



**USAID**  
FROM THE AMERICAN PEOPLE

**BOSNIA-HERZEGOVINA**

**MONITORING AND EVALUATION SUPPORT ACTIVITY (MEASURE-BiH)**

# **GENDER ANALYSIS REPORT FOR BOSNIA AND HERZEGOVINA: EXTENDED SUMMARY**

November 2016



# MONITORING AND EVALUATION SUPPORT ACTIVITY (MEASURE-BiH)

## **GENDER ANALYSIS REPORT FOR BOSNIA AND HERZEGOVINA: EXTENDED SUMMARY**

Prepared under the USAID's Bosnia and Herzegovina Monitoring and Evaluation Support Activity (MEASURE-BiH), Contract Number AID-I68-C-14-00003

**Submitted to:**

USAID/Bosnia and Herzegovina

**Contractor:**

IMPAQ International, LLC

**Disclaimer**

This document is made possible by the generous support of the American people through the United States Agency for International Development (USAID). The contents are the responsibility of IMPAQ International and do not necessarily reflect the views of USAID or the United States Government.

## ABOUT GENDER ANALYSIS

The United States Agency for International Development, Mission in BiH (USAID/BiH) is currently developing a new Country Development and Cooperation Strategy (CDCS) for the 2017-2022 period. In line with the requirements stipulated in the Automated Directives System (ADS) of USAID, the Mission has tasked the USAID/BiH Monitoring and Evaluation Support Activity (MEASURE-BiH), Contract Number AID-168-C-14-00003, to conduct the Gender Analysis in Bosnia and Herzegovina, pertaining to sectors covered with the new CDCS.

This report elaborates on the CDCS Gender Analysis purpose, key questions, methodology, findings and recommendations, organizations and individuals interviewed, and the interview protocol.

The report can also be useful as an overview of specific gender equality issues in focus in BiH, as well as yet uncharted areas of concern which require more research, such as the sub-sections on women, peace and security, and the role of women in countering violent extremism, as stipulated in the UN Security Council Resolutions 1325 (2000) and 2242 (2015).

The Gender Analysis posed the following key research questions:

- 1) To what extent do laws, policies, regulations and institutional practices in the CDCS sectors contain explicit or implicit gender biases, or actively promote gender equality?
- 2) Which cultural norms and beliefs influence the behavior of men and women, their allocation of time, and the gender roles and responsibilities they take on in the CDCS sectors?
- 3) To what extent are key resources and services in the CDCS sectors differently accessible to and controlled by men and women?
- 4) Are there differences between men and women in their influence over decisions in the CDCS sectors?

The methodology of the gender analysis included a comprehensive literature review, an analysis of administrative and other data, 34 interviews and meetings, and attendance at three gender equality events.

The team included the following members: Maja Barisic, the team leader and MEASURE-BiH M&E Specialist; Lubov Fajfer, the team co-leader and the USAID Bureau for Europe and Eurasia Senior Education, Gender, and Vulnerable Groups Advisor; Sanel Huskic, MEASURE-BiH Senior Research Analyst; and Anela Kadic, MEASURE-BiH Analyst. The interviews for the gender analysis were held between May 23 and June 10, 2016.

The report is voluminous. *Chapter IV, Findings and Recommendations*, is divided into sections by topic, and each is readable in and of itself as a separate report. The main body of the report includes six thematic sections: (1) Gender-Based Norms; (2) Rule of Law, Good Governance, and Political and Civic Life; (3) Inclusive Economic Development; (4) Reconciliation and Social Inclusion and Cohesion; (5) Human Security; and (6) Specific Gender Issues. Each section includes findings, sources, and recommendations.

Findings and recommendations are presented in this Extended Summary. Full referencing of sources used are given in the full report and are not presented here.

## BACKGROUND

Bosnia and Herzegovina (BiH) consists of two entities, the Republika Srpska (RS) organized into municipalities and cities, and the Federation of Bosnia and Herzegovina (FBiH) composed of ten cantons which include cities and municipalities. In addition to the two entities, the Brcko District of Bosnia and Herzegovina (BDBiH) is a territory of both entities, but is politically independent from them in terms of governance. The state, entities, cantons, and municipalities, as well as the Brcko District, each have their own executive and representative bodies of government. The BiH population is estimated to be at 3.53 million people, with women accounting for 51.1 percent of the total population and 51.2 percent of the working age population. At 1.28 children per woman, BiH has the lowest fertility rate compared with other South East European countries. Since 2010, BiH continued to show a negative natural population trend (the difference between the number of births and deaths), from negative 1,590 in 2010 to negative 5,712 in 2015.

