



National Action Plan

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The project's chief investigator is Laura J. Shepherd, who is Professor of International Relations at the University of Sydney and Visiting Senior Fellow at the LSE Centre for Women, Peace and Security. If you have questions about the research, please direct queries by email to laura.shepherd@sydney.edu.au.

BOSNIA AND HERZEGOVINA

Ministry of Human Rights and Refugees

*Gender Equality Agency of
Bosnia and Herzegovina*



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Action Plan for the Implementation of UNSCR 1325 “Women, Peace and Security” in Bosnia and Herzegovina for the period 2018-2022

October, 2017

Table of Contents

- 1. Introduction 3
- 2. International and domestic legal framework 5
 - 2.1. International legal framework 5
 - 2.2. Domestic legal framework 6
- 3. Gender equality situation analysis according to AP UNSCR 1325 strategic objectives 8
 - 3.1. Participation of women in military forces, police and peacekeeping missions, including participation in decision-making positions 8
 - 3.1.1. Participation of women in legislative, executive power and justice..... 8
 - 3.1.2. Participation of women in military forces, police and peacekeeping missions 9
 - 3.1.3. Creating prerequisites for larger participation of women in defense and security sectors 11
 - 3.2. Increased level of human security from the perspective of gender equality..... 12
 - 3.2.1. Trafficking in human beings..... 13
 - 3.2.2. Support to victims of sexual violence and other forms of wartime suffering 15
 - 3.2.3. Reducing the risk of landmines 20
 - 3.2.4. Ongoing security threats and challenges from the aspect of gender equality 21
 - 3.2.4.1. *Natural disasters*..... 21
 - 3.2.4.2. *Migrations and refugee crisis* 24
 - 3.2.4.3. *Violent extremism* 25
 - 3.2.4.4. *Small arms and light weapons*..... 26
- 4. Lessons learned in the period of implementation of Action Plan of UNSCR 1325 in Bosnia and Herzegovina (2014-2017) 27
- 5. Structure of Action Plan UNSCR 1325 in BH (2018-2022)..... 29
- 6. Monitoring and evaluation 30
- 7. Glossary of Terms 31
- 8. Action Plan objectives and activities for the implementation of UNSCR 1325 in Bosnia and Herzegovina for the period 2018-2022 33

1. Introduction

UN Security Council Resolution 1325 “Women, peace and security”, adopted on October 31, 2000, is the first UN SC Resolution that underlines the importance of the role and equal participation of women in the process of preventing and resolving conflicts and building sustainable peace. It calls upon the member states to ensure an increased participation of women in decision-making at all levels. This is a prerequisite for increased integration of gender perspective in defence and security sectors, and stronger protection and respect of human rights of women and girls, in armed conflicts and in the process of achieving peace and security.

On October 29, 2008, the UN Secretary General issued a directive (S/PRST/2008/39) relating to implementation and reporting processes in accordance with UN SC Resolution 1325 “Women, peace and security” which made it mandatory for the member states to create action plans for the implementation of UNSCR 1325.

The First Action plan for the Implementation of UNSCR 1325 in Bosnia and Herzegovina (AP UNSCR 1325 in Bosnia and Herzegovina), for the period 2010-2013 was adopted in 2010 by the Decision of Council of Ministers of Bosnia and Herzegovina.¹ That was the first Action Plan for the Implementation of UNSCR 1325 in the region of Southeast Europe and it served as an example to other countries in the region in developing national action plans for the implementation of UNSCR 1325. Additionally, by the Decision of the Council of Ministers, the **Coordination Board for Monitoring the Implementation of AP UNSCR 1325** was established, consisting of representatives from 11 institutions, predominantly from defense and security sector² and one representative from the non-government sector (first the association “Women to Women”, Sarajevo, and then “The United Women”, Banja Luka). The members of the Coordination Board took active part and gave their contribution to the implementation and promotion of the Action Plan, both within their institutions and in general and international public.

In 2014, the Council of Ministers BH adopted the **second AP UNSCR 1325 in Bosnia and Herzegovina for the period 2014-2017**³ relying on the findings and recommendations of independent evaluation of previous AP UNSCR 1325 which pointed out to all positive aspects and challenges of its implementation and coordination. By the Decision of CM BH⁴, the **Coordination Board for monitoring AP UNSCR 1325 in Bosnia and Herzegovina in the period 2014 – 2017**, was re-appointed, and subsequently, in 2016, there were certain amendments to this decision⁵. The representatives of several new institutions⁶ joined the Coordination Board (CB) hence its membership was comprised of 19 authorities and agencies on state and entity level, together with one NGO representative and her deputy (Association “Vive žene”, Tuzla and “Lara”, Bijeljina). The Ministry of the Interior of Republic of Srpska (MI RS) has not responded to invitation to appoint members, although they had female representatives in CB during the implementation of the first AP UNSCR 1325 (2010-2013). Furthermore, at the beginning of October 2017.

¹ “Official Gazette BH” number 92/10

² Ministry of Defense BH, Ministry of Security of BH, State Investigation and Protection Agency (SIPA), Border Police BH, Ministry of Foreign Affairs BH, Ministry of Finance and Treasury BH, Gender Center of the Federation of Bosnia and Herzegovina, Gender Center of Republic of Srpska, Federal Ministry of Interior, Ministry of Interior of RS and Mine Action Center BH

³ “Official Gazette BH” number 89/14

⁴ “Official Gazette BH” number 20/15 from 9 March 2015

⁵ “Official Gazette of BH” number 55/16 from 29 July 2016

⁶ Armed forces BH, Directorate for Coordination of Police Bodies BH, Ministry for Human Rights and Refugees BH, Ministry of Justice BH, Legislation Office BH, Parliamentary Military Commissioner Office, Federal Police Administration,

Gender Center RS submitted the Decision of the Government of Republic of Srpska⁷ by which the representative of Gender Center of Republic of Srpska was relieved from duty as CB member, without further explanation. A letter was submitted, followed by an urgency note, to the Government of Republic of Srpska to appoint a new member and ensure timely participation in the development of the new AP UNSCR 1325.

The Gender Equality Agency of the Ministry for Human Rights and Refugees BH (GEA BH, MHRR BH) coordinated the creation of **regular annual reports on the implementation of AP UNSCR 1325 in Bosnia and Herzegovina**, adopted by CM BH. The **Final Report on the Implementation of AP UNSCR 1325** in the period 2014-2017 was created, comprising recommendations and lessons learned which served as the starting point for the development of this Action Plan.

The development of the **third consecutive AP UNSCR 1325 for the period 2018-2020** was coordinated by the Gender Equality Agency BH of the Ministry for Human Rights and Refugees BH, in consultations with institutions and NGOs represented in the Coordination Board for Monitoring the Action Plan. This AP was developed by relying on the structure of the previous one, retaining the existing strategic objectives and revising certain medium-term objectives, the anticipated outcomes and planned activities, as outlined in the following Table:

EQUAL PARTICIPATION	PROTECTION AND PREVENTION	COORDINATION AND PARTNERSHIP
<p><u>STRATEGIC OBJECTIVE 1</u> Increased participation of women in military forces, police and peacekeeping missions, including participation in decision-making positions</p>	<p><u>STRATEGIC OBJECTIVE 2</u> Increased level of human security from gender equality perspective)</p>	<p><u>STRATEGIC OBJECTIVE 3</u> Improved conditions and access to the implementation of AP UNSCR 1325</p>
MEDIUM - TERM OBJECTIVES		
<p>1.1. Key policies, legislation and other regulations enable the increased participation of women in military forces, police and peacekeeping missions, including participation in decision-making</p> <p>1.2. The existence of prerequisites for improving the position and advancement of women in military forces, police, peacekeeping missions including decision-making positions</p> <p>1.3. Raised awareness about the importance of women's participation in decision-making and maintaining peace and security</p>	<p>2.1. Reduced rate of trafficking in human beings in Bosnia and Herzegovina</p> <p>2.2. Increased support and help to victims who endured sexual violence and other forms of wartime suffering</p> <p>2.3. Enhanced gender responsible approach and support systems in conditions of ongoing security threats and challenges</p>	<p>3.1. Improved coordination mechanisms and instruments for the implementation of AP UNSCR 1325</p> <p>3.2. Enhanced cooperation with other actors</p>

⁷ Official Gazette RS number 53 from 5 June 2017

2. International and domestic legal framework

2.1. International legal framework

UN Security Council Resolution 1325 “Women, peace and security” (2000) calls for full and equal participation of women in the process of preventing and resolving conflicts and building international peace and security. The adoption of Resolution 1325 is particularly significant in view of the fact that over the last few decades the nature of war changed and civilians are more often exposed to warfare. Women and girls are involved in armed conflicts, and molestation and rape of women and girls became an important weapon and one of the methods of extreme torture in the wars all over the world. This requires an increased protection of women and girls, in conflict and post-conflict situations, which was particularly underlined by adopting the accompanying resolutions related to UNSCR 1325, such as resolutions 1820 (2008), 1888(2009), 1889 (2009), 1960 (2010), 2106 (2013) and 2122 (2013).

- **UN Resolution 1820 (2008)** is related to the issues of sexual violence in conflict and post-conflict situations. It emphasizes the importance of preventing sexual violence against women and punishing the perpetrators, which is particularly important in the process of reconciliation and establishment of lasting and sustainable peace. Rapes and other forms of sexual violence during and after the armed conflicts can be perceived as a war crime and crime against humanity.
- **UN Resolution 1888 (2009)** puts special focus on protection of women and girls against sexual violence in armed conflicts. It relies on UNSCR 1820 and requires the appointment of Special Representative of the Secretary General and creation of expert teams which would function within the UN forces in the field, with a purpose of coordinating, implementing and reporting on the application of UNSCR 1820 more effectively.
- **UN Resolution 1889 (2009)** accentuates the protection of women and girls in post conflict situations. It calls for additional measures for increasing the participation of women in all phases: conflict resolution, post-conflict planning and peace building, including political and economic decision-making, combating stereotypes and promoting female leadership and capacity, managing help programs and supporting women's organisations.
- **UN Resolution 1960 (2010)** was adopted as an answer to slow progress in resolving the issues of sexual violence in armed conflicts, especially against women and children. It calls for taking concrete steps and institutional mechanisms for prevention and protection against sexual violence in conflicts, as severe abuse of human rights and international law.
- **UN Resolution 2106 (2013)** points to slow progress in the implementation of important aspects of UNSCR 1960 and calls for more effective steps in prosecuting and reacting to cases of sexual violence, which would significantly contribute to maintaining international peace and security.
- **UN Resolution 2122 (2013)** calls for continuing implementation of UNSCR 1325 and national action plans, and improving the system of coordination, monitoring and evaluation. It puts special emphasis on female leadership and increased participation of women in monitoring the progress of conflict resolution and maintaining peace.
- **UN Resolution 2242 (2015)** is related to women, peace and security with an emphasis on the importance of participation and contribution of women in the context of current global security threats and challenges, such as violent extremism, increased number of refugees and internally displaced persons, consequences of climate changes, various pandemics etc. It clearly points to essential correlation between participation of women and sustainable peace and security.

UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), has been implemented in Bosnia and Herzegovina since 1993, while the Optional protocol was signed in 2002. Bosnia and Herzegovina, as a member country, submits regular reports to UN CEDAW Committee (CEDAW Report). During 2017, the sixth periodic CEDAW report for Bosnia and Herzegovina was developed, which is undergoing the procedure of adoption by CM BH. This report, amongst others, contains detailed information regarding the implementation of CEDAW Committee recommendations important for the implementation of UNSCR 125, submitted after the previous CEDAW report for Bosnia and Herzegovina.

Beijing Declaration and Platform for Action (1995) in the chapter: *Women and armed conflicts*, calls for comprehensive institutional changes in order to reduce military expenditure and enable global promotion of human rights and non-violent resolution of conflicts. The Declaration also emphasizes the necessity of participation of women in conclusion of peace processes and conflict resolution, as well as protection of women in war zones and refugee camps.

Recommendation CM/Rec (2007)17 of the Committee of Ministers of the Council of Europe "Standards and Mechanisms for Gender Equality" in the area: *Conflict and post-conflict period*, calls for full implementation of relevant international legal instruments, in particular the *UN Resolution 1325* and emphasizes the need to: *"Increase participation of women in decision-making regarding prevention and resolution of conflicts since women provide significant contribution, especially regarding peace building and preventing further conflicts. Their participation in decision-making and within protection mechanisms, leadership and conflict solution, including peace negotiations and democratization of societies after conflicts, cannot be under 40% which is considered a minimum threshold of equality.*

2.2. Domestic legal framework

The Constitution of Bosnia and Herzegovina, The Constitution of Federation of Bosnia and Herzegovina, The Constitution of Republic of Srpska, constitutions of the cantons and the Statute of Brcko District BH guarantee to all citizens of Bosnia and Herzegovina the right of participation in political parties, in public affairs, the equality of access to public services and the right to vote and be elected. However, the Constitution of Bosnia and Herzegovina does not stipulate a general obligation of particular gender representation (quota, proportion, parity etc.) in public life, or any special obligation in relation to representation in legislative, executive or judicial power. Nevertheless, it includes provisions regarding the prohibition of gender-based discrimination in the process of exercising the rights and liberties defined by the Constitution BH and in international agreements stipulated in Annex I of the Constitution.

Gender equality issue is regulated in numerous laws and bylaws of the country and entities.

