information Society (eSEE Agenda), Belgrade, October 2002.;
- Declaration on Development of Inclusive Information Society in South-eastern Europe, Budapest, February 2004.;
- Ministerial Conclusions, adopted by Ministers for ICT in South-eastern Europe, Thessalonica, July 2005.;
- Council Directive 2004/113/EC, 2004.;
- The Beijing Declaration and Platform for Action, Fourth World Conference on Women, 15 September 1995.;

- The Law on Gender Equality in Bosnia and Herzegovina, Official Gazette of BiH, No. 16/03;
- UN Convention on Elimination of All Forms of Discrimination Against Women, adopted 1979.;
- Initial Report of Bosnia and Herzegovina under the Convention on Elimination of All Forms of Discrimination Against Women;
- Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers, 1981.;
- Directions of the International Telecommunication Union ITU (TFGI-4/5E) of 14 September 2001.;
- Strategy, policy and action plan of BiH for development of information society, November 2004.;
- Report on electronic readiness of Bosnia and Herzegovina, UNDP, 2002 and 2006.;
- "Bridging Gender Digital Divide in Central and Eastern Europe", UNDP and UNIFEM, 2004.;
- "Story Behind Numbers: Women and Employment in Central and Eastern Europe and the CIS countries", UNDP and UNIFEM report, 2006.;
- Action Plan adopted at the Third Summit of Presidents of the Council of Europe Member States, Warsaw, May 2005.

For the preparation of the Gender Action Plan of Bosnia and Herzegovina, in addition to United Nations documents, Council of Europe and European Union, following documents also have been used as well: National Action Plan according to the Peking Declaration, (State Action Plan for Gender) and Recommendations of the Working Groups for the implementation of Gender Equality Law in Bosnia and Herzegovina.

Members of Working groups for elaboration of draft State Action Plan for the Federation of BiH:

A. Women and Poverty

1. Spomenka Mičić - Co-Speaker of the House of Peoples of the Parliament of Bosnia and Herzegovina
2. Seida Sarić- Women for Women International, Deputy Chair of the Working Group
3. Zdravko Mioč - member of Coordinating Committee for Gender Issues of Herzeg-Bosnia Canton, Ministry of Labour, Health and Social Welfare
4. Fahira Čustović - Association of Trade Unions of BiH
5. Bisera Hećo - Association of Trade Unions of BiH
6. Manda Delić - Association of Trade Unions of BiH
7. Lejla Somun- Krupalija, IBHI
8. Snježana Dropunjić- Forma F
9. Marijana Dinek - Bosnian Women Initiative Foundation

B. Education and Training of Women

1. Mia Sidran,
2. Sabaheta Zvizdić, member of Coordinating Committee for Gender Equality of Sarajevo Canton
3. Ljiljana Sakić, member of Coordinating Committee for Gender Equality of Sarajevo Canton
4. Hatidža Rašić, member of Coordinating Committee for Gender Equality of Sarajevo Canton
5. Divna Đokić. Women for Women, Sarajevo
6. Jasminka Borković, LI WOMAN

7. Marina Marijančević, Forma F
8. Ekrem Hajrulahović - member of Coordinating Committee for Gender Equality of Una-Sana Canton
9. Izolda Osmanagić, member of Coordinating Committee for Gender Equality of Una-Sana Canton
10. Nirmana Bamburač - Moranjak- professor of Faculty of Philosophy

C. Women and Health

1. Dr Emira Tanović- Public Health Institute
2. Dr Fani Majkić
3. Dr Sabina Sarić, Women for Women
4. Dr Sandra Ćuran - Medical Centre Livno
5. .PhD Zlata Kundurović - Ministry of Health of the Federation of BiH
6. Vesna Žuljević- Sevtić, - Ministry of Health of the Federation of BiH
7. PhD Slavica Juka, Institute for Education, Mostar
8. Novka Agić

D. Violence Against Women

1. Mirsada Poturković
2. Jasmina Mujezinović, Local Democracy Foundation
3. Azra Hasanbegović- Association of Women of Bosnia and Herzegovina
4. Dijana Šehić
5. Selma Begić - Local Democracy Foundation
6. Dr Darinka Glamuzina - Clinical Medical Centre Mostar
7. Džemaludin Mutapčić - Ministry of Justice of the Federation of BiH
8. Marijana Senjak , Medica Zenica
9. Adela Škaro- Director of the Centre for Social Work , Tomislavgrad

