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**MONITORING AND EVALUATION SUPPORT ACTIVITY (MEASURE II)  
BRIEF GENDER ASSESSMENT OF THE  
LOCAL GOVERNANCE LEVEL**

May 2022



# MONITORING AND EVALUATION SUPPORT ACTIVITY (MEASURE II)

## BRIEF GENDER ASSESSMENT OF THE LOCAL GOVERNANCE LEVEL

*May 2022*

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In the follow-up to the Local Governance Assessment (LGA), which was approved in October 2021, the United States Agency for International Development in Bosnia and Herzegovina (USAID/BiH) requested its Monitoring and Evaluation Support Activity (MEASURE II) to conduct the Brief Gender Assessment of the Local Governance Level, to expand the understanding of the gender aspects of the LGA.

The assessment team included Anela Kadić Abaz, Project Management and Assessment Expert/Team Co-Lead; Zlatan Musić, Subject Matter Expert/Team Co-Lead; Maja Barišić, Subject Matter Expert; Mirza Kulenović, Senior Research Analyst/Team Member, and Haris Mešinović, Senior Research Analyst/Team Member.

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## LIST OF ABBREVIATIONS

AQ	Assessment Question
AMCs	Associations of Municipalities and Cities
BCS	Bosnian/Croatian/Serbian
BD	Brčko District
BHAS	BiH Agency for Statistics
BiH	Bosnia and Herzegovina
CDCS	Country Development Cooperation Strategy
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women Committee for Elimination of All Forms of Discrimination Against Women (UN)
CSO	Civil Society Organization
EU	European Union
ECHR	European Convention on Human Rights
FBiH	Federation of Bosnia and Herzegovina
FGD	Focus Group Discussion
FIGAP	Financial Instrument for Implementation of BiH Gender Action Plan
GA	Gender Assessment
GAP	Gender Action Plan
GBV	Gender-Based Violence
GEA	Gender Equality Agency
GEC	Gender Equality Commission
GC	Gender Centers
IMPAQ	IMPAQ International LLC
KI	Key Informant
KII	Key Informant Interview
LGA	Local Governance Assessment
LoGE	Law on Gender Equality
LSG	Local Self-Government
LSGU	Local Self-Government Unit
MEASURE II	USAID/BiH Monitoring and Evaluation Support Activity II
MEG	Municipal Environmental and Economic Governance
MHRR	Ministry of Human Rights and Refugees
MSME	Micro-, Small, and Medium-Sized Enterprises
MZ	Local communities (BCS “Mjesne zajednice”)
NGO	Non-Governmental Organization
NSCP-BiH	National Survey of Citizens Perceptions in BiH (MEASURE II)
OSCE	Organization for Security and Cooperation in Europe
RoPs	Rules of Procedure (of the municipal/city council/assembly)
RS	Republika Srpska
SEE	Southeast Europe
SIDA	Swedish International Development Cooperation Agency
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Fund for Population
USAID	United States Agency for International Development



## EXECUTIVE SUMMARY

The United States Agency for International Development Mission in Bosnia and Herzegovina (USAID/BiH) has requested its Monitoring and Evaluation Support Activity (MEASURE II) to conduct a Brief Gender Assessment of the Local Governance Level in Bosnia and Herzegovina (BiH).

The assessment is intended to assist USAID/BiH in achieving better outcomes of its various gender-related interventions and to identify potential new areas where USAID/BiH can contribute to addressing gender issues and improving the situation for both men and women, boys and girls at the local level.

The assessment explores the following assessment questions adapted from the USAID Automated Directives System 205:

1. How adequate and effective are the existing legislative and institutional frameworks for ensuring gender equality and implementation of gender mainstreaming at the local level in BiH?
2. What are the patterns of women's representation and participation in decision-making at the local level and how have they been changing under the influence of the requirements of the BiH Law on Gender Equality (LoGE)?
3. How are gender roles, responsibilities, and time use in the context of economic activity of men and women manifested and addressed at the local level in BiH?
4. What are the key challenges in achieving gender equal access to and control over local services, assets, and resources?
5. How do cultural norms and beliefs shape gender equality at the local level in BiH?

Data sources included: literature review of pertinent documents and reports; key informant interviews (KIs) with relevant government agencies and civil society organizations (CSOs) involved in implementation of gender programs; focus group discussions (FGDs) with local self-government units (LSGUs) across BiH; online survey of CSOs that directly or indirectly address gender issues at the local level through their interventions; and the MEASURE II data from the 2021 National Survey of Citizens' Perceptions in BiH (NSCP-BiH).