Gender Equality Act in Bosnia and Herzegovina - revised text⁸ in Article 20 (the area referring to *Public life*) stipulates equal representation of both genders in governance and decision-making processes. In order to quickly achieve equal representation of genders in creating policies and adopting the measures at all levels of power in Bosnia and Herzegovina, during the revisions of the Gender Equality Act in Bosnia and Herzegovina, Article 20 was harmonised with Recommendation 3 (2003) of the Committee of Ministers of the Council of Europe, stipulating that: *"Equal representation of genders exists in the case when one gender is represented by at least 40% in government bodies at all levels of government and local self-government bodies, including legislative, executive and judicial powers, political parties ..."*

⁸ "Official Gazette BH" number: 32/10

Electoral Act of Bosnia and Herzegovina⁹ has been harmonized with the Gender Equality Act in Bosnia and Herzegovina, and in Article 4.19, Paragraph 4, it stipulates that equal representation of genders exists in the case when one gender is represented by at least 40% of the total number of candidates on the list. Alongside the obligatory percentage, the quotas also introduced a mandatory ranking order. This rule requires that at least one (1) candidate of the less represented gender among the first two (2) candidates, two candidates (2) of the less represented gender among the first five (5) candidates and three (3) candidates of the less represented gender among the first eight (8) candidates, etc. The Central Election Commission of Bosnia and Herzegovina (CEC) will reject party's list if it is not created according to this quota rule. In 2016, the **amendments to Electoral Act of Bosnia and Herzegovina** were proposed, among them the proposal for equal representation of genders on candidate lists (50% of both genders on the list), however those amendments have not been adopted. The **Draft Act amending the Act on the Council of Ministers BH** was prepared, which would stipulate equal representation of both genders constituting the CM BH (appointing at least 40% of the less represented gender). Although it was adopted at first reading at the 28th session of the House of Representatives of the Parliamentary Assembly BH, this Act has eventually not been adopted.

Gender Action Plan of Bosnia and Herzegovina for the period 2013-2017 (GAP BH)¹⁰ is a strategic document which includes strategic objectives, programmes and measures for the achievement of gender equality in all fields social life, public and private sphere. It provides guidelines for the creation of annual operational plans at entity, cantonal and local level. GAP BH stipulates that UN Security Council Resolution 1325 and European Parliament Resolution on participation of women in peaceful conflict resolution (2000/2025(INI)) should provide instructions and guidelines to the member states for taking the appropriate measures to improve the position of women in the society and prevent any form of violent problem resolution. The preparation of the new, third Gender Action Plan of Bosnia and Herzegovina for the period 2018-2022 is underway.

⁹ "Official Gazette BH", no. 23/01, 07/02, 09/02, 20/02, 25/02, 04/04, 20/04, 25/05, 52/05, 65/05, 77/05, 11/06, 24/06, 32/07, 33/08, 37/08, 32/10, 18/13 and 07/14

¹⁰ "Official Gazette BH" 98/13

3. Gender equality situation analysis according to AP UNSCR 1325 strategic objectives

3.1. Participation of women in military forces, police and peacekeeping missions, including participation in decision-making positions

The indicators regarding the **representation of women in military forces, police and peacekeeping missions in decision-making positions** point to certain progress since the beginning of the implementation of AP UNSCR 1325 in Bosnia and Herzegovina, however, this progress is still far away from equal gender representation.

3.1.1. Participation of women in legislative, executive power and justice.

Participation of women in legislative and executive power at all levels of government in Bosnia and Herzegovina amounts to 20%. After **general elections in 2014**¹¹, the representation of women in the House of Representatives of Parliamentary Assembly BH (HR PA BH) amounts to 23.8%. The trend in the increase of the number of women in PA BH is noticeable, together with the attitude of the electorate towards elected women, since 4 women elected in 2010 were re-elected in 2014. A woman is currently presiding the Collegium of HR PA BH, comprised of three members. The representation of both genders in the Collegium is stipulated in the Rules of Procedure of HR PA BH.

- In entity Parliaments, the average participation of women amounts to 19.7% (Parliament of FBH 21.4%, National Assembly RS 18%). In FBH, the number of women increased by more than 4%, whereas decline of elected women in the National Assembly of RS by 5% was recorded in relation to the previous parliamentary term in 2010. However, after local elections in 2016, there were certain changes in National Assembly RS, therefore, at the present moment women hold 23% of representative positions. On the cantonal level, women constitute an average of 18.5% with the highest percentage of elected women in Posavina canton of 23.8%, and the lowest percentage in Canton 10 amounting to 4%.
- Presently, there are two women ministers in CM BH, and Government FBH recorded significant increase in the number of women amounting to 25% of female ministers, whereas cantonal governments record a decrease in female representation at ministerial positions. There are 25% women in the Government RS, including the Prime Minister who leads the Government in her second mandate. The President of the Council of Peoples RS is also a woman. A woman is holding the position of Deputy Prime Minister of the Government of FBH.

At **local elections in 2016**.¹² 6.22% of women and 93.78% men stood as a candidate for mayor, and for Council/Assemblies there were 41% female and 59% male candidates. When it comes to national minorities, 18 female and 125 male names were verified. At local elections 2016, women constituted 49% of the electorate. The results of these elections indicate a slight increase in the number of elected women. According to CEC BH, 6 women (4,3% were elected as mayors of municipality (5 mayors of municipality in RS, 1 mayor of municipality in FBH), whereas in 2012 that percentage amounted to 3,6%. Women constitute 18.34% in Council/Assembly term, which represents a slightly increased participation of women compared to local elections 2012 when this percentage amounted to 17.1%.

¹¹ Information from Central Electoral Commission BH

¹² Information from Central Electoral Commission BH

Information on **participation in justice** from 2016 indicate that representation of women in courts amounted to about 64%, and in prosecutions 51%. At higher positions, namely court presidents and chief prosecutors, the minimum representation of women is 43%, which is an increase in the number of women among the executives in BH judicial institutions in relation to the previous reporting period. Female presidents of the courts are predominant in cantonal courts with 80%, and among 9 executive positions, women constitute 33%, as Acting Chief Prosecutor and two Chief Prosecutors in Regional Public Prosecutor's Offices.

According to the Ministry of Foreign Affairs BH (MFA BH) for the reporting period 2015/2016, in **diplomatic and consular missions** there were 11 or 23% women ambassadors, one general consul (or 17%), and two women (or 40%) Heads of Permanent Missions. The analysis of available information showed that in the period 2013-2016 the number of women ambassadors increased from 6 to 11, which was a percentage increase of approximately 8%. However, according to the latest information from 2017, the number of women ambassadors decreased to 7. Furthermore, the number of women civil servants with diplomatic status is generally higher than the number of men.

In **negotiating delegations of Bosnia and Herzegovina** within the jurisdiction of MS BH aimed at signing international documents on police collaboration, readmission, protection of classified information, rescue and protection, women are represented by 34%. MS BH tends to ensure equal representation of men and women in such delegations, which is indicated by the fact that each negotiating delegation has at least one woman, whereas there is a parity in treaties/protocols, i.e. equal representation of women and men.

The implementation of the existing legal provisions such as 40% quota (Article 4.19. of Electoral Act BH, or Article 20 of GEA) resulted in certain improvement, however it is necessary to include additional affirmative measures which would result in concrete increase in the number of women in decision-making positions.

3.1.2. Participation of women in military forces, police and peacekeeping missions

The implementation of comprehensive strategic measures AP UNSCR 1325 created a more favourable environment to increase **participation of women in military and police forces**, although such increase is still most visible at lower positions and ranks. In the Ministry of Defense BH (MD BH) 38% of employees are women (2% increase compared to 2013), and in the Armed Forces BH (AF BH) women are represented by 6.8% (1.8% increase compared to 2010 and only 0.2% compared to 2013), whereas there are 24% women civilians and 5.5% professional military women (1% compared to 2013.).

MD BH has been successfully implementing the measure of admitting 10% of women of the total number of candidates for AF BH, whereby priority is given to most successful candidates according to success list. This is supported by evident increase of interest of women for admission into AF BH, which is illustrated by the fact¹³ that in 2008, only 23 women applied to the advertisement, whereas in 2014, there were as many as 595 candidates.

- From the total of 2,693 applied candidates in 2014, there were 241 female candidates (slightly above 10%). From the total of 369 candidates who applied to public vacancy for the admission of officers in AF BH there were 76 women (slightly above 20%). According to the data from 2016, from the total number of applicants for the admission of soldiers, 9.9%

¹³ Information of the Ministry of Defense BH

were women. From the total number of applicants for the admission of officers, 20.59% applied, whereas 18.75% women applied to internal advertisement for non-commissioned officers. Eleven women were enrolled in military academies, constituting 14% of the total number of enrolled students.

There is a trend of increased **participation of women in senior positions in defence and security sectors**. For example, MD BH is headed by a female minister, and three women have been appointed Heads of Department. Presently, there are 22% women at senior positions. However, in AF BH, the percentage of women at senior positions still remains very low (2.5%). The information from MS BH regarding the participation of women at senior positions in institutions within security sector, at all levels of government, indicate that women are mostly represented at the level of middle management, i.e. Head of Department, whereas there is minimum representation at senior positions, e.g. Deputy Minister/Manager, where there are only three women. However, in the total number of employees in MS BH, agencies for law enforcement in Bosnia and Herzegovina, entity and cantonal ministries and BD police, the women were, on average, represented by 50,5%.

The participation of women in police forces¹⁴ at all levels of government is 7,5%, mostly at positions of police officers and senior police officers, inspectors, junior and senior inspectors. From the total number of police officers, 11.3% women hold positions of senior inspectors, 3.3% of women are independent inspectors, and only 0.3% of women are chief inspectors.

- The State Investigation and Protection Agency (SIPA) employs 14.64% female police officers, which represents a 1.5% increase in relation to the data from 2013, at the beginning of AP implementation in the Agency. In Border Police (BP), the representation of women of 7.78% indicates the approximate increase of 0.5%. The Directorate for Coordination of Police Bodies in Bosnia and Herzegovina (DCPB BH) employs 38 female police officers or 5.25%. In Federal Police Administration (FPA), the percentage of women representation of 7.8% has not changed since 2010. The representation of women in 10 cantonal Ministries of the Interior of 7.3% has been slightly increased (for about 1%) compared to 2013. According to the available data, the percentage of female police officers in the MI RS increased for about 2% in the last three years and amounts to 7. 8%. In BD Police, there are 4.8% women, the same number as in 2013.

Although the data presented above indicate uneven representation of female police officers in certain police bodies, it can be generally concluded that there has been a slight increase in the number of women in police forces at all levels of BH which, in the reporting period, amounts to approximately 1.25%. Women are also underrepresented at the highest decision-making positions with higher ranks (about 1.2%). Over the last few years, it has been often accentuated that maternity leave is a reason for a more difficult career advancement. The criteria for advancing in immediately higher rank, which, in formal terms, are not different for women and men, require a precisely determined time spent in the previous rank, and submitting an evaluation for the past three years. In case a female officer spent one year on maternity leave, she will not be able to submit the required evaluation, or apply for higher rank. Certain police agencies, such as BP BH and SIPA, tend to overcome this problem by taking into account the last three evaluations (apart from taking maternity leave), yet this is still not the case in all police bodies. For this reason, it is necessary to further insist on amending the Act on Police Officers BH and relevant subordinate regulations, in order to prevent the possibility that taking maternity leave represents an aggravating circumstance in the advancement process, and thus to prevent indirect gender discrimination. **Participation of**

¹⁴ Information of the Ministry of Security BH

women in peacekeeping missions has increased in relation to the beginning of AP UNSCR 1325 implementation in Bosnia and Herzegovina.

- MS BH applies the affirmative measure which reduced the required number years of work experience, as one of the major criteria for applying for deployment in peacekeeping missions from 8 to 5 years for women. Applying this affirmative measure contributes to the increased number of women in UN peacekeeping missions; the current percentage of 30%, was increased by 6% in relation to 2014, and about 14% in relation to 2010.
- MD BH also recorded a significant increase in the number of women out of the total number of people deployed in peacekeeping missions. Since 2013, the percentage of women representation increased from 3.5% to 6.7%. A continuous increase in the number of women deployed in peacekeeping missions is supported by regular 5-day trainings themed around “Gender Issues in Peacekeeping Missions“ listed in the curricula and programmes of the Peace Support Operations Training Centre OS BH - PSOTC.

The increased participation of women in defence and security sectors, including participation in decision-making is a long-term process. Due to specific nature of these sectors, traditionally more dominated and represented by men, it is not possible to expect fast advancement. Numerous prerequisites should be created to achieve equal representation in accordance with the Gender Equality Act BH.

3.1.3. Creating prerequisites for larger participation of women in defense and security sectors

One of the key systemic prerequisites for equal participation in defense and security sectors, as well as decision-making positions, is the decision to **harmonize laws, bylaws, strategies, policies and programmes**, within the scope of institutions, with the Gender Equality Act BH (GEA BH). In the course of implementation of AP UNSCR 1325 in BH, the majority of competent authorities as attempting to fulfill this obligation stipulated in Article 24 of GEA, however, this is not a uniform practice: while some institutions worked more on harmonisation and adoption of new internal acts, rules and procedures, others introduced a regular practice to submit laws and policies for opinion to the Gender Equality Agency BH/MHRR and entity gender centres, prior to submission to the Council of Ministers BH, or entity governments. Over the last three years, the number of acts submitted to GEA BH/MHRR BH increased about three times. Special progress was made in MS BH, which regularly requests the opinion on the harmonisation of draft legislation and other regulations, strategies, action plans and programmes within its jurisdiction with GEA, whereby all suggestions proposed by GEABH / MHRR BH have been incorporated.