10. Jasminka Borković, LI WOMAN
11. Eleonora - Steps of Hope, Mostar
12. Sanja Jurše - Centre for Legal Aid to Women, Zenica
13. Mediha Šehić- Centre for Legal Aid to Women, Zenica
14. Fahira Ćustović - Forum of Women of Association of Trade Unions of BiH
15. Manda Delić- - Forum of Women of Association of Trade Unions of BiH
16. Bisera Hećo - Forum of Women of Association of Trade Unions of BiH

E. Women and Armed Conflicts

1. Snježana Šušnjara - Ministry of Defence of the Federation of BiH
2. Jasmina Avdić - Ministry for Issues of Veterans and Disabled Veterans of the Defensive-Liberation War of the Federation of BiH
3. Nermina Spahalić- Ministry for Issues of Veterans and Disabled Veterans of the Defensive-Liberation War of the Federation of BiH

F. Women and Economy

1. Klelija Balta UNDP
2. Ruža Čarapina
3. Mirjana Penava- Forma F
4. Biljana Dakić - Ministry of Finance and Treasury of BiH
5. Fahira Ćustović- Forum of Women of Association of Trade Unions of BiH
6. Bisera Hećo- Forum of Women of Association of Trade Unions of BiH
7. Manda Delić- Forum of Women of Association of Trade Unions of BiH
8. Adnan Aganagić - Ministry of Transport and Communications of the Federation of BiH
9. Alida Đulančić- Association of Employers

G. Women in Power and Decision-Making

1. Ana Vuković - Ministry of Justice of the Federation of BiH
2. Nada - Chair of the Gender Equality Commission of the House of Representatives of the Parliamentary Assembly of the FBiH

3. Svjetlana Fabijanč - City of Sarajevo
4. Željka Tičinović
5. Jasminka Borković, LI WOMAN
6. Suada Hadžović
7. PhD Jasminka Babić- Avdispahić, Faculty of Philosophy , Sarajevo
8. Marijana Dinek- Association of Women of Bosnia and Herzegovina
9. Besima Borić

H. International Mechanisms for Women Position Improvement

1. Izmirlija Midhat
2. Meliha Sendić
3. Sanja Jurše, Centre for Legal Aid to Women, Zenica
4. Neira- Nuna Čengić - Faculty of Law
5. Jasmina Mujezinović- Local Democracy Foundation
6. Ankica Hristić, Forma F

I. Human Rights of Women

1. Saliha Đuderija, Ministry for Human Rights and Refugees of Bosnia and Herzegovina
2. Nuna Zvizdić- Women for Women
3. Jasminka Džumhur - Local Democracy Foundation
4. Razija Bošnjak - Women to Women International
5. Jasmina Mujezinović- Local Democracy Foundation
6. Sevima Sali Terzić
7. Eleonora Ćatić- Steps of Hope, Mostar
8. Ankica Hristić, Forma F
9. Fahira Ćustović- Forum of Women of Association of Trade Unions of BiH
10. Manda Delić- Forum of Women of Association of Trade Unions of BiH
11. Bisera Hećo- Forum of Women of Association of Trade Unions of BiH

J. Women and the Media

1. Marija Topić- Crnoja- The Public Broadcasting Service of BiH
2. Jelena Vočkić- Avdagić- Faculty of Political Sciences

3. Nada Salom, Oslobođenje
4. Željka Mihaljević- Independent Radio
5. Vedrana Seksan- Dani
6. PhD Nail Kurtić

K. Women and Environment

1. Idriz Ćilić
2. Tatjana Neihart - Faculty of Architecture
3. Jadranka Miraščić - Minister of Town Planning and Environment
4. Adila Hamzić- art teacher
5. Maja Taubman- Bevanda- Ministry of Town Planning and Environment of the Federation Bosnia and Herzegovina
6. Gordana Vilušić-Ministry of Town Planning and Environment of the Federation Bosnia and Herzegovina

L. The Girl Child

1. Džamna Duman- Faculty of Law, Sarajevo
2. Ivanka Markota - Association of Women Drvar
3. Azra Hadžibegić - Ministry of Refugees and Displaced Persons of the Federation of BiH
4. Saliha Đuderija - Ministry for Human Rights and Refugees of Bosnia and Herzegovina

Persons who have participated in elaboration of draft State Action Plan for Republika Srpska:

- A. Women and Poverty (Olivera Kunjdi , Rajko Kličkovi - the Ministry of Labour, Veterans and Disability Protection of Republika Srpska)**
- B. Education and Training of Women (Zdravko Šunki Pedagogical institute of Republika Srpska)**
- C. Women and Health (Anka Šerani - Ministry of Health and Social Protection of Republika Srpska)**