**CONCLUSION I—LAWS, LOCAL POLICIES, AND INSTITUTIONAL PRACTICES:** A robust gender equality framework is in place in BiH as reflected in the adopted LoGE and ratification of all relevant international documents addressing gender equality and women's empowerment. The harmonization of laws on local self-governance with the LoGE and the implementation of gender equality standards at the local level are still modest, however. Tools and mechanisms for gender mainstreaming at the level of LSGUs are ineffective. The key requirements are either implemented only as a cosmetic application of legal norms; for example, a gender equality body exists at the local level but is non-functioning. Similarly, local Gender Action Plans (GAPs) remain unreported. The requirements may not be implemented at all; for example, equal representation in appointments or disaggregation of data by sex. Higher-level gender equality institutions have low capacities to address gender gaps in LSGUs. Support from international organizations is necessary; however, previous interventions have not contributed to substantive change in practices across municipalities, despite positive examples.

**CONCLUSION 2—LOCAL PATTERNS OF POWER AND DECISION-MAKING:** Either a critical mass or a powerful minority of women is needed for local decisions to be more gender-sensitive. Women remain underrepresented in local representative bodies, as well as in executive positions, however, especially in the northeastern areas of BiH, despite improvements to the election regulations. Numerically equitable representation of women may contribute to better policies for women who face challenges that are distinct from men’s challenges, most of which relate to the economic independence of women. Both men’s and women’s commitment to gender equality is required for addressing these self-reinforcing challenges.

**CONCLUSION 3—GENDER ROLES, RESPONSIBILITIES, AND TIME USE:** Economic gender inequalities remain the top issue at all levels of governance in BiH. Women’s economic activity and employment are lower in the northeast, west, and central BiH compared to other regions in the country. These issues are linked to inadequate preschool, daycare for children, and elderly care services, as well as limited access to finance, loans, and collaterals for women starting or expanding their businesses.

**CONCLUSION 4—ACCESS TO SERVICES AND CONTROL OVER ASSETS AND RESOURCES:** Access to local services in general does not follow the gender patterns so much as the urban/rural divide and age differences. Although rural areas have a greater disadvantage in access, women, and especially men from urban areas, are more dissatisfied with local public services, particularly social protection and healthcare services. LSGUs need to address specific challenges: the Roma population’s access to healthcare, men’s low use of preventive healthcare, women’s access to sexual and reproductive healthcare services in rural areas, provision of specialized services to survivors of gender-based violence (GBV), and evidence-based programs supporting women’s entrepreneurship to address limited access to collaterals and finance.

**CONCLUSION 5—CULTURAL NORMS AND BELIEFS:** Prevailing patriarchal norms and persistent stereotypes regarding gender roles present a constraining factor in shaping women’s political and economic empowerment, their financial independence, and the prevention of gender-based violence.

Taking all findings and conclusions into consideration, the assessment team provides the following recommendations for USAID/BiH to consider based on the desk review:

**Suggested approach:** Technical assistance in developing the adequate procedures and tools, capacity building through trainings, mentorship, and advisory support.

**RECOMMENDATION 1:** USAID should consider encouraging and supporting LSGUs in fulfilling the requirements defined by the BiH LoGE, specifically:

- a. Building capacities of local public administration for gender mainstreaming, including not only municipal gender focal points and departments for social affairs, but also departments for economic development, budgets, property issues, education, and commission secretaries.
- b. Setting up procedures and building capacities for LSGUs to collect sex-disaggregated data, use the data in gender analysis of budget revenues and expenditures, and develop and implement local gender action plans, including through adequate monitoring and evaluation tools and reporting procedures, as well as in gender mainstreaming across departments.

USAID/BiH should consider supporting key interventions that include: (1) Establish sustainability mechanisms and procedures within municipal/city administrations that would provide capacity-building to newly appointed members of gender equality commissions (GECs) (either through support from the GEC members with more experience, from entity gender centers, and/or civil

society organizations) and ensure hand-over; (2) engage external experts and entity gender centers in building capacities of all municipal departments in gender mainstreaming and building administrative procedures including collecting sex-disaggregated data and gender analysis, budgeting, mainstreaming across policies and departments, and strengthening approaches to GAPs; (3) support higher-level gender institutional mechanisms in their own monitoring and evaluation capacities and evidence-based policy making, as well as their oversight over LSGUs; and (4) support collaboration and networking among municipalities/cities.

**RECOMMENDATION 2:** USAID should consider supporting greater political participation and representation of women, as well as better representation of gendered issues in political fora at the LSGU level, with GECs and CSOs as the key partners. If LSGU administrations take on more responsibility for ensuring gender equality, as is usually the case with higher levels of government, GECs can then evolve beyond the originally defined role of a powerless gender institutional mechanism into one of interparty political power, similar to what was once expected from Women’s Caucuses, which, unlike GECs, did not have the formalized authority and ceased to exist after the next election.

**Suggested approach:** Matching funds to LSGUs’ support to women’s businesses (as applied in the USAID/BiH’s INSPIRE), technical assistance in establishing adequate monitoring and reporting mechanisms/tools, capacity-building through trainings, mentorship, and advisory support on how to use the established mechanisms/tools.