**The BiH Law on Gender Equality (LoGE)**, adopted in 2003 and amended in 2009, provides the framework for the gender institutional mechanisms which implement it and monitor its implementation. The executive institutional mechanism includes the BiH Gender Equality Agency, RS and FBiH Gender Equality Centers, and Mayors' Coordination Boards or Gender Focal Points. The legislative institutional mechanism includes the BiH Parliamentary Assembly Gender Equality Committees of the House of Representatives (HoR) and House of People (HoP); the FBiH Parliament Gender Equality Committees of the HoR and HoP; the Republika Srpska National Assembly (RSNA) Committee for Equal Opportunities; the BDBiH Assembly Committee for Gender Equality; Cantonal Assembly Committees for Gender Equality; and Municipal Council/Assembly Commissions for Gender Equality.

In 2010, BiH became the first country in the region to have an **Action Plan for Implementation of the UN Security Council Resolution 1325 “Women, Peace and Security”**. This second action plan for the period of 2014 – 2017 covers areas of women's participation in legislative, executive, judicial, and diplomatic posts and participation of women in military and police forces (including top ranks, women's engagement in peace missions. It also addresses trafficking in persons and provides remedies for women victims of wartime sexual violence.

BiH submitted its European Union (EU) Membership Application in February 2016, and since then, has been working on the adaptation of the Stabilization and Association Agreement and establishing a joint coordination mechanism.

## FINDINGS

### I. GENDER-BASED NORMS

**In BiH, gender stereotypes continue to play a significant role in political, economic, and private life, undermining the promotion of gender equality.** There is general agreement among men and women about traditionally suitable roles for women. One-third of men and one-fifth of women see men as better political leaders than women. While the majority of men and women agree that men could take the same responsibility for the home, men show less support than women for gender equality. Political and economic dependence of women on men leads to lower awareness of their human rights, lower participation in the labor market, and lower interest in politics. Despite the challenges women encounter in the labor market, most women in BiH do not think that they are being discriminated against.

Two possible explanations for this are the understanding among women of what constitutes discrimination, and their levels of awareness about discriminatory practices still being relatively low.

**Stereotypical masculine roles are seen as central to the protection of family, faith, social or ethnic groups and/or the country.** At times, the role of a protector is expressed through aggressive behaviors and extreme attitudes. Gender-based norms in a society influence the forms of violence men and women experience during wars or unrest. In conflict, women are rarely targeted as potential combatants, but are more often exposed to conflict-related sexual violence (CRSV). On the other hand, men and boys are targeted because they are men and are seen as defenders and protectors.

## II. RULE OF LAW, GOOD GOVERNANCE, POLITICAL AND CIVIC LIFE

**While the BiH constitution and legal system treat men and women equally in most respects, there are inconsistencies in the system,** such as a lack of harmonization of laws across political entities, inconsistent implementation of laws, and lack of effective monitoring. This creates opportunities for discriminatory practices based on sex. The BiH constitution and laws may still be interpreted as *gender-blind*, as most laws do not actively promote gender equality in private and public life. However, the past few years have seen an improvement in many areas.

**The Law on Gender Equality mandates that equal representation of men and women exists when one sex is represented with at least 40 percent of the representatives in public sector bodies at** state, entity, cantonal, and municipal levels. Legal norms for the appointment of judges and prosecutors recognize the need to consider gender balance and prohibit bias on the basis of sex, sexual orientation and other identities and markers.

**While men and women are, overall, equally represented in the BiH judicial system there is evidence of inequality when level of power is taken into consideration.** In the executive and legislative branches, representation of women is much lower than in the judiciary. Proportional representation does not exist at the level of higher courts (entities and BiH) and Brcko District in terms of presiding judges and chief prosecutors, where men constitute a disproportionate majority.

**Court proceedings addressing gender-based violence and trafficking in persons inconsistently apply relevant laws. Additionally, there are very few proceedings that address gender-based discrimination.** While progress has been made in regards to witness protection and support, conflict-related sexual violence (CRSV) is still inadequately processed, and victim compensation is insufficient.

**Gender mainstreaming is increasingly implemented as a strategy to achieve more gender-equitable outcomes of governmental regulations and practices, but implementation still is not at a satisfactory level.** The Gender Equality Agency of BiH (GEA) established cross-ministerial coordination bodies for the implementation of the Gender Action Plan (GAP) and the UNSCR 1325 Action Plan on Women Peace and Security. As a result, in nearly all ministries and agencies at the state level, there is at least one person tasked to coordinate gender mainstreaming efforts coming from the agency.