Furthermore, the majority of competent institutions and agencies adopted decisions which further regulate the obligation to harmonise regulations with GEA, together with other activities aimed at establishing, promoting and protecting gender equality. Aside from the existing internal acts, in MD BH the process of adopting/approving Gender Equality Policy in MD BH and AF BH, is underway, with preliminary draft already having been made, as well as the Standard Operating Procedure for Gender Equality in AF BH, and Instructions on the Implementation of Regulations in the field of administrating the right to maternity and parental leave and regulation of the status of pregnant women in AF BH.

Despite the improvement in harmonisation of regulations and policies with GEA BH, and adoption of internal acts for achieving gender equality, the system of monitoring the performance of adopted regulations within certain institutions has not been established

systematically yet. More work is required on establishing a unique monitoring system which will be implemented by all institutions, as part of comprehensive process of introduction, implementing and monitoring the gender equality principle.

Strengthening the capacity of women and raising professional and public awareness, including promotional activities are of vital importance for increasing the participation of women, especially in male dominated fields such as defence and security. Certain institutions have, to a lesser or greater extent, attempted to ensure conditions for professional development of women. Women participated in various trainings and courses, however, the ratio of male participation in professional and specialised courses aimed at professional development in police and armed forces remains significantly higher.

During the implementation of AP UNSCR 1325 in BH, numerous educational and promotional activities have been made aimed at **raising professional and public awareness** about the importance of gender equality, higher participation of women in decision-making regarding the achievement of peace and stability, and the importance of the UN Resolution 1325 and all accompanying resolutions. The promotion and trainings on gender equality for employees of institutions in the sector of defense and security, represented in CB, were held within various initiatives and projects of GEA BH, MHRR BH, international and NG organisations. They significantly contributed to enhancing knowledge, however, it should be pointed out that capacity building approach in the last three years has been notably improved. Trainings are increasingly being planned according to the needs of particular sectors/organisational units within institutions, and they are incorporated in regular training plans and programmes in institutions and agencies.

During the implementation of AP UNSCR 1325, GEA BH/MHRR, competent institutions, NGOs and international organisations promoted topics related to UNSCR 1325 “Women, Peace and Security“ or through targeted **promotional activities, events and materials**, or by including those topics into other promotional activities. Campaigns were focused on affirming and promoting the military career, promoting the participation of women in police, army and peacekeeping missions, as well as the role and influence of women in political and public decision-making, especially in the context of general and local elections held during the reporting period.

More effort should be made to adjust the conditions for advancement in political and military structures, and conditions for participation in decision-making positions, to the status and needs of both genders, and to enable achieving a work-life balance. Regular and occasional trainings aimed at continuously raising the awareness and understanding of the importance of applying gender equality standards in defense and security sectors contribute to this end. For transmission of acquired knowledge and professional capacities have been reinforced and used. An increase in the number of targeted promotional activities may be observed, initiated and carried out by competent authorities in order to promote equal possibilities and prerequisites for higher participation of women in defense and security sectors.

3.2. Increased level of human security from the perspective of gender equality

Security of citizens in any country may be enhanced in the two ways:

- 1) by protecting national security with full respect of human rights and freedoms (which falls more under the jurisdiction of security and defense structures) and 2) by protecting

people from daily security threats and challenges, which also contributes to increased national security (this includes a larger number of actors and wider community).

Introducing the concept of human security from the aspect of gender equality, as strategic priority of AP UNSCR 1325 in Bosnia and Herzegovina, enabled it to observe the security of citizens in Bosnia and Herzegovina by taking into account the following:

- Particularities of post-conflict Bosnia and Herzegovina which, according to UNSCR 1325, have been recognized as direct or indirect consequence of acts of war in Bosnia and Herzegovina such as: the position of victims who endured sexual violence and other forms of wartime suffering, dangers from mined areas and trafficking in human beings;
- Recognizing new security threats and challenges at global level, directly or indirectly affecting Bosnia and Herzegovina and the region (natural disasters, refugee crisis, violent extremism, etc.). Gender-responsible approach to the above mentioned security threats and challenges enabled timely, specific actions in recent emergency and crisis situations in Bosnia and Herzegovina and in the region, such as floods in 2014, refugee crisis in the region and initiating preventive actions in the field of violent extremism as contemporary security threat.

3.2.1. Trafficking in human beings

Bosnia and Herzegovina remains the country of departure, destination and transit for women, children and victims of **trafficking**. Unfavourable economic or social situation facilitates criminal activities related to trafficking in human beings. **Pursuant to amendments of Penal Code of Bosnia and Herzegovina**¹⁵ the criminal offence of “Trafficking in Human Beings”, encompassing the elements of exploitation in a country in which the victim of trafficking has no citizenship or temporary residence, remained in this penal code, whereas other criminal activities of human trafficking are encompassed by penal codes of entities and BD. The victims of criminal offences stipulated in the Penal Code BH are persons without BH citizenship or a BH resident abroad. Penal framework has been tightened for certain types of criminal offence of “International trafficking in human beings” stipulated in Article 186 of the Penal Code BH, which shall influence the level of sentence for this criminal offence. Considering the fact that no verdicts have been pronounced so far by applying the new legal definition, it is presently not possible to provide concrete information regarding the effects of corresponding legal amendments of penal policy. **Penal codes of FBH**¹⁶, **RS**¹⁷ and **BD**¹⁸ are harmonised with **Penal Code BH**.

The information from the report from the **State Coordinator for Combating Trafficking in Human Beings** relating to the application of criminal legislation in prosecuting criminal offences of human trafficking point to the following facts:

- In the period 2013 – 2015, 100 potential victims of human trafficking were identified. In May 2014, the court in Bosnia and Herzegovina confirmed the indictment for criminal offence of organised criminal relating to criminal offence of human trafficking pursuant to Article 186 of the Penal Code of Bosnia and Herzegovina. In this case, 672 victims of human trafficking were identified, of whom 652 were citizens of Bosnia and Herzegovina and there were 20 foreign citizens (4 from Northern Macedonia and 16 from Serbia), who had been previously exploited for work in Azerbaijan.

¹⁵ “Official Gazette of BH”, number 40/15

¹⁶ “Official Gazette of BH”, number 46/16

¹⁷ “Official Gazette of Republic of Srpska”, number 67/13

¹⁸ “Official Gazette of Brcko District H” number 33/13

- In the period 2011– 2017, the court of Bosnia and Herzegovina passed one final conviction for criminal offence pursuant to Article 187 of the Penal Code of Bosnia and Herzegovina (International incitement for prostitution/International solicitation of prostitution) against one person (man). The judgement was delivered in 2016, and the convicted was sentenced to prison in total duration of 1 year and 8 months. Proceedings in two cases against the two people (men) are presently being conducted before the court in Bosnia and Herzegovina, for criminal offence pursuant to Article 187.
- Since amendments of the Penal Code BH came into force (2015 - 2017), the court in BH has not passed a single sentence for criminal offence pursuant to Article 186 of the Penal Code BH, by applying the new legal definition. Moreover, in the above period, no sentence for a new criminal offence pursuant to Article 186 of the Penal Code BH was passed either.

After the implementation of the **Strategy to Counter Trafficking in Human Beings in Bosnia and Herzegovina and the Action Plan (2013–2015)**, in 2015 CM BH adopted the **Action plan for Combating Trafficking in Human Beings in Bosnia and Herzegovina (2016 – 2019)**. This plan is targeted at improving the system of support for combating against trafficking in human beings, efficient criminal prosecution of human trafficking and related crimes, prevention, efficient protection and help aimed at victims of human trafficking, and strengthening partnership among the actors involved in combating trafficking in human beings. A multidisciplinary approach to the implementation of the Plan entails the involvement of all competent institutions at all levels of authority in Bosnia and Herzegovina. CM BH adopted the **Strategy in the Area of Migrations and Asylum and Action Plan (2016 – 2020)**. One of the objectives envisaged in strategic document proposal includes measures and activities aimed at reducing the extent of human trafficking in Bosnia and Herzegovina.

MHRR BH and MS BH allocate regular budget funds to **support programmes for the victims of human trafficking**. MHRR BH ensures grants for NGOs, aimed at direct support to victims of human trafficking through rehabilitation and reintegration of women and girls, victims of human trafficking, in local communities. MS BH ensures budget funds for accommodation and help provided to foreign victims of human trafficking, in shelters established by NGOs which signed cooperation protocols with MS BH. For 2014, funds were ensured for accommodation and legal help for both foreign victims of human trafficking and foreign citizens at the Immigration Centre. Funds were also ensured for 2015 and 2016. Since the beginning of 2017, and with the entry into force of the Free Legal Aid Act, free legal aid was ensured to natural persons in the process of deportation and victims of human trafficking in compliance with obligations of BH towards international conventions.

Additionally, numerous projects were carried out in cooperation between MS BH and international and NG organisations, particularly with the network of NGOs RING¹⁹, aimed at strengthening the capacity, analysis and improving the legislation and procedures for a proactive protection of victims and prevention of human trafficking. In the period 2014-2017, numerous **trainings for strengthening the capacity and other activities aimed at raising the awareness of the problem of human trafficking** were carried out, mostly financed by international organisations within various projects. Over 15 trainings and professional meetings were targeted at improving the investigations and work of investigation teams, enhancing the expertise of judicial institutions, topics related to the rights of victims of human trafficking, interviewing techniques (including child interviews) and financial investigation techniques in cases of human trafficking, as well as border management in relation to human trafficking.

¹⁹ The RING network to combat trafficking in human beings is comprised of 11 NGOs in Bosnia and Herzegovina.

In the same period, numerous **promotional activities and awareness raising campaigns on the problem of human trafficking were carried out**. In 2015, the Ministry of Security initiated the campaign “People have no price”, which pointed out to the most common types of human trafficking in Bosnia and Herzegovina: begging and child trafficking, sexual exploitation and forced marriage, as well as trafficking in human organs and labour exploitation. The campaign called on competent institutions and authorities to implement more energetic investigations and apply sanctions stipulated in the Penal Code BH. Furthermore, the NGOs active in preventing and combating trafficking in human beings, particularly members of the RING network, stepping up public awareness-raising, especially among children and young people, about the phenomenon of human trafficking, with an emphasis on the problem of begging, and the importance of mobilising citizens, the authorities, judiciary, police and the school sector in a joint combat against abusive child begging as a dangerous crime and violation of human rights.

3.2.2. Support to victims of sexual violence and other forms of wartime suffering

Support to victims of sexual violence and other forms of wartime suffering tends to be provided by enhancing the legal framework and mechanism for exercising the rights of victims, and availability of compensations and benefits. The survivors mostly do not exercise their rights to compensation for damage through criminal proceedings. Courts and prosecutions most frequently redirect victims to civil actions, instead of granting the compensation of damage in criminal proceedings, according to the existing legal ground. This results in a situation where survivors renounce their basic rights to compensation, since compensation proceedings in civil actions imply revealing their identities, often protected during criminal proceedings. Moreover, civil action generates additional financial costs which many victims cannot afford.

Even today, 20 years after the war ended, there are no official data regarding the number of female victims of rape and torture. Various sources agree on several important items: (1) mass rape included several hundred thousands victims; (2) there were numerous cases of rape of girls between age 7 - 14; (3) rape was often committed in the presence of victim's parents/children and, in general, the victim was raped by several assaulters.

Over the last years, the authorities, international organisations and NGOs in Bosnia and Herzegovina were carrying out the activities and initiatives to define actual needs of surviving victims, improve legal and institutional framework and mechanisms for exercising the rights of survivors, including compensations and benefits to which they are entitled. However, in its closing comments and recommendations for Bosnia and Herzegovina from 2013, UN CEDAW Committee brought attention to slow problem solving of the victims who endured sexual violence during the war in Bosnia and Herzegovina, indicating the non-compliance of criminal legislation in BH with international standards, and insufficient implementation of strategies, action plans and programmes targeted at protection of surviving victims and witnesses.

Harmonization of existing and adoption of the new legislation in compliance with international standards, tended to provide the victims of war crimes of sexual violence and torture with better access to exercising their rights, including the right to compensation and rehabilitation.

- The **Amendments of the Penal Code of Bosnia and Herzegovina BIH²⁰** were adopted pursuant to which the definition of sexual violence as a war crime and crime against humanity was harmonized with standards of international criminal law and court practice of international courts and tribunals. This code is applied in all war crime cases, regardless of judicial body conducting the proceedings.

²⁰ “Official Gazette of BH”, number 40/15

²¹ “Official Gazette of FBH”, no. 76/14

- The adoption of the **Act amending the Penal Code of FBH²¹ from 2014**, stipulated the custodial sentence for provoking national, racial and religious hate, strife or intolerance by public denial or justification of genocide, crime against humanity or committed war crimes established by the final judgement of the International Court of Justice, the International Court for Former Yugoslavia or a national court. **Amendments of the Penal Code FBH²² from 2016**, stipulated the definition of hate crime, as each criminal act made because of racial origin, colour of skin, religious belief, national or ethnic origin, language, disability, gender, sexual orientation or gender identity of another person. Such conduct shall be considered as aggravating circumstance, unless a more severe punishment for the qualified form of criminal offence committed from hate is explicitly stipulated by the law. Severe punishment is stipulated for the qualified forms of criminal offences of murder, serious injuries, rapes and damage of property, committed from hate.
- Furthermore, **the Penal Code RS²³** stipulates financial penalties or custodial sentences up to three years for any calling for, causing or instigating violence or hatred directed towards particular person or groups due to their national, religious or ethnic origin, colour of skin, gender, sexual orientation, disability, gender identity, origin or any other characteristics.
- The court practice and criminal policy of the **Court of Appeal of the Brcko District BH** are harmonized with the Penal Code BH and international standards, including the notion of rape, as a war crime against humanity.