**RECOMMENDATION 3:** USAID should consider supporting LSGUs in introducing measures for greater support to women’s economic empowerment, including fostering female entrepreneurship; sharing experiences and lessons learned regarding measures applied to date; and introducing monitoring and reporting mechanisms/tools to track progress in and results of implemented activities/initiatives. A similar need exists to improve cantonal approach to women’s entrepreneurship as large business support is provided at that level without an adequate gender responsive approach.

**RECOMMENDATION 4:** USAID should consider improving the LSGUs information on and approaches to service delivery, in particular the information on accessibility to and coverage of the population for key services, as well as specialized services for specific groups, such as for survivors of GBV, Roma women and men, older populations, and children. Priorities for the first stage include preschool education and daycare for children and persons in need of constant care, as well as specialized services for survivors of GBV.

**Suggested approach:** Technical and capacity-building assistance in collecting and analyzing gender-disaggregated data, technical assistance in establishing adequate information exchange channels and developing plans to address the gender gaps through relevant local documents; advisory and mentorship support in partnering with key stakeholders.



## I INTRODUCTION

The United States Agency for International Development Mission in Bosnia and Herzegovina (USAID/BiH) has requested its Monitoring and Evaluation Support Activity (MEASURE II) to conduct a Brief Gender Assessment (GA) of the Local Governance Level in Bosnia and Herzegovina (BiH). The assessment expands on the results of the Local Governance Assessment (LGA) conducted in the summer of 2021 and delves deeper into local-level gender-related issues and developments identified by the LGA.

### PURPOSE

The assessment is intended to assist USAID/BiH in achieving better outcomes of its various gender-related interventions and in identifying potential new areas where USAID/BiH can contribute to addressing gender issues and improving the situation for both men and women, boys and girls on the local level throughout BiH. In addition, the assessment will provide the local self-governance units (LSGUs), higher-level governments in BiH, and their relevant institutions with an outside perspective on the state of gender issues at the local level and will highlight the most important obstacles to achieving gender equality, with the intent to adjust existing or develop new policies/programs that will promote more balanced gender relations in BiH.

USAID/BiH is the primary audience for this assessment. Its findings, conclusions, and recommendations will help the Mission contribute to deliberations about future gender-related interventions.

### ASSESSMENT QUESTIONS

The research questions are organized around five key gender areas related to local governance as defined in the Automated Directives System (ADS) instruction 205. Specifically, the assessment team based its work on the following overarching assessment questions:

1. How adequate and effective are the existing legislative and institutional frameworks for ensuring gender equality and implementation of gender mainstreaming at the local level in BiH?
2. What are the patterns of women's representation and participation in decision-making at the local level and how have they been changing under the influence of the requirements of the BiH Law on Gender Equality (LoGE)?
3. How are gender roles, responsibilities, and time use in the context of economic activity of men and women manifested and addressed at the local level in BiH?
4. What are the key challenges in achieving a gender-equal access to and control over local services, assets, and resources?
5. How do cultural norms and beliefs shape gender equality at the local level in BiH?

## 2 ASSESSMENT DESIGN

USAID/BiH's MEASURE II has access to quantitative data on gender inequality through data collected from a nationally representative sample through the 2021 National Survey of Citizen's Perceptions (NSCP-BiH) as well as other external data sources such as the Central Election Commission's sex-

disaggregated data on the 2020 local election results and the administrative employment and unemployment data from the entity Institutes for Statistics. However, this GA goes beyond quantitative approaches and explores reasons for inequalities. The assessment design employed a mixed-methods approach and triangulated data across different types of sources to comprehensively examine the gender situation and issues at the local level. The GA was conducted from January to April 2022.

## METHODS AND DATA SOURCES

The assessment team combined qualitative and quantitative methods to obtain a multifaceted perspective on gender equality in this complex and highly varied context. Data sources the assessment team used to inform answers to the assessment questions are presented below.