**Despite higher quotas for the under-represented sex on the parties' election lists, women's actual representation stagnates or even decreases at all governance levels.** Executive branches

usually do not meet the 40 percent quota mandated by the Law on Gender Equality, and the understanding of this affirmative measure is very low among the politicians. In entity and state governments, women's representation does not exceed 25 percent. Available evidence suggests that providing training only to women candidates on campaigning and communications has not been effective in increasing the numbers of elected women.

**Women and men politicians increasingly see raising women's issues as counter-effective for gaining political support and influence.** Women politicians are reluctant to advocate for women's issues because they fear this would marginalize them within their parties more than they already are.

**Gender mainstreaming is largely absent from high level consultations and reforms. This is partially the consequence of the international community's failure to adopt a gender mainstreaming approach.** Reform talks between top political leaders outside formal institutions (e.g. in Brussels) often take place with one or no women present.

**Young men are more interested in politics than young women, though in general, young people are not very interested in politics.** About 35 percent shows some affinity toward politics. At the same time, 71 percent of young people believe that they can be effective in promoting change in BiH political life, with young women showing a higher percentage than young men.

**While the Law on Gender Equality and existing regulations on media provide adequate protection from discrimination, media reporting on women and men is, for the most part, gender blind and continues to promote stereotypes or does not report on women at all.** Gender equality is not considered a major issue in either political or public discourse. The overall presence of women in the news was 16 percent in print, radio, and TV, and 28 percent on the Internet and Twitter. Topics related to economy had the lowest representation of women as subjects, and women continue to be underrepresented as experts, commentators, and spokespersons.

### III. INCLUSIVE ECONOMIC DEVELOPMENT

**Employment levels in BiH have not recovered to the 2008 level,** and between 2013 and 2015 the working age population shrank by 19,000. Women accounted for half of this number.

**Many women still consider their family roles as primary responsibilities that take priority over employment and career.** The gender gap in the participation of men and women in the labor force is the most important gender issue in the labor market. Women account for 37.3 percent of the employed, 43.2 percent of the unemployed, and 60.8 percent of the inactive working age population. The **activity rate gender gap in favor of men remains high across the age groups,** is the highest for the 25-49 age group, and has increased significantly for the 15-24 and 25-34 age groups.

**Working age women have lower educational attainment levels than men which is an important contributing factor to persistent lower employment and self-employment rates.** In addition to an education gender gap favoring men in primary and secondary education, there is also an education divide between urban and rural women. Urban women may have twice as many years of schooling as rural women.

**Women employed in the private sector are more likely to encounter discriminatory practices based on gender stereotypes and face greater challenges in developing and**

**maintaining their careers.** Women continue to experience unequal treatment in terms of the type of employment that is deemed suitable for women. Single women or young married women face practical discrimination in finding and/or keeping a job because of employers' continued practice to not employ women who are likely to start a family. Women entrepreneurs and single mothers face even greater challenges in developing and maintaining their careers. Access to affordable childcare represents a significant impediment both for working women and those looking for work.

**The greatest obstacles to broader gender development and empowerment in rural areas faced by women are related to property rights, access to public services, finance, training, advisory services and mentorship, and limited time to engage in outside activities.** Women are more often engaged in lower levels of agricultural activity, own smaller businesses, and are more likely to be engaged in local and informal markets. By contrast, men are engaged in a wider spectrum of activities, have different levels of ownership, and are more likely to be engaged in larger/formal markets. In the RS, women in rural areas have very few (if any) opportunities for non-work or social interaction outside of the house. There are very few associations or activity groups that coalesce around different interests.

**Provision of and compensation for maternity leave is inconsistent across cantons in FBiH,** where the amount of child support varies according to employment status and sector of employment. In the FBiH public sector, the amount of compensation paid during maternity leave is determined by a collective agreement and paid from the budget and public funds. In contrast, in the private sector, the amount paid during maternity leave is determined by the employer. Despite the fact that discriminatory maternity benefits are a long-standing issue in the FBiH, the FBiH Action Plan for the EU Reform Agenda does not address the issue.

**Women and men have equal legal rights to property ownership, management, and use, as well as equal legal status in relation to access to finance and services.** However, local traditions and customs persist in giving preference to men, and in practice, women own a far smaller share of land and other property than men. Nationally, men account for over 70 percent of landownership and own 74 percent of dwellings. Women own 15 percent of all homes and 76 percent of female-headed households. Only 12 percent of rural women own their dwellings compared to 80 percent of men, and only eight percent of women have joint ownership. This likely holds true for other types of property, such as land, farm equipment, inheritance, and financial means. Strategically targeted legal and financial incentives are effective mechanisms for increasing women's farm ownership.