Implementing the national **War Crimes Processing Strategy** helps solving the cases which include sexual violence by ensuring that the burden of prosecution is distributed among judiciary at national and entity levels, or in cantons, in case of the Federation of Bosnia and Herzegovina. Before the court in BH which, according to the Strategy, has jurisdiction for prosecuting the most complex cases, a certain number of cases in this category are presently being conducted, whereas a significant number of unconcluded cases is still in investigation phase before BH Prosecution.

- 2016 saw an increase in the number of concluded cases compared to previous years, as a result of significant increase in the number of indictments for war crimes with elements of sexual violence. This is illustrated by the fact that in 2011, the number of prosecuted persons amounted to 13, in 2016 this number increased to 22, while in February 2017, there were 46 criminal proceedings conducted before the BH court, in which defendants are charged for criminal offences with elements of sexual violence committed during the war.
- In 2016, in BH Prosecution there were 181 most complex war crime cases unsolved in reporting phase, and 147 war crime cases in investigation phase. That same year, 61 proceedings regarding most complex war crimes were conducted before BH court. Since the beginning of the work of BH court (in 2002) until the end of 2016, there were 70 final proceedings before this court (67 men and three women) for criminal offences of war crimes with elements of sexual violence committed against women. Out of the total number, there were 53 convictions (51 men and two women), whereas 17 persons (16 men and one woman) were released from charges. Convicted persons were passed custodial sentence/long-term custodial sentence in total duration of 695 years.

²² "Official Gazette BH", number 46/16

²³ "Official Gazette of Republic of Srpska: 64/17

The new **Witness Protection Program Act BH²⁴** was adopted in 2014 with a purpose to ensure efficient witness protection before, during and after criminal proceeding, in order to enable them a free and open testimony. The Act is applied only in the proceedings before BH court, and hence through taxatively listing criminal offences for which proof a witness protection programme may be applied. The programme is applied only to witnesses who, because of their testimony, are exposed to serious danger for life, health, their freedom and property. The decision to admit a witness to the witness protection programme is rendered by a special Commission for programme implementation, composed from judges from the Criminal Department of BH court, BH prosecution, a prosecutor from BH Prosecution and the Head of witness protection department of the State Agency for Investigations and Protection, while the Witness Protection Department is in charge for organising and implementing the protection programme at operational level.

Departments for witness support have been established at: BH court, BH prosecution, regional prosecutor's office and regional courts in RS, cantonal courts and prosecution offices in FB²⁵, and at the Basic Court of BD BH. Departments for witness support employ psychologists who provide psycho-social, informative and organisational support, and support to participators before, during and after the court proceedings (including war crime victims, family violation etc.).

With a purpose to create a **network for supporting the victims and witnesses in the cases of war crimes**, sexual violence and other criminal offences, in nine out of ten cantons in FBH, protocols were signed on mutual cooperation between competent authorities, institutions and NGOs regarding the provision of comprehensive and efficient support to victims and witnesses in cases of war crimes, sexual violence and other forms of criminal offences. The establishment of networks provided the victims with better access to information and learning about the steps, procedures and types of support enabled by the parties which signed the Protocol.

MHRR BH developed the **Programme Proposal for Victims of Wartime Rape, Sexual Abuse and Torture and Their Families in Bosnia and Herzegovina** (2013-2016), with a purpose to ensure measures for complete protection and support to victims (including psychological support and health protection). However, although the Programme presented a comprehensive framework with clear roles of all institutions for solving this problem, it has not been adopted by the Council of Ministers BH due to the lack of support by all levels of government in BH. Furthermore, neither **Transitional Justice Strategy**, nor **The Act on the Rights of Victims of Torture in Bosnia and Herzegovina** have been adopted, although they had been incorporated into CM BH agenda. The issues of victims of torture and civilian victims of war regarding equal status and access to rights and protection are regulated at RS and FBH entity level, and at the level of BD BH, and their access to rights depends on the place of residence. In 2016, the Government of RS presented the **Preliminary Draft Act on Victims of War Torture RS**, aimed at solving the status and ensuring social assistance to survivors, including the victims of wartime sexual violence. The legal procedure is expected to be concluded in the course of 2017.

On the level of Bosnia and Herzegovina, there is no integrated Act which regulates the **exercise of survivors' rights, providing compensation, rehabilitation and access to services for victims** regardless of their place of residence. These issues are regulated at the level of entity and Brcko District. In Bosnia and Herzegovina, there is no indemnification fund or other mechanisms for providing indemnification to victims of criminal acts in situations where offenders are not able to pay compensation.

²⁴ "Official Gazette BH", number 36/14

²⁵ Cantonal Court in Sarajevo (including Municipal Court), Cantonal Prosecution in Sarajevo, Cantonal Court in Novi Travnik, Cantonal Prosecution CBK, Cantonal Court and Cantonal Prosecution in Bihać, Cantonal Prosecution HNK/Ž, Mostar (including the Court), Cantonal Court in Zenica, Cantonal Prosecution of ZE-DO canton, Cantonal Prosecution of Tuzla Canton

- **The Act on Protection of Civilian Victims of War in Republic of Srpska**²⁶ does not recognize survivors of sexual abuse and rape as a separate category of civilian victims of war. According to this Act, the rights are granted to persons who, due to violence during the war, suffered bodily harm of at least 60%, including rape. In 2015, the Government and National Assembly RS adopted the **GCRS Information on Findings and Recommendations of the Study on the Position of Serbian Women Victims of War Crime of Sexual Violence in Bosnia and Herzegovina**²⁷. This Information is important because for the first time, the highest legislative body of RS considered this problem and pointed out to the position of women victims of war, and to legislation and practice gaps. Specific recommendations for the activities of authorities were provided, adopted by National Assembly RS. The first Association of Women Victims of War in RS was founded, now having the status of a special interest association.
- In Federation BH, the rights of surviving victims to material compensation are exercised according to the provisions of the **Act on the Basics of social Protection, Protection of Civilian Victims of War and Families with Children in FBH**²⁸. This Act recognizes the status of a special category of civilian victims of war to victims of rape and sexual abuse and stipulates the obligation to prove they had suffered sexual violence during the war, yet not a proof of bodily harm itself. **Amendments to this Act**²⁹, adopted in 2016, introduced an independent expert commission in charge for issuing certificates to survivors.
- In compliance with **cantonal regulations**, survivors of sexual violence are considered a special category of civilians victims of war and, aside of the right to monthly allowance, they are also entitled to other rights which include the following: healthcare protection, psychological assistance, participation in the cost of treatment and provision of orthopaedic appliances, professional rehabilitation, re-skilling and up-skilling, and in certain cantons priority employment, priority public housing and legal help.
- Amendments to the **Decision on Protection of Civilian Victims of War** from 2015 repealed the previous discriminatory provision by which the status of survivor was recognized only to persons who, apart from presenting a proof of bodily injury, were able to prove that the offender had been found and convicted. The present provisions are less restrictive and recognize bodily injury as status basis, however, they require a proof that a victim had suffered sexual violence and a medical proof of permanent psychological trauma issued by an independent expert commission. At the time of preparation of this report, the commission has not yet commenced its work.
- In both entities, civil victims of war, including survivors of wartime sexual violence, still face different treatment in relation to war invalids. This is reflected in significantly lower allowances – often amounting to 70% of maximum allowances for the military war invalids. It is not possible to disregard the influence of stigma on the overall attempts to provide help and support to surviving victims.

Court decisions in BH were recorded, granting monetary compensation to victims of wartime violence in criminal proceedings. However, claims for compensation of non-material damage are subject to limitation, and such claims may be submitted exclusively towards the offenders, not state or entities, thus eliminating subsidiary liability of the state for compensation. Most victims still seek compensation

²⁶ "Official Gazette RS" number 25/93; 32/94; 37/07; 60/07, 111/09 and 118/09

²⁷ Conclusion of the National Assembly of Republic of Srpska no. 02/1-021-492/15, from 21 April 2015 ("Official Gazette of Republic of Srpska", no. 32/15).

²⁸ "Official Gazette FBH", number 36/09, 54/04, 39/06, 14/09 and 45/16

²⁹ "Official Gazette of the Federation of Bosnia and Herzegovina", number 45/16

in separate civil proceedings before local courts which do not apply the same standards, or possess adequate witness protection capacities. When seeking compensation before civil courts, victims submit all burdens of proof, they must engage a lawyer and are liable for the settlement of legal costs.

In cooperation with institutions of BH, entities and Brcko District BH, the UN agencies in BH (UNDP, UNFPA, UN WOMEN and IOM) developed a joint programme entitled “**Seeking Care, Support and Justice for Survivors of Conflict Related Sexual Violence in Bosnia and Herzegovina**” (2014-2017). The programme was aimed at improving the status and position of all women victims of wartime sexual violence, including stigma prevention, providing compensation, rehabilitation and access to services for victims, regardless of their place of residence. Within the programme, the researches “Social and Economic Rights of Surviving Victims of Wartime Sexual Violence in Bosnia and Herzegovina” and “Stigmatisation of Survivors of Sexual Violence in the Conflict in Bosnia and Herzegovina” were carried out. The development of legal and subordinate legal solutions was initiated, supporting economic, psychological and social empowerment of women, and sector analyses were performed regarding the capacities of institutions and service providers for victims, in the area of healthcare, social care, free legal aid, education, labour and employment. In collaboration between the entity Ministries of Health and UNFPA, resource packages were developed aimed at supporting the victims of gender-based violence in the health sector in FBH and RS, which involve treating the victims who endured sexual violence and rape during the war.

However, NGO reports confirm that requirements in the field are significantly higher than it is realistically feasible, due to a number of obstacles for providing help and support. A large number of victims live in distant communities and they are unable to attend treatment and seek their rights on regular basis.

NGOs in Bosnia and Herzegovina such as “Vive Žene“ Tuzla, “Medica“ Zenica and other NGOs, provide **psychological and legal assistance to victims of wartime rape**, sexual abuse and torture. The support programme encompasses psychotherapeutic treatment, social and legal consultancy, and providing findings and opinions for exercising the right to the status of civil victim of war. The “Local Democracy Foundation“ provides legal aid to victims and witnesses prior, during and after the trial, and in regulation of status issues. Psychological support is also available within Mental Health Centres (MHC), yet MHC capacities are insufficient and the availability of their services is restricted to large cities. It is important to emphasize that there are still victims who have not asked for help, and that special attention should be given to the issue of access and support to this extremely sensitive category.

Exercising the rights and official status for all surviving victims of rape and torture entails the existence of **multisectoral approach, coordination and institutional networks** of support, established in the previous period within various initiatives, programmes and projects. Within the project “**Ensuring Access to Justice for Witness/Victims through Strengthening the Existing and Establishing new Witness Support Networks across Bosnia and Herzegovina**” (2015-2017), financed by the European Union, and implemented by NGOs “Vive Žene“ Tuzla, “Medica“ Zenica, “Udružene žene“ Banja Luka and „CED“ Banja Luka, 11 networks of competent authorities were established and collaboration protocols were signed in the cantons of FBH, regions of RS and Brcko District BH.

Networking and coordination of key actors – Social Welfare Centres, Mental Health Centres, competent municipal services, and competent cantonal and entity ministries ensures a more efficient implementation of all practical measures by involved institutions and organisations, aimed at exercising basic human rights of all women victims of wartime rape and torture.

3.2.3. Reducing the risk of landmines

The risk of landmines and explosive remnants of war (ERW) still presents and obstacle for the creation of safe environment for BH citizens, sustainable return, and social and economic development in local communities, or municipalities endangered by landmines/ERWs. The activities for reducing the risks of landmines within the implementation of AP UNSCR 1325 in Bosnia and Herzegovina are targeted to gender aspect in certain segments of countermine activities, which includes reducing and eliminating the risk, or reducing the risk of landmines to acceptable level.

According to the latest official BHMAC data, the current size of the mine suspected area in BH amounts to 1,091 km² or 2.2% in relation to total area of BH. The information regarding landmine casualties are kept in BHMAIS database and they are classified according to gender, type of injury, age groups and explosives which caused the accident. Since 1992, there were 8,358 mine/cluster munition/ERW casualties, of which 608 were women (9.5%). In the post-war period, there was a total of 1,735 casualties, 164 women (9.51%) and 249 children (14%). Since 1996, while performing humanitarian demining, 123 deminers were injured, 74 with fatal outcome.

In 2014, eight mining accidents and 1 demining accident were recorded, with 18 males injured, six of them with fatal outcome. In 2015, one mining accident was recorded, with one men suffering fatal injuries. During 2016, 12 persons were injured, six with fatal outcome. In 2017, five persons were injured, two with fatal outcome, with one women among the injured.

Regardless of mine warning signs, due to unfavourable economic situation in the country, the people of Bosnia and Herzegovina consciously enter suspicious and high risk area for collecting firewood or secondary raw materials. For instance, in 2014, two persons were injured while collecting secondary raw materials, eight persons were injured while collecting firewood, three persons were injured upon activating anti-tank mines during the construction works, whereas the remaining three persons were injured by ERW while performing work at private properties.