- **Literature review:** In January 2022, the assessment team reviewed secondary documentation relevant for gender issues both broadly and specifically at the local governance level in BiH. The materials studied included reports and analyses produced by international organizations, reports by relevant BiH government/public institutions, studies by non-governmental and civil society organizations (CSOs), and relevant media pieces. Annex I contains a complete list of reviewed documents.
- **Key informant interviews (KIIs):** Five semi-structured interviews were conducted in January 2022 with representatives of the BiH Gender Equality Agency, two entity gender centers), and two CSOs involved in the implementation of gender-related projects and programs. The full list of KIIs is provided in Annex II. Interview guides used for leading the conversation during KIIs are presented in Annex III.
- **Focus group discussions (FGDs):** Four FGDs were conducted in March 2022 involving participants from 20 LSGUs, including 10 from the Federation of BiH (FBiH) and 10 from Republika Srpska (RS)<sup>1</sup> delegated by mayors. A purposive sample of LSGUs that previously participated in the LGA were organized into FGDs depending on whether they have local Gender Action Plans (GAPs). The list of LSGUs that took part in FGDs is provided in Annex II, and the FGD guides are in Annex IV.
- **Online survey:** In March 2022, the assessment team conducted an online survey of CSOs that directly or indirectly address gender issues in their activities. The online survey was intended to reach and gather perceptions of as many of these organizations as possible. The survey was emailed to 120 CSOs and 35 responses were received (25 percent response rate). The online survey questionnaire is included in Annex V.
- **2021 NSCP-BiH:** The assessment team triangulated data obtained through desk review, KIIs, FGDs, and online survey with data from the 2021 wave of the NSCP-BiH to provide multiple data points and perspective to the assessment questions. NSCP-BiH is a survey of a nationally representative sample of civilian, non-institutionalized adults over the age of 18 conducted by MEASURE II on an annual basis. The purpose of the survey is to analyze trends and general attitudes of BiH citizens towards governance, rule of law, corruption, citizen participation and civil society organizations, media, social inclusions, youth development, and other topics. Annex VI provides a list of NSCP-BiH questions used to inform the assessment.

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<sup>1</sup> The City of Istočno Sarajevo is counted as a separate unit here although it consists of four municipalities, one of which, Istočno Novo Sarajevo, also participated in an FGD.

## LIMITATIONS

The assessment team employed various approaches to mitigate potential research biases and ensure that findings, conclusions, and recommendations were generated in a timely and objective fashion. The following text summarizes the limitations encountered and MEASURE II's mitigation efforts:

- **Collecting online survey data from a representative sample of women's organizations:** Collecting survey data from a representative sample of the women's organizations was impractical because of the size and dispersion of this category of respondents, and the limited time and resources to conduct the assessment. To mitigate this limitation, the assessment team amended the available contact list from the LGA with contact information of other CSOs working on gender issues at the local level, made available by KIs and the assessment team.
- **Response bias:** The assessment team triangulated data across multiple data sources, including KIIs, FGDs, the online survey, NSCP-BiH data, as well as the literature review, to reinforce and verify the credibility of findings and provide a more comprehensive overview of challenges and opportunities for promotion of gender equality on the local level in BiH. The assessment team conducted the desk review of documentation identified as relevant for the assessment. They explored perceptions of different groups of KIs on topics relevant for the assessment through KIIs and FGDs, and implemented an online survey of representatives of women's groups, associations, and networks to capture and compare perceptions of various categories of informants, cross-validate the data, and find corroborating evidence that would support each of the findings and conclusions.
- **Interviewer bias:** To prevent interviewers' conduct and actions from influencing KIs' responses, the interviewers made sure to ask questions in a non-leading way. The assessment team ensured that respondents understood the importance of their candid opinions. The assessment team also conveyed to respondents that their responses would not be attributed to them and that their identity would not be released.
- **Online survey sampling and methodology, including low response rates for online surveys:** As the online survey was distributed to an illustrative, rather than a representative, set of CSOs, the survey results were not expected to encapsulate the perceptions of respondents comprehensively, but to serve as a complement and a control of the findings derived from the KIIs and FGDs. CSOs were given seven days to respond, and one reminder email was sent to those who did not respond.

## 3 FINDINGS

### LAWS, POLICIES, AND INSTITUTIONAL PRACTICES

#### MECHANISMS FOR GENDER MAINSTREAMING AT THE LOCAL LEVEL

This section explores how well gender equality norms are applied in form and in substance at the LSGU level. In short, compliance and application of the Law on Gender Equality (LoGE) are low across the board.

**FINDING I:** Laws on local self-governance are **not harmonized** with the LoGE, especially in the FBiH.

The BiH policy framework on gender equality closely follows the United Nations (UN) Convention on Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for

Action, the European Convention on Human Rights (ECHR), and the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). The LoGE<sup>2</sup> is the principal gender equality and gender mainstreaming law in the country and is complemented and operationalized through a five-year BiH Gender Action Plan (GAP). The current GAP<sup>3</sup> expires in 2022, and according to a KI, the new GAP will be adopted in 2023. Despite these efforts, local CSOs such as CURE Foundation<sup>4</sup> and Transparency International,<sup>5</sup> as well as members of the academic community,<sup>6</sup> argue that to date the application of international human rights norms, including in the area of gender equality, has resulted in very limited changes in institutional practices. Actual advances in equality often have been reduced to cosmetic applications of legal norms.