D. Violence Against Women (Biljana Mari - Centre for Education of Judges and Prosecutors of Republika Srpska)

E. Women and Armed Conflicts Olivera Kunjdi , Rajko Kličkovi - the Ministry of Labour, Veterans and Disability Protection of Republika Srpska)

F. Women and Economy (Mirjana Stojanovi - Gender Centre RS)

G. Women in Power and Decision-Making (Dušanka Majki , Nevenka Trifkovi - Parliamentary Assembly of BiH, National Assembly of Republika Srpska)

H. International Mechanisms for Women Position Improvement (Dušanka Majki , Nevenka Trifkovi - Parliamentary Assembly of BiH, National Assembly of Republika Srpska)

I. Human Rights of Women (Biljana Mari - Public Institution Centre for Judicial and Prosecutorial Training of RS)

J. Women and the Media (Cvijeta Kovačevi , Miodrag Živanovi - Republika Srpska Government - Public Relations Bureau, Faculty of Philosophy Banja Luka)

K. Women and Environment (Željka Ili , Petar Jankovi , - Ministry for Urbanism, Civil Engineering and Ecology of Republika Srpska)

L. The Girl Child (Anka Šerani , Ministry of Health and Social Protection of Republika Srpska)

Members of Working groups for the implementation of the Law on Gender Equality in Bosnia and Herzegovina

Education Working Group:

1. PhD JAsminka Babić- Avdispahić- Faculty of Philosophy, Sarajevo
2. Samra Filipović- Hadžiabdić- Gender Equality Agency of Bosnia and Herzegovina
3. Spomenka Krunić, Gender Centre of Republika Srpska
4. PhD Jasna Bakšić- Muftić- Faculty of Law, Sarajevo
5. Ljiljana Ajdar - Ministry of Education and Culture of Republika Srpska, BANJA LUKA
6. Zorica Garača
7. Aleksandra Arsenijević- Puhalo, Protection of the Rights of the Child, Institution of the Ombudsman
8. Suada Selimović, NVO, Amica Educa, Tuzla
9. Saša Savičić, Gender Centre of Republika Srpska

Working Group for Employment, Labour and Access to all Kinds of Resources:

1. Saliha Đuderija, Ministry of Human Rights And Refugees Bosnia and Herzegovina
2. Mirsada Smajić- Women's Economic Network
3. Velka Odžaković- Women's Economic Network
4. Lejla Spaho - BH Economic Network
5. Asim Ibrahimagić- the Labour and Employment Agency of Bosnia and Herzegovina
6. Sahrudin Sarajčić - the Statistics Agency of BiH
7. Zorica Plakalović - Ministry of Civil Affairs of BiH
8. Rajko Kličković - Ministry of Labour, Veterans and Disability Protection of Republika Srpska)

Social and Health Protection Working Group

1. Emira Tanović- Public Health Institute
2. Nada Mladina - Clinic for Child Diseases, Faculty of Medicine
3. Asim Zečević - Ministry of Labour and Social Policy of the Federation of BiH
4. Anka Šeranić - Ministry of Health and Social Protection of Republika Srpska
5. Nedeljko Milaković - Health Insurance Fund of Republika Srpska
6. Lana Jačević - Associated Women, Banja Luka
7. Nermina Baljević- Žar, Sarajevo
8. Saša Savičić, Gender Centre of Republika Srpska

Public Life Working Group

1. Ane Jakšić- Gender Centre of the Federation Bosnia and Herzegovina
2. Ružica Jukić- Egzeta- Secretary, Ministry of Justice
3. Memnuna Zvizdić.- Women to Women
4. Vikica Šunjić- Gender Centre of the Federation Bosnia and Herzegovina
5. Dr Zijad Hasić - House of Representatives of the Parliamentary Assembly of BiH
6. Zlatko Akšamija - State Civil Service Agency
7. Meliha Alić - House of Peoples of the Parliament of the Federation of Bosnia and Herzegovina
8. Nevenka Trifković- Equal Opportunities Committee, National Assembly of Republika Srpska

Media Working group

1. Jelena Mlinović- Gender Centre of Republika Srpska
2. Spomenka Krunić- Gender Centre of Republika Srpska
3. Nataša Kostić- Ministry of Transport and Communications of Republika Srpska
4. Žana Ateljević - Ministry of Communications and Transport of BiH
5. Amra Altić Selešković, Vesta, Tuzla
6. Aleksandar Živanović - Helsinki Parliament of Citizens, Banja Luka