It is estimated that, as part of landmine warning activities carried out in 2014, the mine danger was eliminated for about 13,000 immediately endangered citizens who will use such demined areas. Phase II of implementing the project "Land release", financed from EU funds (IPA 2011), included the additional aspect of gathering new, and verifying the available information about landmine victims. BHMAC representatives actively participated in the workshops in order to strengthen subcoordination regarding problems of landmine victims and other disabled persons. However, apart from classifying part of the statistics according to gender, there were no indicators, nor an initiative, to **include gender component into BHMAC documents, programmes of measures, analyses, reports, projects and activities, or to tackle those by taking into account various experiences, needs and interests of women and men**, whether this concerns providing help to landmine victims, families of the casualties or users of demined areas.

According to the submitted BHMAC information for the purpose of this report, one of the projects for landmine victims assistance, entitled: "**Independence is alternative to victim**", implemented by the organization of amputees "UDAS", included the educational programme for women landmine victims and women household holders being landmine victims, with a purpose of becoming competitive at labour market.

Raising the awareness and capacities for reducing the risk of mined areas is carried out by continuously warning about the mines, aimed primarily at raising the awareness, through education, informing through the media or through direct contact with risk target groups, about the danger of mines, reducing the possibility of new accidents and pointing out to long-term danger of mines and explosive remnants of war (ERW). Those activities are carried out by accredited organizations for countermining activities in Bosnia and Herzegovina, with expert supervision of BHMIC. There are information about the number and profile of people who have undergone education: such as primary and secondary school students, rural population, returnees, and persons at particular risk: hunters, fishermen, scouts, construction workers, foresters and agricultural workers. The submitted data have not been classified according to gender.

Despite certain progress, the lack of gender classified statistics and the analysis of countermining activities have been noted, which presents one of the obstacles for the introduction of gender equality principle into the scope of work of BHMIC. This points out to lack of capacities within BHMIC, and lack of interest and support within BHMIC managerial structure to implement obligations pursuant to the Gender Equality Act of Bosnia and Herzegovina. Much more effort should be invested in introducing gender-responsible approach towards the activities for reducing the danger of landmines, including social and economic reintegration of landmine victims into society, and encouraging development and sustainable return in vulnerable local communities, which contributes to the creation of safer environment for the citizens of Bosnia and Herzegovina.

3.2.4. Ongoing security threats and challenges from the aspect of gender equality

3.2.4.1. Natural disasters

Around the world, various natural or other disasters occur almost daily, affecting millions of people and resulting in numerous human casualties and devastation of material and cultural goods, destruction of infrastructure, degradation of living environment with major damage for the economy and severe economic and social consequences. In the area of southeast Europe, to which Bosnia and Herzegovina belongs, natural and other large-scale accidents occur more increasingly.

The obligation to integrate gender perspective into policies and activities aimed at preventing and reducing the risk of natural and other disasters is also founded on recent international documents as follows: **Beijing Declaration and Platform for Action (Target K.3.258.II)**, requesting the member state governments to develop data bases classified according to gender, gender analyses of the policies, and gender-responsible monitoring and reporting systems in various areas and topics, including the influence of natural disasters on women “**Hyogo Action Framework**” from 2005 requiring the “*integration of gender perspective into all policies, plans and decision-making processes in the area of accident risk management*”, as well as **UNISDR “Beijing Agenda for Global Action on Gender-Sensitive Disaster Risk Reduction”**.

In May 2014, Bosnia and Herzegovina was hit by floods which caused major damage in certain parts of the country. Gender institutional mechanism in BH reacted immediately by pointing out to complex and various consequences of flood on men and women, boys and girls, and by taking into consideration the aspect of gender in planning and performing the interventions aimed at prevention and removal of consequences of natural disasters. Attention was brought to the problem of insufficient understanding of various roles, needs, capabilities and interests of women and men, boys and girls of all ages, and the importance of equal participation of both genders in the rescue and protection system.

Due to emergency situation, GEA BH/MHRR BH managed to allocate 30,000 KM from FIGAP Programme funds for the **aid to women, children and elderly persons in municipalities of Bosnia and Herzegovina** mostly affected by the floods: Doboje, Maglaj and Orašje. Gender Centre RS developed the **Action Plan for Gender Equality in Disaster Situations in Republic of Srpska** for the period May - December 2014, adopted by the Government of RS. All planned activities, targeted at mitigating and remedying the consequences of natural disasters for multiply marginalized groups of women and men, were carried out in coordination and cooperation with competent authorities, local self-government bodies, including gender-equality commissions in towns and municipalities and women's NGOs. Gender Centre of Federation BH prepared the **Guidelines for Intervention Activity of the Government of FBH** in the conditions of natural disasters, to ensure maximum gender sensitivity of intervention. In the period October December 2014, with support of OSCE Mission in Bosnia and Herzegovina, a **gender-sensitive situation analysis after floods** was conducted in three out of seven most vulnerable municipalities of FBH: Žepče, Maglaj and Orašje. The Analysis recommendations pointed out to the importance of raising the awareness of the staff included in reconstruction and recovery programmes towards vulnerable groups, such as women in the countryside, disabled persons, elderly women, single mothers and Roma women.

In cooperation between the Commission for Gender Equality HR PA BH and GEA BH, MHRR BH, **thematic session “Gender and Disasters”** was organised in 2015, presenting the results of interventions and the analyses of gender institutional mechanisms and NGOs during 2014 floods in Bosnia and Herzegovina. The basic message was that gender approach has the power to enhance the response to consequences of disasters, as it is the gender inequality that causes higher vulnerability of women in such conditions. Women demonstrate exceptional skills and abilities in immediate response to catastrophes, yet they are frequently perceived as helpless victims, hence their capacities remain invisible and insufficiently used.

Due to the importance and the need to reduce risk and negative impact of natural or other types of disasters, as one of the key security issues, the Ministry of Security of Bosnia and Herzegovina developed the **protection and rescue system development program at the level of institutions and bodies of Bosnia and Herzegovina** for a five-year period 2018-2022. By applying a gender-responsible approach while creating measures aimed at risk reduction, protection and rescue of people and material goods in the conditions of natural and other disasters, the Programme recognizes the fact that in Bosnia and Herzegovina, which is a *“predominantly rural country with still markedly traditional views on economic and social role of woman for the purpose of preserving household and community, natural and other disasters unequally affect women and men.”* This programme also accentuates that *“Humanitarian reaction follows upon the performed analysis and estimation of the needs of people, the existing weaknesses and abilities as a whole, taking into account various needs, interests, vulnerabilities and the abilities of women and men, girls and boys, and various influences of catastrophes or conflicts on them.”*

Additionally, the Programme stresses the importance of all subjects, at all levels in rescue and protection system, to have a clear notion of all potential hazards which may affect Bosnia and Herzegovina in the form of natural or other disasters, as well as elaborated methodology of action when they occur. Timely and efficient response during disasters frequently requires the involvement of institutions and bodies of both Bosnia and Herzegovina, and the neighbouring countries, countries in the region and wider international community.

Emergency, yet timely interventions, due to the floods which hit Bosnia and Herzegovina in 2014, serve as an example of sound practice in timely involving the gender perspective in removing the consequences of floods. This serves as an innovative example for this kind of interventions in the region. However, it may be concluded that, in the absence of regulatory framework and lack of expertise in the area of gender and disaster management, the impact of these interventions, in terms of different needs of women and men, boys and girls, was limited, therefore it is necessary to proceed with the activities for strengthening the capacity and raising the awareness about gender aspects of natural disasters.

3.2.4.2. *Migrations and refugee crisis*

Ongoing war conflicts in different parts of the world, instabilities and violation of human rights, including gender-based violence and rape as a weapon of war, result in an increased number of men, women and children seeking international protection in the European Union. Refugee crisis poses a serious security challenge for Europe in the years to come. The Committee on Women's Rights and Gender Equality (FEMM) brought attention to the needs of women and children refugees who arrive in ever increasing number and constitute more than 50% of refugees and migrants. They are frequently victims of physical and psychological violence, prostitution and human traffickers, and they constitute the highest percentage of persons missing while transferring to Europe.

During the influx of refugees from Syria to Serbia and Croatia, in 2015, GEA BH, MHRR BH pointed out to special needs and vulnerability of women and children during migrations, and to the importance of targeted actions and measures for their protection and integration into the society. The Coordination Board for monitoring the implementation of AP UNSCR 1325 initiated the action of raising the aid for Syrian refugees in the territory of Republic of Serbia. The Coordination Board pointed out to the fact that migrant crises presents a new security challenge, particularly for women and children, and that attention should be brought to this issue while creating future policies and measures for the implementation of UN Resolution 1325 "Women, Peace and Security".

Among refugees, there are women who travel alone or with children, sometimes newborn babies, pregnant or breastfeeding women, adolescents, unaccompanied girls, LGBT women as well as disabled women. One of the reasons for vulnerability of asylum-seeking women and refugees relates to the difficulties they frequently face in proving their grounds for recognition of a refugee status, as women often do not want to admit that they had been a victim of sexual violence, or gender-based persecution, or they are not aware that they had been a victim in their country of origin. Gender-based violence is often the consequence of unequal gender relations in the country of origin and it is frequently used as a mechanism of threat by male members of the family with whom women travel, or it may be the result of forced displacement caused by conflicts in the country of origin.

Strategy in the Area of Migrations and Asylum of the Ministry of Security of Bosnia and Herzegovina for the period 2016-2020 recognizes vulnerable categories and risk groups. It is necessary to ensure gender-responsible approach in implementing the activities related to the strategy, particularly the activities and procedures regarding identification, assistance and protection of vulnerable categories of foreign citizens, and in defining the methodology for collecting data and information about crisis situations in the area of immigration, with a purpose to ensure timely information and actions. This shall enable better understanding and addressing the needs of both genders in developing and implementing the plan for emergency measures in case of crisis situation in the area of migrations.

The plan of emergency measures to ensure additional capacities, control and management of the influx of massive number of migrants/refugees in Bosnia and Herzegovina constitutes the integral part of the Information on Estimations and Capacities of Bosnia and Herzegovina in relation to Refugee Crisis in the Region and the European Union, adopted in September 2015 by CM MB. The Plan contains an overview of measures which will ensure that people are treated humanely and according to legislation in the field of immigration and asylum. **Action Plan of Operative Activities in Case of Massive Influx of Immigrants/Refugees in Bosnia and Herzegovina, resulting from the Plan of Emergency Measures**, takes into account the needs of the recognized categories of vulnerable migrants and the activities of competent institutions and international organizations with such categories.

Although Bosnia and Herzegovina presently does not face the increased influx of immigrants and refugees, it is necessary to further develop regional and international cooperation, fulfilment of obligations in the process of European integrations, and to use all available resources in order to provide a timely response of Bosnia and Herzegovina to potential refugee crisis from security, but also humanitarian aspect, taking into account various needs and interests of women and men.

3.2.4.3. Violent extremism

The issue of the role of women in the context of violent extremism is still not sufficiently investigated. The role of a woman is associated with gender prejudices about her “natural” role of mother and housewife, about being more inclined towards peace, dialogue, non-violence and cooperation. Examples throughout the world indicate that it is exactly this image of “peaceful” woman, or her non-violent character, that terrorist groups use to recruit women into their organizations.

Within the implementation of the **Strategy for Prevention and Combat against Terrorism (2015-2020)**, the Ministry of Security, with significant support from OSCE, IOM and other international partners, undertakes the activities for raising the awareness about threats of violent extremism and terrorism, with special emphasis on taking measures to prevent radicalization in society. Last year, as well as in course of this year, numerous workshops were held in Bosnia and Herzegovina aimed at wider social actors, such as young people, religious communities, NGOs, including female NGOs, academic community etc.

Some of those workshops were exclusively dedicated to gender aspects, while the other, more important part, related to comprehensive approach to challenges of suppressing violent extremism and terrorism, which also includes gender perspective. In the following period, MS BH will continue encouraging higher engagement of women in preventing and combating terrorism. Significant attention will be given to the issues of misuse of women and children for violent extremist and terrorist purposes. Special focus will be given to reintegration of women and children returnees from Iranian and Syrian battlefield, as well as on establishing communication with women in the so called closed radical communities in Bosnia and Herzegovina. To this end, MS BH will launch corresponding activities, in cooperation with international partners, NG sector, academic community and religious communities in BH.

Delegation of BH at the Committee of Experts on Terrorism of the Council of Europe (CODEXTER) supported the report by the Council of Europe rapporteur for terrorism and gender issues with proposals to integrate gender perspective in CODEXTER priority activities in the following two years, and to organise international Council of Europe conference in 2018/19 with that theme.

This is outlined in the latest UNSCR 2224 Resolution, adopted in October 2015, on women, peace and stability with a focus on the importance of gender integration as a transversal theme in the areas and activities of UN regarding ongoing global security threats and challenges, such as radical extremism and terrorism, an increased number of refugees and internally displaced persons, consequences of climate changes, various pandemics etc. This Resolution indicates various consequences of terrorism and violent extremism on the rights of women and girls, as regards their health, education and participation in public life, and that women and girls are particularly frequent target of terrorist groups. Apart from UN Resolution “2224”, the UN Secretary General’s Action Plan from 2015 to Prevent Violent Extremism requests, among others, to integrate gender perspective in all activities aimed at prevention of violent extremism.

Taking into account the above mentioned, it is necessary to continue the work on the application of comprehensive approach in the context of prevention and combat against violent extremism and terrorism, which also includes gender components. In doing so, it is necessary to support the activities undertaken by citizens and civil society organisations targeted at prevention and promotion of positive narratives (opposition to violent extremist narratives by emphasizing positive examples about social values, tolerance, openness and peaceful conflict resolution).