The LoGE requires harmonization of other legislation (Art. 32), while all policy makers are required to send draft laws and policies to gender institutional mechanisms, specifically the state-level Gender Equality Agency (GEA) within the Ministry of Human Rights and Refugees (MHRR) and the entity gender centers (GCs) for opinions (Art. 24). By LoGE, public bodies at all levels, including LSGUs, are required to:

- Enable for equal representation (minimum 40 percent of either sex) and adopt special measures to eliminate discrimination (Art. 20);
- Ensure that all data are disaggregated by sex, used in official statistics, and publicly available (Art.22, Art. 24);
- Adopt local programs of measures (necessary elements: an analysis of the gender equality situation, measures from the higher-level action plans and programs, and other measures to address identified inequalities) (Art. 24);
- Adopt new or amend existing regulations and send draft regulations to gender institutional mechanisms for opinion to harmonize them with the LoGE (Art. 24);
- Implement the BiH GAP with workplans and adequate budget (Art. 24);
- Establish their own institutional mechanisms to implement the LoGE, GAP, and international standards (Art. 24); and
- Use gender-sensitive language in policies (Art.9).

Harmonization of laws on local self-governance is particularly lagging in the FBiH and its cantons (details in Annex VII, Comparative Analysis of Laws on LSG Against LoGE). The outdated FBiH Law on Principles of Local Self-Governance<sup>7</sup> (2006), as well as the amendments<sup>8</sup> that the FBiH Government proposed in 2020, have not been harmonized with the LoGE in anything other than

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<sup>2</sup> BiH Official Gazette, No. 16/03, 102/09, 32/10.

<sup>3</sup> Gender Equality Agency of BiH. (2018). Gender Action Plan of Bosnia and Herzegovina 2018–2022.

[https://arsbih.gov.ba/wp-content/uploads/2019/02/GAP-BIH-2018-2022\\_ENG.pdf](https://arsbih.gov.ba/wp-content/uploads/2019/02/GAP-BIH-2018-2022_ENG.pdf)

<sup>4</sup> CURE Foundation and Women's Empowerment Foundation. (2021). Capacity Assessment of Women's Organizations at the Local Level. <http://zenskamreza.ba/site/wp-content/uploads/2021/06/Procjena-kapaciteta-%C5%BEenskih-organizacija-na-lokalnom-nivou.pdf>

<sup>5</sup> Transparency International. (2021). BiH EU Integration Process: Fourteen Priorities from the Opinion of the European Commission: Two Years Later.

<sup>6</sup> See for example Izmirlija, M. (2019). Interne procedure za zaštitu od diskriminacije - jaz između teorije i prakse [Internal Procedures for Protection from Discrimination – Gap from Theory to Practice]. Human Rights Papers, Paper 43. Sarajevo Open Centre. [https://eu-monitoring.ba/site/wp-content/uploads/2019/02/Interne-procedure-za-za%C5%A1titu-od-diskriminacije\\_web.pdf](https://eu-monitoring.ba/site/wp-content/uploads/2019/02/Interne-procedure-za-za%C5%A1titu-od-diskriminacije_web.pdf)

<sup>7</sup> FBiH Official Gazette, No. 49/06, 51/09.

<sup>8</sup> FBiH Parliament, <https://parlamentfbih.gov.ba/v2/bs/propis.php?id=573>



using gender-sensitive language. The Law on Local Self-Governance of the Republika Srpska (RS)<sup>9</sup> at least partially reflects the provisions of the LoGE (Art. 18, Adoption of Gender Equality Programs of Measures; Art. 30, Ensuring, Promoting, and Advancing Gender Equality and Equal Opportunities, and Art. 31, Organizing Free Legal Aid for Citizens). In the Brčko District of BiH (BD BiH), a special unit of local self-government which is a shared territory of both entities, the statute,<sup>10</sup> similar to a constitution, prohibits discrimination on the grounds of sex and sexual orientation and establishes an office for free legal aid, while the Rulebook of the BD BiH Assembly<sup>11</sup> stipulates creation of a Gender Equality Commission (GEC) and its competences, but no document takes over other obligations from the LoGE. Some of the cantons in the FBiH have their own local self-governance laws, which remain largely unharmonized with the LoGE. For example, the Sarajevo Canton does not have a law on local self-governance although the Cantonal Assembly adopted a draft and distributed it for public hearings in 2019.<sup>12</sup> Draft document so diluted text on gender equality that it became a provision addressing only gender-sensitive language (Art. 9 of the draft).

Despite poor harmonization of the laws on local self-governance with the LoGE, earlier model documents of municipal/city statutes<sup>13</sup> and council/assembly Rules of Procedure<sup>14</sup> (RoPs) which were widely shared through Associations of Municipalities and Cities (AMCs) and international projects with LSGUs contributed to some provisions of the LoGE being implemented across many LSGUs, at least in form. Many LSGUs, often nudged by international organizations and higher-level institutions for gender equality, over the years amended council/assembly RoPs to accommodate for local GECs, established that body in the council/assembly and appointed its members, and developed a local GAP as a program of measures required by the LoGE.