**Level of financial inclusion in BiH is similar to the Europe and Eurasia (E&E) average but lags considerably behind upper-middle income countries.** Financial inclusion has been recognized as a central factor in promoting broad economic development and reducing poverty. According to 2014 Financial Inclusion Index (FINDEX) data, 53 percent of the BiH population had an account at a financial institution. However, a considerable financial gender gap still exists in BiH where only 47 percent of women have an account in a financial institution, compared to 59 percent of men.

#### **IV. RECONCILIATION, SOCIAL INCLUSION AND COHESION**

**Women NGOs, and women working in NGOs are recognized as the most active participants in the reconciliation processes.** Several key informants noted that 'women are more ready for reconciliation but the power is in hands of men'.

**The propensity for reconciliation is relatively high in BiH for all ethnic groups, according to the results of the Social Cohesion and Reconciliation Index (SCORE) for Bosnia and Herzegovina.** However, the reconciliation process has been slow and plagued by numerous setbacks. The key informants note that the whole process is ‘held hostage’ by the ruling elites who, rather than promoting understanding, incite interethnic tension in order to advance their nationalistic political goals.

**According to the 2015 NSCP survey, women and men somewhat differ with respect to their vision for an interethnic state.** While both men and women prioritize socioeconomic reforms, women tend to lean more toward preserving the status quo of the current arrangement of the country than men. They also show greater support for socioeconomic reforms than constitutional reforms. Popular support for EU integrations and NATO is slightly higher among men than women in both entities, but still markedly lower for NATO, especially in the RS.

**There is also a great discrepancy between the opinions of youth from the FBiH and RS in connection to the BiH Euro-Atlantic integration and international community engagement within the country.** While more than 80 percent of young men and women in the FBiH support BiH integration into the EU, only 50 percent of youth in the RS hold this opinion. The difference in attitudes is even greater when integration into NATO is the topic, as only 21 percent of young females and 18 percent of young males from the RS support the country’s NATO affiliation.

**BiH has the lowest gross enrollment rates in primary and secondary education levels in comparison with other former constituent members of the Socialist Federal Republic of Yugoslavia (SFRY).** There is gender differentiation in enrollment at the secondary level based on the type of school. Enrollment in four-year technical schools are almost equal, with a slightly higher percentage of girls than boys enrolled. Also, more girls are enrolled in general secondary schools (gimnazija). Gender differences in enrollments are the highest in vocational schools where boys account for about 70 percent of total enrollment.

**In 2014, more women than men were enrolled at institutions of higher education, but there remains a significant gender gap when comparing the numbers of women and men who have completed their graduate studies.** In 2014, women accounted for 57.5 percent of undergraduate university students. At the graduate level (Master’s), women accounted for 59.5 percent of students and at the Ph.D. level, for 38.5 percent. In 2015, women accounted for 43 percent of graduates at the masters and specialist levels, compared to 57 percent of men. Similarly, women accounted for 45 percent of all recipients of a doctoral degree

**There is clear evidence that gender norms translate into preferences and choices when it comes to the fields of study chosen by male and female students.** In a number of instances, these choices have led to a ‘gender divide’ and occupational segregation, creating ‘feminization of professions.’ Overall, these feminized professions are characterized by lower salaries and, consequently, lower lifetime earnings and social benefits.

**Levels of discrimination against Roma are not the same for men and women.** Roma women experience multiple vulnerability factors compared to Roma men, and are even less politically represented and economically secure than Roma men. Roma children, especially Roma girls, face discrimination in their rights to education. According to the 2006-2010 BiH report to the Committee on the Elimination of



Discrimination against Women (CEDAW), approximately 90 percent of Roma women had no access to healthcare or social protection. Roma women also experience very high levels of violence.

**Persons with disabilities in BiH face numerous challenges, and women with disabilities face multiple types of discrimination.** Due to fragmented policies, persons with disabilities face discrimination on the basis of their place of residence. The most common forms of violations of the rights of people with disabilities in Bosnia and Herzegovina are in the areas of social protection, health, education, rights of access to information, labor and employment, and organized action for people with disabilities.

## V. HUMAN SECURITY

**A gender-sensitive and concerted approach from gender, security, political, and social systems is still missing in the prevention of and fight against terrorism, radicalization, and extremism.** The BiH Strategy for the Prevention of and Fight against Terrorism (2015-2020) integrates a role for women in prevention, but fails to take a consistent gender mainstreaming approach and recognize various roles women and men undertake in this interplay of radicalization. Gender-sensitive research into radicalization and extremism in BiH, which would inform a more gender-sensitive approach in prevention and anti-terrorist activities, is still lacking.