3.2.4.4. Small arms and light weapons

Article 46 of Council of Europe Convention “Aggravating Circumstances” preventing and combating violence against women and domestic violence, ratified by Bosnia and Herzegovina on 7 November 2013, commits the member states to take the necessary legal and other measures to ensure that **the use of weapons, or threat of weapons (Item g), are considered an aggravating circumstance upon determination of punishment for criminal offences pursuant to the Convention.** Furthermore, in Article 51 “Risk Assessment and Risk Management”, the Convention commits the member states to take the necessary legal and other measures to ensure that, upon assessing the risk of death, the seriousness of situation and the risk of repeating the violence, the fact that the **perpetrators of violence encompassed by this Convention possess or have access to firearms**, is taken into consideration in all phases of investigation and application of protection measures.

Recognizing the influence of illegal possession of small arms and light weapons on the phenomenon of violence against women and domestic violence, the Gender Equality Agency BH, of the Ministry of Human Rights and Refugees BH **provided suggestions** for the draft of the revised Strategy for the **control of small arms and light weapons in BH (2016 – 2020)**, with a purpose of harmonisation with the Gender Equality Act in BH and international equality standards. **The Strategy should treat the issue of armed domestic violence more explicitly** according to the provisions outlined in the suggestions.

The Ministry of Security of Bosnia and Herzegovina participates in the programme Mentorship for Gender Equality undertaken by South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC) with headquarters in Belgrade. The Programme includes individual (formal and informal) meetings of Deputy Ministers of Security with SEESAC gender issues consultant, where implementation of defined objectives of **Small Arms and Light Weapons Control Strategy in Bosnia and Herzegovina (2016-2020)** is considered from gender equality perspective. Special emphasis is placed on activities relating to misuse of weapons in the context of gender-related violence and various impacts of the use of small arms and light weapons on women and men. For the duration of Programme, required modifications in legal and strategic framework will be mapped in order to enhance gender sensitivity for SALW control. The Ministry of Security gathered information from all competent authorities and agencies, as a contribution of Bosnia and Herzegovina, for the study Gender and Small Arms and Light Weapons in Southeast Europe, containing recommendations for the activities in this field.

4. Lessons learned in the period of implementation of Action Plan of UNSCR 1325 in Bosnia and Herzegovina (2014-2017)

Lessons learned, sound practices and challenges during the implementation of AP UNSCR 1325 in BH are defined according to findings and recommendations of independent evaluation performed after the termination of the first AP in 2013, and based on continuous exchange of experiences and comparisons with other countries which adopt and implement national action plans for the implementation of UN SCR 1325. Sound practices of BH are often provided as an example of successful and innovative approach to the implementation of UNSCR 1325. The report will further present several key factors of success and challenges in the implementation of AP:

- **Coordination Board for monitoring the implementation of AP UNSCR 1325 became the key actor in mobilising competent authorities** and individuals for the implementation of the AP. This is the result of long-term engagement of most CB members, who have been involved in this process since 2010 when the first AP for Bosnia and Herzegovina was developed and adopted. Constructive cooperation and knowledge exchange was established between all institutions represented in CB and gender institutional mechanisms, especially GEA BH, which manages and coordinates the process of creation, implementation and reporting on AP implementation.
- **Coordination and advisory role of GEA BH, MHRR BH**, as the holder of this public policy, is highlighted as one of success factors in relation to other countries where the role of gender institutional mechanisms is mostly neglected. National action plan holders are frequently line ministries in the sector of defence and security, lacking sufficient capacities to introduce gender issues, which results in poor implementation of the plans.
- It has been observed that AP UNSCR 1325 implementation in BH **was more efficient in institutions supported by senior managerial staff**. However, it is very important to emphasize the **role of individuals** who, due to their personal, real commitment and expertise, managed to initiate the changes within their institutions.
- Introducing the **concept of human security as one of the three strategic objectives of AP UNSCR 1325** enabled it to initiate the initiatives at local level with the aim to improve daily citizen security, taking into account different position, needs and interests of women and men. This created a possibility for concrete and preventive actions in certain unforeseen situations or occurrences falling into the domain of security issue or threat (natural disasters, migrations, violent extremism etc.). By taking this approach, Bosnia and Herzegovina made a major step forward in implementing UNSCR 1325, globally recognised as a sound practice onto which other countries rely, both in the region and in the world.
- **Regional cooperation** in implementing UNSCR 1325 and national action plans, proved very efficient through the exchange of sound practices, experiences, professional and financial resources with the neighbouring countries, therefore within similar historical, cultural, social and economic contexts. Mutual cooperation between gender institutional mechanisms and institutions of security sector of the countries in the region contributes to processes of reconciliation, strengthening and preserving sustainable peace and stability in the countries which in the wartime period 1992 - 1995 were parties to the conflict.
- Concrete results achieved by Bosnia and Herzegovina become even more visible, with better understanding of professional and general public of the importance of UN Resolution 1325 “Women, Peace and Security“. **Promotion at international level** resulted in an increasing number of invitations to present experiences and practices of

Bosnia and Herzegovina, especially in the countries undergoing the process of adopting national action plans (invitation to participate at National Action Plan Academy in Vienna with more than 20 participating countries, and invitations from responsible ministries from Finland, Moldavia and Albania to support development of national action plan in compliance with AP UNSCR 1325 structure in Bosnia and Herzegovina). **International exchange of experiences and practices** indicated the fact that success of this Action Plan, as well as other strategic and action plans in Bosnia and Herzegovina for gender equality in various areas, results from the real partnership of gender institutional mechanism and competent authorities, which is reflected in systematic approach, exchange of professional capacities and mutual learning.

- **Monitoring and Evaluation Plan for AP UNSCR 1325 (M&E plan)**, developed with support of the Institute for Inclusive Security, served for operationalisation and control of Action Plan implementation. M&E plan served as a basis for creating table formats for annual operational plan of institution activities, and annual results report. This approach to annual planning and reporting, coordinated by GEA BH, MHRR, significantly simplified the method of submitting the information by competent authorities, defining concrete actions and measuring progress in achieving the results. This presents a positive example of practical application of M&E for the efficient control of public policy implementation.
- The lack of funds from regular budgets of competent authorities presents a challenge for the implementation of AP UNSCR 1325. However, this segment again stressed the role of GEA BH, MHRR BH, in continuous effort to enable funds for partial financing of AP activities. Furthermore, other institutions represented in CB, such as MD and MS, tend to overcome this problem by providing additional donor funds. Apart from FIGAP Programme funds aimed to support AP implementation, it is important to emphasize the readiness of international organisations, such as UN agencies, OSCE etc. to support certain activities according to the needs reported by institutions.

Despite evident progress, and regardless of numerous examples of sound practices, the **challenges in the implementation of AP UNSCR 1325** in Bosnia and Herzegovina still remain. The already mentioned **lack of financial and human resources** presents an obstacle for continuous implementation of gender equality principle in competent authorities. **The level of commitment, understanding and implementation of gender equality principle** within competent authorities still remains uneven. This largely depends on the support of management, but also on the level of contribution and influence of individual CO members, and gender issues contact persons. However, there tend to be less institutions in which gender equality is perceived only as gender classified statistics, neglecting the fact of extremely low percentage of women in highest managerial positions. There is an increased understanding and recognition of benefits for women and men if ministries apply gender perspective in their activities, especially financial and other benefits if women are equally represented at various levels of decision-making, commissions and boards, working groups, negotiating teams, educations, business trips abroad etc. At the same time, there is still concern in the context of possible changes which might undermine the established positions and benefits.

The competent authorities represented in CB declared the implementation of AP UNSCR 1325 in Bosnia and Herzegovina as an instructive example which illustrates how comprehensive approach and joined action may break down gender stereotypes and barriers which still persist in institutions.

5. Structure of Action Plan UNSCR 1325 in BH (2018-2022)

Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina for the period 2018-2022 is developed by relying on the structure of the previous one, retaining the existing strategic objectives, and revising certain medium-term objectives and anticipated outcomes, especially in Strategic objective 2 as presented in the following Table:

EQUAL PARTICIPATION		
STRATEGIC OBJECTIVE 1 Increased participation of women in military forces, police and peacekeeping missions, including participation in		
MEDIUM – TERM OBJECTIVES		
1.1 Key policies, legislation and other regulations enable the increased participation of women in military forces, police and peacekeeping missions, including participation in decision-making positions	1.2 Creation of prerequisites for the improvement of position and advancement of women in military forces, police, peacekeeping missions including decision-making positions	1.3 Raised awareness about the importance of women's participation in decision-making and maintaining peace and security
EXPECTE DOUTCOMES		
1.1.1 Policies, legislation and other regulations are harmonised with international and national gender equality standards and concrete measures are adopted to increase participation of women in defence and security sectors, including decision-making positions	1.2.1 Enabled capacity building for women aimed at larger participation in defence and security sectors, including decision-making positions	1.3.1 Performed trainings for key decision-makers, managers and employees in defence and security sectors about the importance of equal participation of women and men
1.1.2 Increased capacities for the harmonisation of policies, legislation and other regulations with international and national gender equality standards, and adoption of special, affirmative measures	1.2.2 Created prerequisites for the improvement of mutual cooperation and female networking in defense and security sectors	1.3.2 Performed public awareness-raising campaigns about the importance of participation of women in decision-making, and defence, security and peace processes
PROTECTION AND		
STRATEGIC OBJECTIVE 2 Increased level of human security from gender equality perspective		
MEDIUM – TERM OBJECTIVES		
2.1 Reduced human trafficking rate in Bosnia and Herzegovina	2.2 Increased support and help to victims who endured sexual violence and other forms of wartime suffering	2.3 Enhanced gender-responsible approach and support systems in conditions of ongoing security threats and challenges
EXPECTE DOUTCOMES		
2.1.1 Legal mechanisms and measures are applied to combat trafficking in human beings, particularly women and girls	2.2.1 Enhanced legal framework and mechanisms for exercising the rights of victims who endured sexual violence and other forms of wartime suffering	2.3.1 Implementation of gender-responsible approach (or introduced gender-responsible perspective) through programmes for measures aimed at reducing the danger of
2.1.2 Enabled capacity building for preventing and combating human trafficking and rising the awareness about the problem of trafficking in women and girls	2.2.2 Compensations and benefits/ rehabilitation accessible to victims who endured sexual violence and other forms of wartime suffering	2.3.2 Created preventive measures and established conditions for a gender-responsible approach to ongoing security threats and challenges, and in crisis and emergency situations (natural disasters, violent extremism, refugee/ migrant crisis)
COORDINATION AND		
STRATEGIC OBJECTIVE 3 Improved conditions and access to the implementation of AP UNSCR 1325		
MEDIUM – TERM GOALS		
3.1 Improved coordination mechanisms and instruments for the implementation of AP UNSCR 1325	3.2 Enhanced cooperation with other actors	
EXPECTE DOUTCOMES		
3.1.1 Strengthened institutional mechanisms for coordinating, implementing and monitoring AP UNSCR 1325	3.2.1 Enhanced cooperation and coordination with civil society organisations, academic community and the media	
3.1.2 Improved instruments for introducing and implementing gender-equality principle in defence and security sectors (gender-responsible statistics, gender analyses, gender-responsible budgeting)	3.2.2 Improved regional and international cooperation and information exchange regarding the implementation of UNSCR 1325	

6. Monitoring and evaluation

The basic mechanism for monitoring the implementation of Action plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina is the **Coordination Board**, consisting of members from institutions within security sector and one member representing the NGO sector in Bosnia and Herzegovina. The Coordination Board is appointed for the duration of Action Plan.

In compliance with the Rules of Procedure, the Coordination Board, among others, shall:

- a) Consider and adopt annual operational plans for the implementation of Action Plan;
- b) Coordinate Action Plan implementation activities in competent authorities, international organisations and NGOs;
- c) Consider and propose the adoption of annual reports on Action Plan implementation to the Council of Ministers of Bosnia and Herzegovina;
- d) Monitor other activities targeted at the implementation of UNSCR 1325 in Bosnia and Herzegovina

The activities of the Coordination Board for monitoring the Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina have been recognised in BH and in the region, as an example of exceptionally sound practice, interest and cooperation of competent authorities in implementing strategic documents.

An independent evaluation of the implementation of the first AP UNSCR 1325 observed the need for a more efficient system of monitoring and evaluation. The Action Plan contained too many indicators which were difficult to follow and monitor. This resulted in the lack of unique reporting system in competent authorities. Almost all indicators had quantitative nature which enables it to monitor progress in achieving strategic and medium-term objectives, as well as qualitative institutional and general social changes in achieving gender equality in the areas of defence and security.

Following evaluation recommendations, the **Monitoring and Evaluation Plan was created for the second AP UNSCR 1325** with quantitative and qualitative indicators for each objective and its anticipated outcome. The significance of this Plan lies in its concrete application in practice. Following the set indicators largely simplified and enhanced the participatory process of creating annual operational plans of activities, implementation monitoring and annual reporting. This approach to annual planning and reporting, coordinated by GEA BH, MHRR, significantly simplified the method of submitting the information by competent authorities, defining concrete actions and measuring progress in achieving the results. For this reason, it will be also continued in implementing AP UNSCR 1325 for the period 2018-2022.

7. Glossary of Terms

- **Gender**

Refers to social differences between men and women. Gender identifies socially, culturally, politically and economically determined relationships between women and men. Gender relationships vary depending on place, and through time; they vary according to changeable circumstances. Gender, on the other hand, identifies biological differences between women and men, which remain constant.