**FINDING 2:** Most LSGUs have **GECs**, but these are largely ineffective in meeting their LoGE-designated role because of high turnover and low accountability, competence, commitment, and visibility, while other institutional mechanisms in LSGUs are rare and insufficiently supported.

Although the LoGE requires establishing gender institutional mechanisms at the local level and broadly defines what their purpose is, the type and approach to establishing them is not specified. Most municipalities establish GECs in municipal/city councils/assemblies, sometimes combining them with youth and human rights commissions. In a recent UN Women survey<sup>15</sup> of 49 LSGUs, 40 (81.6 percent) confirmed that a GEC exists in the council/assembly. GECs have been a common partner for international organizations and CSOs working on gender equality.

Despite model LSGU documents promoting a unified approach, according to the FBiH GC research conducted with 20 LSGUs,<sup>16</sup> the regulation governing GECs is not unified—in 17 LSGUs, GECs are regulated in the council/assembly RoPs; in two municipalities, gender equality is not attributed to any permanent working body listed in the RoPs; and in one, it is listed in the RoPs, but a special act

<sup>9</sup> RS Official Gazette, No. 97/16, 36/19, 61/21.

<sup>10</sup> BD BiH Official Gazette, No. 2/10.

<sup>11</sup> BD BiH Official Gazette, No. 54/18, 17/20, 24/20.

<sup>12</sup> Sarajevo Cantonal Assembly Decision No. 01-02-29266 /19,

[https://skupstina.ks.gov.ba/sites/skupstina.ks.gov.ba/files/nacrt\\_zakona\\_lokalna\\_samouprava\\_0.pdf](https://skupstina.ks.gov.ba/sites/skupstina.ks.gov.ba/files/nacrt_zakona_lokalna_samouprava_0.pdf)

<sup>13</sup> See for example Art. 11 and 15 in Association of Municipalities and Cities of Republika Srpska (2017). Model Statuta Opštine/Grada (Model Municipal/City Statute). <https://www.alvrs.com/UcitaneSlike/admin/Dokumenti/model-statut-grada-opstine-februar-2017-3.doc>

<sup>14</sup> See for example Art. 52, 71, and 72 in Association of Municipalities and Cities of Republika Srpska (2017). Model Poslovnika o Radu Skupštine (Model Assembly Rules of Procedure).

<https://www.alvrs.com/UcitaneSlike/admin/Dokumenti/model-poslovnik-skupstine-februar-2017-4.doc>

<sup>15</sup> UN Women. (2021). Capacity and Training Needs Assessment on Gender Responsive Budgeting in Local Government Units in BiH, Assessment Report.

<sup>16</sup> Kadribasic, Adnan. (2021). Lokalne komisije i odbori za ravnopravnost spolova u BiH: Analiza djelovanja. Nestovise.org. <https://nestovise.org/wp-content/uploads/2022/03/Djelovanje-komisija-za-ravnopravnost-spolova-u-ILS-fin.pdf>

regulates its competencies. Examples of well-functioning GECs include the Commission for Youth and Gender Equality of the Tešanj Municipal Council (2016–2020 term in office), which met usually every month and organized various visits and trainings.<sup>17</sup>

Very few GECs, however, have a program of work, regular sessions, or clear goals and activities to promote gender equality in their LSGU, while the remaining GECs are hardly functional,<sup>18</sup> neglected,<sup>19</sup> and spend an entire four-year term without holding a single session.<sup>20</sup> Only three of 20 LSGUs that participated in FGDs noted that GECs are working actively on gender mainstreaming. Most KI and FGD participants found the commissions ineffective, including the higher-level gender institutional mechanisms that were one of the biggest advocates for establishing local GECs.

*“When discussing LSGU level, there are only few good examples of functional local gender equality commissions.”*

—KI from a gender institutional mechanism

*“Even the Gender Equality Commission does not have any initiatives in adopting the budget on this issue. They are not active at all.”*

—FGD with LSGUs

Reasons for the GECs’ ineffectiveness are multifaceted. According to the CURE Foundation,<sup>21</sup> GECs do not achieve the purpose for which they were created, because they lack commitment, competence, and accountability.

Accountability and commitment: Two CSO respondents also highlighted that political parties in LSGU councils/assemblies often prioritize political distribution of seats over councilors’ interest and expertise in gender equality.

*“Until today, many gender equality commissions have faced a number of issues that make their work difficult and less credible. It sometimes happens that the need to satisfy the political party representation is more important than the expertise or expressed readiness to achieve a certain aspect of equality.”*

—CSO survey respondent

Without genuine interest in gender equality, local GEC members have little drive for being accountable for the work of their commission, and dysfunctional commissions do not receive sanctions. Seven of 12 CSO survey respondents said that GECs are affected by low accountability of its members, while two called for sanctions for dysfunctional commissions.