**Young people in search of a sense of belonging, purpose, and/or identity may be more vulnerable to violent extremism and terrorist radicalization.** According to the 2012 Organization for Security and Cooperation in Europe's (OSCE) report on Youth Engagement to Counter Extremism and Radicalization that Lead to Terrorism, radicalization and recruitment of youth to violent extremism and terrorism appear, in many instances, to be based on social bonding rather than ideological grounds.

## VI. SPECIFIC GENDER ISSUES: GENDER-BASED VIOLENCE, CONFLICT-RELATED SEXUAL VIOLENCE, TRAFFICKING IN PERSONS, LGBTI

**BiH ratified the Council of Europe Convention against Violence against Women and Domestic Violence** in 2013. Entities in BiH have their own strategic documents: the 2013-2017 FBiH Strategy and the 2014-2019 RS Strategy. The RS and FBiH Laws on Protection from Domestic Violence replicate the definitions and elements of violence from the international framework. In the RS, acts of domestic violence can be prosecuted as a misdemeanor or felony as domestic violence is recognized in the Misdemeanor Code and in the Criminal Code of RS. In the FBiH, acts of DV are processed in accordance with the Criminal Code of FBiH. Also in the FBiH, each canton has a referral mechanism for responding to domestic violence. The RS established an entity council for fighting domestic violence.

**Every second woman has experienced some form of gender-based violence at or after the age of 15, while every fifth woman has probably experienced it sometime within the past 12 months.** A 2013 Study on Prevalence of Violence against Women documented that 47.2 percent of women experienced some form of violence since the age of 15. The prevalence of violence among the general population has still not been investigated for BiH, and violence against men, where men are most commonly the victims and perpetrators, has not been sufficiently researched. There is also no comprehensive state-level legal framework on sexual assault and rape and no appropriate compensation mechanism in place for victims.

**Working with perpetrators of violence against women, especially in cases of domestic violence, is not yet a standard practice.** International experience on mitigating gender-based violence

(GBV) demonstrates the importance of working with men, especially young men, on raising their awareness about gender equality and gender-based violence. One such initiative in BiH is the Young Men's Initiative by Care International, Perpetuum Mobile, and XY Association.

**Financing of safe houses is problematic in both the RS and FBiH, leading to the near-closure of 2 out of 9 safe houses.** The 2013 FBiH Law on Protection from Domestic Violence, which requires that 30 percent of the expenses for a victim sheltered in a safe house be financed by the canton and 70 percent from the entity budget, has not been implemented.

**Victims of Conflict Related Sexual Violence (CRSV) still lack socio-economic rights and legal protection.** There is no comprehensive approach to improve the status and position of female victims of the war in BiH that would include: combating the stigma attached to sexual violence, expanding the compensation, support and rehabilitation measures and benefits; and ensuring equal access to such services for all women victims, irrespective of their place of residence.

**Victims of sexual violence are not treated equally in the two entities.** In the RS, victims of rape are not recognized as a special category of civilian victims of war and as such are not eligible to receive social benefits; in the FBiH, rape victims are considered a special category of victims but they are only entitled to a maximum of 70 percent of the financial benefits provided to the war veteran categories.

**While the government in BiH has made significant efforts toward elimination of trafficking, it still does not fully meet the minimum standards for doing so.** The 2016 U.S. State Department Trafficking in Persons Report places Bosnia and Herzegovina on Tier Two, an improvement from its 2014 ranking of Tier Two Watch List. Bosnia and Herzegovina is a source, destination, and transit country for men, women, and children for sex trafficking and forced labor. The FBiH began the process of amending its criminal code to prohibit all forms of trafficking, but parliament has not yet passed the legislation (at the end of the reporting period for the 2016 TIP Report). The RS and Brcko Districts do have a minimum imprisonment term.

**The lesbian, gay, bisexual, transgender and intersex (LGBTI) community in BiH is, for the most part, absent from the public sphere due to pervading hostile attitudes among the majority of the population, fear for physical safety, and discrimination by family, friends, and coworkers.** According to the 2015 NDI report, 72 percent of LGBTI persons experienced verbal abuse and harassment and 15 percent experienced physical violence.

**Following the 2014 general election, sustained advocacy on the part of civil society and changes in government led to progress on several fronts in the protection of LGBTI human rights.** Collaboration between the government and civil society has improved, and an increasing number of representatives in the FBiH Parliament and other parliaments are publicly addressing the rights of LGBTI persons. At the same time, the Institution of the Ombudsman that has a mandate to eliminate all forms of discrimination, has not assumed a leading role in promoting LGBTI rights. The Ombudsman did not support the initiative by CSOs to produce a report on the state of the human rights of LGBTI persons. It was only after the decision of the State Parliament Joint Committee for Human Rights that work on the report has started but has not yet been completed.