- **Gender budgeting**

Applying gender perspective on financial plans and budgeting processes, taking into account the needs and priorities (of various groups) of women and men, recognising various roles they play in the family, at work and in the society. For the Council of Europe, gender budgeting represents the implementation of “gender mainstreaming” in budgeting process. This implies gender-based estimation of budget, insertion of gender perspective at all levels of the budgeting process and restructuring revenue and expenditure with a purpose of promoting gender equality.

- **Gender mainstreaming**

Process of assessing the impact of all planned activities on women and men, including legal framework, policies and programmes, in all areas of social activities and at all levels. Gender mainstreaming is a strategy for turning female and male issues and experiences into an integral part of creation, realisation, assessment and evaluation of policies and programmes in all political, economic and social spheres. This is performed in a way which ensures both women and men to benefit equally, without supporting inequality. The ultimate goal of mainstreaming is to achieve gender equality (definition of United Nations Economic and Social Council – ECOSOC, July 1997). For Council of Europe, gender mainstreaming is “(re)organisation, improvement, development and evaluation of policies, in order to have gender perspective instilled in all policies, at all levels and in all phases, by actors involved in policy creation”.

- **Discrimination based on sex**

Discrimination based on sex is any placement in disadvantageous position of any person or groups of persons based on sex, due to which recognizing, enjoying or exercising human rights or freedoms is made difficult or denied to persons or groups of persons.

- **Human security**

The last few decades saw decreased emergence of international conflicts and an increase in the number of riots, terrorism and conflicts within state borders. The changing nature of conflicts require modified responses to them. Human security concerns the security of a state, with reference on individuals. The emphasis is on the importance of everyday security of people by improving public services and developing poverty reduction programmes. In 1994, the UN introduced the concept of human security, with two basic components: “freedom from fear and freedom from want”. Hence, the key issues relating to human security are personal (physical) security, economy, health, living environment and community security. Internal empowerment enhances national, regional and global stability which eventually leads to reduced frequency of conflicts.³⁰

- **Capacity building**

Training targeted at improving the knowledge and skills of responsibility holders with a purpose to efficiently implement strategies, policies, programmes and projects.

- **Effect**

Long-term effect (positive or negative, deliberate or accidental) of certain strategy, policy, programme or projects on responsibility holders, and on current social circumstances.³¹

- **Indicators (quantitative and qualitative)**

Quantitative or qualitative variables which enable simple and reliable measurement of achievements and changes related to particular intervention, as well as assistance in evaluating institutional/organisational activities in relation to the set objective.³²

- **Medium-term result**

Probable or achieved effects of programmes, policies or projects in the midst of their implementation.

- **Monitoring and evaluation plan**

Data collection strategy ensuring the required information for efficient monitoring and evaluation system. The plan documents basic/initial data, projected goals, data sources, data gathering tools, and quantitative and/or qualitative indicators for evaluation of progress in implementing certain strategies, programmes, projects or activities. The plan also clearly sets time limits, responsibility holders and reporting method.

- **Monitoring and evaluation system**

Data gathering methods, defining the required human resources, reporting and evaluation mechanisms, and technology which promptly ensures the information to those who implement strategy, policy, programme or project. The purpose of these information is to better inform key responsibility holders in order to achieve all objectives.³³

- **Result**

Probable or achieved final effect of product, goods or services, as result of certain intervention.³³

³⁰ UNDP 2013, "Society Development Report 2013 – The Rise of the South: Human Progress in a Diverse World"

³¹ Gorgens, Marelize and Jody Zall Zusek, "Making Monitoring and Evaluation Systems Work", World Bank, Washington, DC: 2009

³² Kusek Jody and Ray Rist, "A Handbook for Development Practitioners: Ten Steps to a Results-Based Monitoring and Evaluation System. World Bank, Washington, DC: 2004

³³ Gorgens, Marelize and Jody Zall Zusek. Making Monitoring and Evaluation Systems Work. World Bank, Washington, DC: 2009

³⁴ Kusek, Jody and Ray Rist. A Handbook for Development Practitioners: Ten Steps to a Results-Based Monitoring and Evaluation System. World Bank, Washington, DC: 2004

8. Action Plan objectives and activities for the implementation of UNSCR 1325 in Bosnia and Herzegovina for the period 2018-2022

STRATEGIC OBJECTIVE 1: Increased participation of women in military forces, police and peacekeeping missions, including participation in decision-making				
Medium-term objective 1.1: Key policies, legislation and other regulations enable the increased participation of women in military forces, police and peacekeeping missions, including participation in decision-making positions				
Anticipated outcome	Activity	Holder	Time-limit	Source of financing
1.1.1 Policies, legislation and other regulations are harmonised with international and national gender equality standards and concrete measures are adopted to increase participation of women in defence and security sectors, including decision-making positions	Continuing the work on harmonisation of policies, legislation, bylaws and other regulations in military and police structures with international and national gender equality standards, particularly relating to admission, career advancement and achieving a work-life balance.	Ministry of Defence BH (MD BH), Ministry of Security BH (MS BH), State Investigation and Protection Agency (SIPA), Border Police BH (BP), Directorate for Coordination of Police Bodies BH (DKPT), Federal Ministry of Interior (FMI), Federal Police Administration (FPA), Brcko District BH (BD BH) Partners: Gender Equality Agency of Bosnia and Herzegovina, Ministry for Human Rights and Refugees BH (GEA BH/MHRR BH), Gender Centre of Federation of Bosnia and Herzegovina BH (GC FBH)	Continuously	Competent authorities budget funds, donor funds
	Developing instruments for assessing and reporting on the implementation of harmonised regulations (by institutions adopting, implementing and monitoring harmonised regulations)	MO BH, MS BH, SIPA, BP BH, DCPB BH, FMI- FPA, BD BH Police Partners: GEA BH/MHRR BH, GC FBH	2018-2019	Competent authorities budget funds
	Analysing and identifying obstacles (visible and hidden) for larger participation and advancement of women in the system of defence and security, including decision-making positions (investigate the reasons which directly affect employment/recruiting of women and career management)	MO BH, MS BH, SIPA, BP BH, DCPB BH, FMI-FPA, BD BH Police Partners: GEA BH/MHRR BH, GC FBH	At annual level	Competent authorities budget funds
	Creating and adopting special, affirmative measures aimed at eliminating the existing obstacles for larger participation of women in defence and security sectors, including decision-making positions (quotas, recommendations, guidelines, criteria, institutional programmes of measures etc.).	MO BH, MS BH, SIPA, BP BH, DCPB BH, FMI-FPA, BD BH Police Partners: GEA BH/MHRR BH, GC FBH	Continuously	Competent authorities budget funds, donor funds

1.1.2 Increased capacities for harmonisation of policies, legislation and other regulations with international and national gender equality standards, and adoption of special, affirmative measures	Analysing the implementation of harmonised policies, legislation, bylaws and other regulations, and adopted affirmative measures, with recommendations for improvement	GEA BH/MHRRRI BH Partners: MO BH, MS BH, SIPA, BP BH, DCPB BH, FMI-FPA, BD BH Police	2019 2022	Donor funds
	Carrying out ongoing civil servant trainings on harmonising the legislation and internal regulations with the Gender Equality Act BH (in compliance with CSA BH agenda)	Civil Service Agency of Bosnia and Herzegovina (CSA BH) Partners: GEA BH/MHRRRI BH, GC FBH	Continuously	Competent authorities budget funds, donor funds
	Organising ongoing trainings for employees in creating and harmonising the existing policies, legislation and other regulations, proposing and creating affirmative measures in defence and security sectors	GEA BH/MHRRRI BH Partners: MO BH, MS BH, SIPA, BP BH, DCPB BH, FMI-FPA, BD BH Police	At annual level	Competent authorities, budget funds, donor funds

Medium-term objective 1.2: Existence of prerequisites for improving the position and advancement of women in military forces, police, peacekeeping

Anticipated outcome	Activity	Holder	Time-limit	Source of financing
1.2.1 Enabled capacity building for women aimed at larger participation in defence and security sectors, and decision-making	Organising trainings for developing women's leadership capacities for participation in decision-making processes	GEA BH/MHRRRI BH, GC FBH Partners: NGOs and international organisations	2019 2021	Donor funds
	Taking the necessary measures to create equal opportunities in practice for education, employment, professional development, career management and advancement of women in defence and security sectors, including military diplomatic missions.	MO BH, MS BH, SIPA, BP BH, DCPB BH, FMI-FPA, BD BH Police Partners: GEA BH/MHRRRI BH, GC FBH	Continuously	Competent authorities budget funds, donor funds
1.2.2 Created prerequisites for improving mutual cooperation and networking of women in defence and security sectors	Support to the activities of Network of Policewomen (educational, promotional and advocating activities targeted at improving the position of women in police structures)	GEA BH/MHRR BH, MS BH, GC FBH, FMI-FPA Partners: Association "Network of Policewomen" and other NGOs, international organisations	2018 2021	Donor funds
	Initiating further networking of women in defence and security system, improving mutual cooperation, exchanging experiences and positive practices	MS BH, MD BH, FMI-FPA Partners: Association "Network of Policewomen" and other NGOs GEA BH/MHRRRI BH, GC FBH	Continuously	Competent authorities budget funds

Medium-term objective 1.3: Raised awareness about the importance of women's participation in decision-making and maintaining peace and security				
Anticipated outcome	Activity	Holder	Time-limit	Source of financing
1.3.1 Performed trainings for key decision-makers managers and employees in defence and security sectors the importance of equal participation of women and men	Continuing the activities in introducing gender perspective into training programmes of police officers with the aim to increase knowledge about introducing and implementing gender equality principle in security sector.	MS BH, SIPA, BP BH, DCPB BH, Agency for Education and Professional Training Education and Professional Training (AEPTM), FMI- FPA, Police Academy FBH Partners: GEA BH/MHRRRI BH, GC FBH	Continuously	Competent authorities budget funds, donor funds
	Further involvement of topics relating to introduction and implementation of gender equality principle (advanced training) into all aspects of training for members of the Armed Forces of Bosnia and Herzegovina	MD and AF BH Partners: GEA BH/MHRRRI BH, NGOs, international organisations	Continuously	Competent authorities budget funds, donor funds
	Further involvement of topics from UN Resolution 1325 and corresponding resolutions on the position of women in conflicts and post-conflict situations, gender-based violence etc. into pre-deployment trainings for members of peacekeeping missions and diplomatic staff.	MS BH, MD BH, MFA BH Partners: GEA BH/MHRRRI BH, GC FBH	Continuously	Competent authorities budget funds, donor funds
	Including gender equality topics into regular and special trainings for managers, particularly in defence and security sectors.	CSA BH, GEA BH/MHRRRI BH Partners: MD , MS BH	Continuously	Competent authorities budget funds, donor funds
	Continuing basic and advanced trainings for strengthening the capacities of appointed/newly appointed contact persons for gender issues in MD and AF BH, as well as in all police structures at all levels.	MD BH and AF BH, MS BH, SIPA, BP BH, DCPB BH, FMI- FPA, BD BH Police Partners: GEA BH/MHRRRI BH, GC FBH, NGOs, international organisations	Continuously	Competent authorities budget funds, donor funds
1.3.2 Performed public awareness raising campaigns about the importance of women's participation in decision-making and defence, security and peace processes	Performing public campaign for promoting full and equal participation of women in decision-making, especially in the context of general elections 2018.	GEA BH/MHRR BH, GC FBH, gender equality parliamentary commissions Partners: NGOs and international organisations	2018	Donor funds
	Continuously promoting military and police profession with a purpose to animate a larger number of young women to apply to a vacancy for admission into armed forces and police service.	MD BH and AF BH, MS BH, SIPA, BP BH, DCPB BH, FMI-FPA, BD BH Police Partners: GEA BH/MHRRRI BH, GC FBH, NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds

	Continuously promoting the importance of participation and contribution of women in peacekeeping missions with special emphasis on tolerance and respect for specific needs of women in particular geographic region.	MD BH and AF BH, MS BH Partners: GEA BH/MHRRRI BH, GC FBH, NGOs and international organisations	Continuously	Competent authorities budget funds
	Organising and/or supporting promotional activities and initiatives which advocate active participation and the role of women in conditions of ongoing security threats and challenges (terrorism and violent extremism, migrations, natural disasters and other crises and emergencies), as well as participation of women in national and international negotiations.	MS BH, MD and AF BH, GEA BH/MHRR BH Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds

STRATEGIC OBJECTIVE 2: Increased level of human security from gender equality perspective

Medium-term objective 2.1: Reduced rate of trafficking in human beings in BH

Anticipated outcome	Activity	Holder	Time-limit	Source of financing
2.1.1 Application of legal mechanisms and corresponding measures for combating trafficking in human beings, especially women and girls	Continuously monitoring the application of legal framework and criminal policy in cases of trafficking in human beings.	MS BH, HJPC, Ministry of Justice FBH, Judicial Commission of the Brcko District BH Partners: GEA BH/MHRRRI BH, NGOs	Continuously	Competent authorities budget funds
	Strengthening mechanisms for early identification and directing the victims of human trafficking with special emphasis on trafficking in vulnerable categories.	MS BH Partners: MHRR BH, SIPA, BP BH, DCPB BH, FMI- FPA, BD BH Police, NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
	Continuously updating and improving the database of victims of human trafficking (classified according to gender, victims' age, citizenship)	MS BH Partners: GEA BH/MHRRRI BH, NGOs	Continuously	Competent authorities budget funds
	Supporting programmes/projects for helping victims of human trafficking in the process of their rehabilitation and reintegration into society.	MHRR , MS BH Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds

2.1.2 Enabling capacity building for preventing and combating human trafficking and rising the awareness about the problem of trafficking in women and girls	Continuing work on strengthening the capacities of judicial institutions, police and other subjects for prevention and protection from trafficking in human beings, especially women and girls, including witness protection, and providing compensation to victims in criminal proceedings	MS BH, SIPA, BP BH, DCPB BH, AEPTM, FMI-FPA, BD BH Police Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
	Initiating and ensuring adequate profile and required number of female investigators in criminal offences investigation teams related to human trafficking	MD BH, SIPA, BP BH, DCPB BH, FMI-FPA, BD BH Police	Continuously	Competent authorities budget funds
	Continuing and supporting awareness raising among general public (especially children and young people, and particular risk groups) about manifestations and consequences of human trafficking, including begging and other forms of labour exploitation	MS BH, SIPA, BP BH, FMI-FPA, BD BH Police Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
	Continuously promoting "Crime Catcher" - a telephone line and electronic form for reporting a criminal offence with a special emphasis on anonymous reporting the cases of human trafficking	MS BH, SIPA, BP BH, FMI-FPA, BD BH Police Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
Medium-term objective 2.2: Increased support and assistance to women and girls who endured sexual violence and other forms of suffering during the war				
Anticipated outcome	Activity	Holder	Time-limit	Source of financing
2.2.1 Enhanced legal framework and mechanisms for exercising the rights of victims who endured sexual violence and other forms of wartime suffering	Continuing the work on harmonisation of existing, and adoption of new regulations, policies and programmes with a purpose to provide better access to rights to victims of sexual violence and torture during the war, including the right to compensation and rehabilitation.	Ministry of Justice BH (MJ BIH), MHRR BH Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds

	Further development and adjustment of support standards for witnesses and victims, survivors of sexual violence and other forms of wartime suffering (including protocols, support departments, resource support packages, guidelines, decisions, instructions for providing psychosocial, informative, procedural and organisational support before, during and after the trial, etc.)	MP BH, HJPC Partners: NGOs and international organisations	2018-2019	Competent authorities budget funds
	Allocating more resources and investigating capacities for reducing the number and solving court backlogs relating to war crimes of sexual violence and other forms of suffering.	MP BH, HJPC Partners: NGOs and international organisations	Continuously	Competent authorities budget funds
2.2.2 Compensations and benefits/ rehabilitation available to victims who endured sexual violence and other forms of wartime suffering	Support to uniform model for faster and more efficient exercise of rights of survivors, granting indemnification, rehabilitation, and access to services for victims regardless of their place of residence (indemnification fund or other compensation mechanisms for victims)	MHRR BH/GEA BH, GC FBH, Partners: NGOs and international organisations	2018-2019	Competent authorities budget funds, donor funds
	Continuous support to strengthening multisectoral access and coordinations, and providing assistance for work of support networks, including capacity building for key actors providing the services to victims of sexual violence and other forms of wartime suffering	MHRR BH/GEA BH, GC FBH, Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
	Supporting programmes and projects for psychosocial and economic empowerment of women who were victims of sexual violence during the war	MHRR BH/ GEA BH Partners: NGOs and international organisations	2018 2021	Competent authorities budget funds, donor funds

Medium-term objective 2.3: Enhanced gender-responsible approach and support systems in conditions of present security threats and challenges

Anticipated outcome	Activity	Holder	Time-limit	Source of financing
2.3.1 Gender-responsible approach (or	Implementing gender analysis on the impact of mined areas in BH for the quality of human lives (taking into account various roles and needs of women and men, and different influence on both genders)	Bosnia and Herzegovina Mine Action Centre (BHMAC) Partners: GEA BH/MHRR BH, NGOs	2018	Competent authorities budget funds, donor funds

introduced gender-responsible perspective) in programmes and measures for reducing the risk of landmines	Introducing gender component into programmes and measures for demining, taking into account various possibilities, roles and needs of women and men	BHMAC Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
	Continuously warning about the danger of mines, particularly girls and boys at school age, women and men in rural areas, and particularly vulnerable groups (hikers, hunters, agricultural workers) taking into account gender aspect of the issue.	BHMAC Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
2.3.2 Created preventive measures and established conditions for a gender-responsible approach towards ongoing security threats and challenges, and in crisis and emergency situations (natural disasters, violent extremism, refugee/migrant crisis)	Analysing gender aspect of ongoing security threats and challenges such as violent extremism and terrorism, increased number of migrants, internally displaced persons, climate change consequences (with reference to global, regional and BH context).	GEA BH/MHRRI BH Partners: International organisations	2018-2019	Donor funds
	Introducing gender perspective in statistical records, programmes and measures, and reports in the area of managing the risk of accidents/disasters.	MS BH Partners: GEA BH/MHRRI BH, NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
	Ensure that the assessment of people's needs, the existing weaknesses and abilities, which precede humanitarian reactions in cases of potential disasters, take into account various needs, interests, vulnerabilities and abilities of women and men, girls and boys, and various impacts of disasters on them.	MS BH, MD BH, and AF BH Partners: GEA BH/MHRRI BH, NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
	Ensuring legal and psychosocial support to women and girls, especially members of multiply marginalized groups, in cases of crisis and emergency situations.	GEA BH/MHRRI BH Partners: NGOs, international organisations	Continuously	Competent authorities budget funds, donor funds
	Ensure that during data collection, analysis, creation and implementation of emergency action measures in case of crisis situations in the field of immigration, needs and interests of vulnerable categories, especially women and girls, are taken into account.	MS BH, GEA BH/MHRRI BH Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds

	Ensure that gender perspective is integrated into activities targeted at prevention of extremism and terrorism, preventing hate speech, and promotion of dialogue and non-violent conflict resolution (promotional and educational activities).	MS BH, GEA BH/MHRRRI BH, Partners: NGOs, international organisations	Continuously	Competent authorities budget funds, donor funds
	Analysis and recommendations for amending the regulations governing licencing for possession of weapons with a purpose of preventing the misuse of small arms and light weapons in the context of gender-related violence (which entails professional and detailed assessment of the evidence of applicant's violent behaviour).	MS BH, GEA BH/MHRRRI BH Partners: NGOs, international organisations	2020	Competent authorities budget funds, donor funds

STRATEGIC OBJECTIVE 3: Improved conditions and access to implementation of AP UNSCR 1325

Medium-term objective 3.1: Improved coordination conditions and instruments for the implementation of AP UNSCR 1325

Anticipated outcome	Activity	Holder	Time-limit	Source of financing
3.1.1 Strengthened institutional mechanisms for coordination, implementation and monitoring of AP UNSCR 1325	Adopting the Decision on Establishing the Coordination Board of Institutions for Monitoring AP UNSCR 1325 (2018-2022)	Council of Ministers BH (CM BH) Proponent: MHRR BH/ GEA BH	2018	-
	Supporting the work of the Coordination Board for the implementation of monitoring the AP UNSCR 1325 (professional support in organising regular meetings etc.)	GEA BH/MHRRRI BH Partners: International organisations	Continuously	Competent authorities budget funds, donor funds
	Revising the Monitoring and Evaluation Plan for AP UNSCR 1325	Coordination Board for monitoring AP UNSCR 1325 (CB AP UNSCR 1325) Partner: GEA BH/MHRRRI BH	2018	donor funds
	Creating and assessing the fulfilment of annual operational plans for the implementation of AP UNSCR 1325 in defence and security sectors	CB APUNSCR 1325 Partner: GEA BH/MHRRRI BH	At annual level	Competent authorities budget funds, donor funds

	Coordinating, creating and submitting annual reports on the implementation of AP UNSCR 1325 to CB BH, based on the information from institutions represented in CB AP UNSCR 1325	GEA BH/MHRRRI Partner: CB AP UNSCR 1325	At annual level	Competent authorities budget funds, donor funds
	Strengthening the positions of appointed contact persons for gender issues in defence and security sectors	MD and AF BH, MS BH, SIPA, BP BH, DCPB BH, FMI-FPA, BD BH Police Partner: CB AP UNSCR 1325	Continuously	Competent authorities budget funds
3.1.2 Improved instruments for introducing and implementing the gender-equality principle in defence and security sectors (gender-responsible statistics, gender analyses, gender-responsible budgeting)	Providing regular professional support to institutions in the sector of defence and budgeting in implementing annual operational plans for AP UNSCR 1325, and applying the instruments for the introduction and implementation of gender equality principle within the scope of competent authorities	GEA BH/MHRRRI BH, GCF BH Partner: CB AP UNSCR 1325	Continuously	Competent authorities budget funds, donor funds
	Gender analysis of implementation, results and impact of general and local elections on representation and participation of women in public life and decision-making	GEA BH/MHRRRI BH, GCF BH Partners: Central Election Commission (CEK)	2018 2020	Competent authorities budget funds
	Regularly updating and improving databases classified according to gender, on participation in armed forces, police and peacekeeping missions (including classification according to positions and ranks, professional engagement and participation in decision-making, participation in professional training and specialised courses, rewarding etc.)	MD and AF BH, MS BH, SIPA, BP BH, DCPB BH, Agency for Police Support BH, FMI-FPA, BD BH Police Partners: GEA BH/MHRRRI BH, GCF BH	Continuously	Competent authorities budget funds
	Continuing work on the introduction of gender-responsible budgeting within programme budgeting of all institutions represented in the Coordination Board	MD and AF BH, MS BH, SIPA, BP BH, DCPB BH, MFA BH, Ministry of Finance and Treasury BH (MFT BH), FMI Partners: GEA BH/MHRRRI BH, GCF BH	Continuously	Competent authorities Budget funds,

Medium-term objective 3.2: Enhanced cooperation with other actors				
Anticipated result financing	Activity	Holder	Time-limit	Source of financing
3.2.1 Enhanced cooperation and coordination with civil society organisations, academic community and media	Organising regular meetings of Coordination Board and NGOs which signed the Memorandum of Understanding for the implementation of AP UNSCR 1325 (NGO Coordination Group)	GEA BH/MHRRRI BH Partners: CB AP UNSCR 1325	At least once a year	Competent authorities budget funds, donor funds
	Regular exchange of information between NGO Coordination group and other NGOs and NGO networks	CO AP UNSCR 1325, GEA BH/MHRRRI BH Partners: GEA BH/MHRRRI BH, Coordination Board	Continuously	NGO funds and donor funds
	Planning and implementing joint projects and activities at the implementation of UNSCR 1325 with round tables, public debates, educational and promotional activities, study visits) relating to the implementation of UNSCR 1325.	GEA BH/MHRRRI BH, Coordination Board Partners: NGOs and international organisations	Continuously	Competent authorities Budget funds,
	NGOs, with a focus on the support for UNSCR 1325 localisation (in cooperation with associations of municipalities and cities)	GEA BH/MHRRRI BH, GCF BH Partners: NGOs and international organisations	Continuously	NGO funds, donor funds
	Supporting stronger involvement of academic community in promoting and implementing UNSCR 1325 and accompanying resolutions, with a special focus on gender perspective issues in the conditions of ongoing security threats and challenges.	GEA BH/MHRRRI BH, GCF BH Partners: NGOs and international organisations	Continuously	Competent authorities budget funds, donor funds
3.2.3 Improved regional and international cooperation and information exchange regarding UNSCR 1325 implementation	Supporting production of media content in the field of public informing about the importance of UNSCR 1325 and accompanying resolutions in building and maintaining sustainable peace and security.	GEA BH/MHRRRI BH, CB AP UNSCR 1325 Partners: Regional gender institutional mechanisms, international organisations	2018 2020	Competent authorities budget funds, donor funds
	Participating (upon request) at regional/international events (conferences, round tables, public debates, educational and promotional activities, study visits) relating to the implementation of UNSCR	GEA BH/MHRRRI BH, CB AP UNSCR 1325 Partners: Regional gender institutional mechanisms, international organisations	Continuously	Competent authorities budget funds, donor funds

	<p>Lobbying, by diplomatic staff, with all relevant regional and international bodies and organisations for the implementation of UNSCR 1325 (UN, Council of Europe, OSCE, NATO and others)</p>	<p>MDA BH, GEA BH/MHRRRI BH Partners: International organisations</p>	<p>Continuously</p>	<p>Competent authorities budget funds, donor funds</p>
	<p>Planning and implementing joint regional projects and activities in the implementation of UNSCR 1325 with regional governments and/or regional coordinating body, as well as international organisations (a particularly important field of action being larger involvement and regional networking of women, together with local communities in building trust for enhancing security and stability in the region)</p>	<p>GEA BH/MHRRRI BH, CB AP UNSCR 1325 Partners: Regional gender institutional mechanisms, international organisations, NGOs i n BH and in the region</p>	<p>Continuously</p>	<p>Competent authorities budget funds, donor funds</p>

It is suggested that the Council of Ministers of Bosnia and Herzegovina, upon considering the **Action Plan for the Implementation of UNSCR 1325 “Women, Peace and Security” in Bosnia and Herzegovina for the period 2018-2022**, adopts the following:

CONCLUSIONS

1. **The Action Plan for the Implementation of UNSCR 1325 “Women, Peace and Stability” in Bosnia and Herzegovina for the period 2018-2022** is hereby adopted.
2. All competent authorities shall implement the activities stipulated in **Action Plan for the Implementation of UNSCR 1325 “Women, Peace and Security” in Bosnia and Herzegovina for the period 2018-2022**.