Awareness and capacity: In the CSO survey, six of 12 respondents indicated that GECs are unaware of their role and purpose, while two survey respondents from CSOs and two KIs from gender equality institutions spoke about lack of awareness and training among GEC members. Municipal Environmental and Economic Governance (MEG) Project survey<sup>22</sup> also indicated that commission members lack adequate training.

<sup>17</sup> Citizens Association “Nešto Više”. (2021). Local Commissions and Committees for Gender Equality in BiH, Analysis of Activities. <https://nestovise.org/wp-content/uploads/2022/03/Djelovanje-komisija-za-ravnopravnost-spolova-u-|LS-fin.pdf>

<sup>18</sup> UNDP. (2018). Guidelines: How to integrate the principle of gender equality at the level of local self-government in Bosnia and Herzegovina. [http://www.opcina-tesanj.ba/wp-content/uploads/images/7\\_MEG\\_Smjernice\\_za\\_KORS.pdf](http://www.opcina-tesanj.ba/wp-content/uploads/images/7_MEG_Smjernice_za_KORS.pdf)

<sup>19</sup> GEA BiH, FBiH Gender Center, and RS Gender Center. (2019). Progress Report on the implementation of the Beijing Declaration and Platform for Action in BiH within the Beijing +25 process. [https://arsbih.gov.ba/wp-content/uploads/2019/05/Progress-Report-Beijing25\\_Bosnia-and-Herzegovina.pdf](https://arsbih.gov.ba/wp-content/uploads/2019/05/Progress-Report-Beijing25_Bosnia-and-Herzegovina.pdf)

<sup>20</sup> Swedish International Center for Local Democracy. (2018). Tools of local self-government for gender equality,

<sup>21</sup> CURE Foundation and Women’s Empowerment Foundation. (2021). Capacity Assessment of Women’s Organizations at the Local Level. <http://zenskamreza.ba/site/wp-content/uploads/2021/06/Procjena-kapaciteta-%C5%BEenskih-organizacija-na-lokalnom-nivou.pdf>

<sup>22</sup> UNDP. (2018). Guidelines: How to integrate the principle of gender equality at the level of local self-government in Bosnia and Herzegovina. [http://www.opcina-tesanj.ba/wp-content/uploads/images/7\\_MEG\\_Smjernice\\_za\\_KORS.pdf](http://www.opcina-tesanj.ba/wp-content/uploads/images/7_MEG_Smjernice_za_KORS.pdf)

*“Main issues are that the persons who are engaged in the commissions are changing with each local election, then the new ones come who do not have knowledge, sensitivity. If you have someone on board who is dedicated and works with passion, things move forward, and continuity is in place.”*

—KI from a gender equality institution

*“Gender Equality Commissions (...) usually work well where Gender Centers are involved with some professional support or where the CSOs are strong ... they (commissions) are completely undercapacitated in terms of knowledge about gender equality, and some traditional perceptions are terribly present. (...) My personal opinion is that all these commissions are working only when pushed.”*

—KI from a gender equality institution

were dissatisfied with the work of the local GEC (six of 12 respondents). LSGU websites rarely offer information on GECs and their activities.

*“As for the Commission for Gender Equality, (...) they have certain activities, but I think that we carry out more activities in the city administration, so that somehow their initiative is not expressive. I think that the commission should play a more active role”*

—FGD with LSGUs

have limited authority and resources for direct action. Some of the FGD participants noted that in their LSGUs, the executive branch is more proactive than GECs in gender mainstreaming, as in fact it should be. Little attention has been paid to the obligations and capacities of municipal executives and administrations for implementation of gender equality policies. Some LSGUs have a focal point or a working group for gender equality in the administration or they have assigned gender mainstreaming tasks to an already existing post in administration. Only one of 19 LSGUs that participated in the FGDs noted that gender equality tasks have been assigned to an existing civil servant job description.

**FINDING 3:** Measures to address gender issues are often structured into **local GAPs**, albeit without proper implementation, monitoring, and evaluation mechanisms, or adequate budgets.

GAPs are “localized” formal and practical tools that respond to Art. 20 and 24 of the LoGE (refer to Annex VII for a detailed list of LSGU obligations) and operationalize the BiH GAP within local

Continuity: GECs are council/assembly bodies appointed for a mandated period of four years after each local election and as such, turnover of members occurs from one election to another. Councilors who are re-elected can promote continuity; however, re-election is extremely rare for women councilors who are more often appointed to these commissions than men.<sup>23</sup> Councils/assemblies can appoint external members to commissions, although these appointed members also change with every election and are sometimes not elected based on competence and interest. Continuity also can be ensured through strong local CSOs working on gender equality, where such CSOs exist, or through strong engagement from gender institutional mechanisms.