# RECOMMENDATIONS

## I. GENDER-BASED NORMS

- Gender analyses in the process of project/activity design should analyze the domains as required by the ADS205 section 205.3.1, including gender norms for both men and women, instead of focusing on women alone.
- Interventions that aim to raise awareness about gender equality, gender-based violence or other gender issues should target both men and women. Women's empowerment interventions should also engage men and aim to challenge the traditional perceptions of masculinity, as well as femininity.
- Interventions in education at all levels should systematically support development of school curriculums, textbooks, and teaching materials that exclude bias and prejudice on any grounds and utilize a gender transformative approach. Such an approach uses gender analysis to explore positions and concerns of particular subgroups of men and women, boys and girls, and works to challenge and transform private and public power relations. Healthy Lifestyles by the Association XY is an example of such an education subject.
- Reconciliation and peace initiatives or potential future interventions on CRSV should promote an integrated approach where men survivors of such violence also receive adequate support and remedies, and society develops an understanding of the stigma both women and men face.
- Media interventions, or interventions that have a significant media component, should ensure that gender stereotypes are not only avoided but also deconstructed and transformed.

## II. RULE OF LAW

### GENERAL RECOMMENDATIONS

- Within the existing USAID Justice Support Activity (JSA), undertake a quick review of the effects of gender imbalance at different levels of courts and prosecutor offices and the impact this may have on the activity's tasks and objectives. An intervention may contribute to increasing the gap between men and women by not accounting for the different starting positions between men and women at different levels.
- Explore the findings, conclusions and recommendations in research and reports produced within the Gender and Justice Sector Reform Project in BiH (financed by the Geneva Center for Democratic Control of Armed Forces and the BiH Atlantic Initiative), and other specialized research in considering the design of future activities.
- Undertake a focused analysis of court proceedings in GBV (domestic violence, CRSV and sexual violence against women), to determine their levels of effectiveness and efficiency, including sentencing and implementation of sentences. Compare the findings with similar analyses done for other criminal acts of similar gravity to identify if the deficiencies are only a consequence of the general situation in the judiciary, or if gender-related cases are simply considered lower priority

for courts and prosecutors. Consider opportunities for and feasibility of addressing the identified shortcomings through JSA or other activities.

## CORRUPTION

- Encourage social research on the cross-section of gender and corruption in order to identify the differences in the needs and behaviors, obstacles and outcomes for men and women, and take into account those differences in anti-corruption interventions.
- In supporting integrity assessments in public institutions, consider how the gendered nature of certain positions in the public administration may affect civil servants' attitudes toward corrupt behavior, the specific intervention, or media attention. Consider whether the intervention will benefit one or the other sex disproportionately. Make sure that integrity assessments capture the power relations between men and women, starting from collecting sex-disaggregated data.

## GOVERNMENT AND PUBLIC SERVICES

- Adopt gender mainstreaming as one of the key principles in interventions, in particular in projects and activities working with legislative and executive governments, policy making, and policy advocacy. This is a legal obligation, but also an inclusive development imperative and good management.
- Mandate gender analysis in policy advocacy and policy-making interventions, as well as media and political party interventions.
- Consider supporting interventions working on human security with youth, starting from gender-sensitive baseline research into sources of insecurity for young men and women.
- In civil society policy advocacy or public policy-making interventions, consider conducting a gender analysis of the healthcare sector and determine if the identified gaps fall within the scope of current or future USAID interventions.

## ELECTIONS, POLITICAL, AND CIVIC LIFE

- In all interventions, support a gender transformative approach which does not only seek to empower women, but also to engage men as supporters of gender equality that benefits the entire society. Support interventions that promote democratization of decision-making within political parties, including new intra-party procedures and change of mindsets on what constitutes good politics.
- Support women voters' access to diversified political information.
- Promote women candidates' opportunities to further present and promote their professional achievements in political and expert circles. Such interventions may help move away from the vote-for-women approach, and the expectation that women should vote for women.

- Support gender mainstreaming in high-level political reforms, such as the Reform Agenda, in order to ensure men’s and women’s interests are represented in such processes, as well as the interests of sub-groups, such as Roma women.

## INDEPENDENT MEDIA

- Support media content that portrays women and men in a non-stereotypical manner and presents their roles and contributions in private and public spheres. For example, support a reporting series highlighting examples of women in typically male occupations and vice versa.
- Include gender equality training in any media-related activities.
- Promote media literacy and critical thinking in formal education and more broadly among youth, teaching youth to deconstruct cultural gender codes presented in the media.

## III. INCLUSIVE ECONOMIC GROWTH

### PARTICIPATION, EMPLOYMENT AND UNEMPLOYMENT

- Define a set of gender-sensitive context indicators on the BiH labor-market, and track movements regularly, such as the male to female participation rate gap, male to female self-employment gap, and similar. Mandate gender analysis in economic growth activities and consider prioritizing higher participation rates for women as one of the future project outcomes.
- In labor market interventions, either from the economic growth or civil society and governance perspectives, prioritize approaches that would increase participation of women in the labor market, including women in the 50-64 age group, if possible.

### WOMEN’S POSITION IN EMPLOYMENT

- Support implementation of national and international standards of equal treatment and equal opportunity for both sexes in employment, wages, trainings, and promotions in the private sector in particular.
- Support initiatives to put maternity benefits on the EU Reform Agenda and explore further the gender equality standards in the EU common market policies.
- Support improved gender mainstreaming in specialized job search and advisory services and sections of employment institutes.

### EMPLOYED BY STATUS IN EMPLOYMENT AND BY SECTORS

- In supporting business development in sectors of agriculture, industry, and services, consider interventions which aim to increase women’s participation in formal employment in any of the three sectors, and interventions that work towards increasing the share of women working in industry in particular.

## EDUCATION AND EARNINGS

- Consider supporting adult training initiatives which would specifically target women with only primary education, among other vulnerable groups, especially in the BDBiH and rural areas of the RS and FBiH.
- Encourage establishment of student career counseling centers at secondary schools and universities that could provide gender-sensitive timely information on employment trends in different economic sectors.

## PROPERTY OWNERSHIP AND ACCESS TO FINANCE

- In business development interventions with direct beneficiaries, consider assistance conditioning and/or supporting inclusion of women in land and property ownership documentation where ownership documentation does not reflect the legal rights and actual contribution of women.
- Support initiatives which improve financial awareness and education of the population in rural areas, but include a tailored approach to women, in order to compensate for shortage of information and lower education levels.
- In activities that focus on support for and/or expansion of female (and male) entrepreneurship, explore opportunities for establishing or supporting intermediary services that link the beneficiaries with banks. Such services could provide technical assistance in loan preparation, as well as screen potential candidates for banks.

## WOMEN IN RURAL AREAS

- In interventions focusing on agriculture, services, and industries, include disadvantaged geographic pockets of the country where it is more important to generate economic activity in order to achieve inclusive economic growth.
- Build the capacity of associations, especially women's associations, and support the establishment or advancement of agricultural extension services (such as those in the RS) to deliver training and mentorship for women. Explore establishing mobile service units to address distance and time constraints. In addition to skills specific to business and technical areas, provide training on soft skills, including negotiation skills and how to apply for grants.
- Explore opportunities to support women entrepreneurs in opening affordable child care facilities, where such family support is scarce. This would not only increase entrepreneurship among women, but would also allow other women to continue or return to work sooner.
- Support women's engagement in existing or establishing new agricultural cooperatives in rural areas.
- Support the establishment of clusters of activities where women form the majority workforce.
- Support networking forums at the local, municipal, and regional levels to increase opportunities for rural women to learn and share information.

## IV. RECONCILIATION, SOCIAL INCLUSION AND COHESION

### RECONCILIATION AND RESPECT FOR DIVERSITY

- Recruit male and female politicians as ‘champions’ of truth and reconciliation initiatives.
- Produce another wave of the SCORE index for BiH, with more intentional identification of gender differences in indicators, followed by a qualitative study, including gender differences.
- Pre-design gender analysis and mainstreaming in future reconciliation interventions.
- Support development or introduction of school curriculums on tolerance and respect for diversity, e.g. ethics, healthy lifestyles, and develop special strategies to engage boys in such initiatives.
- Work with selected male and female journalists on topics of respect for diversity and interethnic reconciliation, and promote conventional, as well as unorthodox, non-biased reporting styles and formats, tailored to the preferences of youth and women in rural areas.

### STRUCTURE, POLICIES AND TRENDS IN EDUCATION

- Support research by universities or professional associations on gender stereotypes in formal education, textbooks, and/or teaching methods, and ensure support by education authorities in addressing the shortcomings.
- Explore/create opportunities, such as job fairs to expose young women and men to the types of jobs available and the broader needs in the labor market, making certain that such fairs do not reinforce gender stereotypes about desirable professions for men and women.
- Support initiatives to encourage girls (and parents) to consider studying fields that girls have traditionally been discouraged to study, such as science, technology, engineering and mathematics, but where earnings are higher than in social sciences and liberal arts.

### HUMAN RIGHTS OF MARGINALIZED GROUPS

- Support analyses of population census data to identify groups with the highest risk factors for poverty and exclusion by tracking sex-disaggregated data per sub-groups.
- Support development of a country-wide system of monitoring sex-disaggregated human rights indicators, and reporting on BiH human rights obligations and commitments. Assist in establishing high-quality databases on the situation of human rights of marginalized populations.
- Support a systematic, state-run program and immediate interventions for curbing all forms of discrimination, including violence, against Roma women. Priority intervention targets include achieving higher education rates and lower drop-out rates; adult education of Roma women and men, and awareness-raising campaigns to end violence, early marriages and trafficking in Roma women; and improved healthcare for Roma families, in particular Roma women and children.

- In protecting the rights of women with disabilities, prioritize their access to specialized medical services in cooperation with the World Health Organization (WHO) and domestic healthcare providers, and protect access to employment opportunities.
- For all marginalized groups, prioritize adult education and employment opportunities.

## SHARED VISION OF AN INTER-ETHNIC STATE

- Support involvement of women's groups and their representatives in the dialogue related to future constitutional reforms, the EU Reform Agenda, and other key issues.

## V. HUMAN SECURITY

### EURO-ATLANTIC INTEGRATION

- Support civil society organizations and gender institutional mechanisms in developing an integrated system of strategic planning, monitoring, and reporting on different international obligations in the area of gender equality, including those related to CEDAW, the Istanbul Convention, and Security Council Resolutions.
- Invest efforts into promoting the benefits of BiH Euro-Atlantic integration for women.

### TERRORISM, EXTREMISM, RADICALIZATION AND NON-VIOLENT RADICALS

- Mandate a gender analysis in interventions related to security issues. Develop a set of gender-sensitive indicators, such as percentage of the surveyed population expressing radical attitudes about the opposite sex (e.g. women should not be allowed to work, or men should carry weapons to defend their families), and track sex-disaggregated data for such initiatives.
- Mainstream the UNSCR 2242 approach in interventions which support research, policy development or advocacy, community action, monitoring and evaluation of de-radicalization in BiH, done through the engagement of women leaders, women's movements, and women from religious communities in policy design and implementation. Research on radicalization should aim to collect sex-disaggregated data and identify the needs of both men and women.
- Influence the BiH security system toward a more gender-sensitive and community-centered approach in addressing radicalization.
- Support initiatives which aim to provide sufficient information to youth and women in marginalized communities about the security risks and legal implications of going to Syria or other war zones.



## VI. SPECIFIC GENDER ISSUES

### GENDER-BASED VIOLENCE, INCLUDING DOMESTIC VIOLENCE

- USAID interventions in the area of GBV should primarily be guided by the CEDAW recommendations pertaining to GBV, the Istanbul Convention, and the country and entity documents for its full implementation, including a list of recommended indicators to monitor the implementation of the Convention.

### CONFLICT-RELATED SEXUAL VIOLENCE

- Any USAID interventions in this area should be guided by the CEDAW recommendations and those of the UNSG (UNSG, S/2015/203).
- Three types of interventions are possible:
  - a) support to already existing initiatives for policy changes that UN agencies are working on;
  - b) support to the criminal justice system in building witness support at lower level courts; and
  - c) providing support to CRSV victims in income-generating activities through existing and new interventions in economic growth.

### TRAFFICKING IN PERSONS

- Harmonize the Criminal Code of the FBiH with the Criminal Code of BiH and the 2000 UN TIP Protocol to explicitly prohibit all forms of trafficking.
- Train prosecutors and judges on the victim-centered approach to prosecution. Train front-line officers on proactive victim identification, with a greater focus on forced labor and begging.
- Develop specialized assistance for male victims and appropriate interview protocols for child trafficking victims.

### LGBTI ISSUES

- Support collaboration between human rights and LGBTI NGOs and CSOs to establish national advocacy networks.
- Strengthen capacity of the Institution of Ombudsman and gender institutional mechanisms to adequately advocate for the rights of LGBTI persons.
- Support harmonization of laws at state, entity, and cantonal levels with the Law on Prohibition of Discrimination to include sexual orientation, gender identity and/or sexual characteristics as grounds protected from discrimination.
- Provide support to civil society organizations engaged in collaboration with state and entity government institutions on publicly addressing the rights of LGBTI persons.

**MONITORING AND EVALUATION  
SUPPORT ACTIVITY (MEASURE-BiH)**

**Fra. Anđela Zvizdovića 1  
UNITIC Tower B, Floor 21  
71000 Sarajevo  
Bosnia and Herzegovina  
Phone: + (387) 033 941 676  
[contacts@measurebih.com](mailto:contacts@measurebih.com)  
[www.measurebih.com](http://www.measurebih.com)**