Visibility: Most LSGU councils/assemblies have a GEC. However, people—even more informed audiences—are not sufficiently aware of their existence. Half of the CSOs in the online survey were not aware of such a commission in their municipality (10 of 22 respondents), and a quarter

Expectations exceed the authority council/assembly bodies usually have: At higher levels of government, the executive branch is the key duty bearer in implementation of gender equality policies while GECs in the legislative branch steer and oversee the work of the executive branch. Local GECs have been assigned a key implementation role they cannot meet by nature of their position, however. All LSGU council/assembly bodies

<sup>23</sup> Barisic, M., Baskot, B. (2021). Sudjelovanje žena na lokalnim izborima 2020. Bez žena, bez promjene.

[Women’s Participation in 2020 Local Elections: No Women, No Change]. <https://www.gcfbih.gov.ba/analiza-podataka-opolnoj-strukturi-kandidata-kandidatkinja-nakon-lokalnih-izbora-2020-godine/>

circumstances and competence. MEASURE II's LGA which preceded the GA revealed that LSGUs do not regularly adopt and implement local programs of measures required by LoGE.

A recent FBiH Gender Center analysis of 20 LSGUs found active GAPs in only four LSGUs, in ten LSGUs local GAPs had expired, and seven never had such documents.<sup>24</sup> Of the 19 LSGUs that participated in the MEASURE II FGDs, seven had local GAPs—four of which were developed with the support of the UN Development Programme (UNDP) or Organization for Security and Cooperation in Europe (OSCE). At the end of 2021, at least 30 percent of LSGUs had GAPs in place, while many other LSGUs had them in some point in the past but failed to adopt new ones. Local GAPs are therefore a common practice in BiH in many LSGUs and increasingly in cantons; no institution, however, publishes complete and updated information on their adoption and implementation.

*“GAPs would be a good instrument if they were implemented. Most LSGUs adopt a GAP, publicize the news all over and then there is no continuation... Unfortunately, local GAP depends on good will of individuals.”*

Although most KIs and almost all FGD participants perceive local GAPs as necessary, they generally agree that GAP implementation is low and depends on the motivation of individuals. CSO survey respondents believe that GAPs are not implemented because local leaders and administrations are not interested in gender equality.

Although the municipalities/cities assume responsibility for promoting GAPs, of seven LSGUs that participated in FGDs which had local gender action plans, only two stated that their local GAP is available online. Consequently, women who are the focus of those policies are rarely aware of them.

*„We can discuss progress in the certain areas, but this is hard to measure and that is sad! Whatever indicators we create, they are not applicable in the manner that we would like. At the local level, women economic empowerment can be measured, but overall, everything else is very hard. “*

—KI from a gender institutional mechanism

Broad consensus exists among international organizations and local CSOs that implementation, monitoring, evaluation, and reporting are inadequate for local GAPs and the BiH GAP, as noted by the CEDAW Committee,<sup>25</sup> the European Commission's 2020 Progress Report for BiH,<sup>26</sup> the UNDP Municipal Environmental and Economic Governance (MEG) project,<sup>27</sup> and CSOs.<sup>28</sup> Others also emphasize the

missing links between local strategic documents and local GAPs with the BiH GAP, but also strategic documents in the field of domestic violence, support for women's entrepreneurship, and gender-responsive budgeting (GRB).<sup>29</sup> This was confirmed by most of the KI and FGD participants. Monitoring and evaluation capacities are particularly low in LSGUs, but gender institutional mechanisms at higher levels also need assistance to track and aggregate data on local GAPs.

KIs and municipal/city representatives in FGDs mentioned some positive examples of implementation, monitoring, and reporting of local GAPs, including Modriča and Istočna Ilidža where the GAPs expired recently and Tešanj, where the GAP is still in effect. Gender analyses conducted

<sup>24</sup> FBiH Gender Center. (2021). Local Commissions and Committees for Gender Equality in BiH, Analysis of Activities.

<sup>25</sup> CEDAW. (2019). Concluding observations on the sixth periodic report of Bosnia and Herzegovina. [https://arsbih.gov.ba/wp-content/uploads/2020/06/CEDAW-C-BIH-Concluding-Observations-6\\_AsAdopted.pdf](https://arsbih.gov.ba/wp-content/uploads/2020/06/CEDAW-C-BIH-Concluding-Observations-6_AsAdopted.pdf)

<sup>26</sup> European Commission. (2020). Bosnia and Herzegovina 2020 Report. [https://ec.europa.eu/neighbourhood-enlargement/system/files/2020-10/bosnia\\_and\\_herzegovina\\_report\\_2020.pdf](https://ec.europa.eu/neighbourhood-enlargement/system/files/2020-10/bosnia_and_herzegovina_report_2020.pdf)

<sup>27</sup> Swedish International Center for Local Democracy. (2018). Tools of local self-government for gender equality,

<sup>28</sup> Association “HO HORIZONTI” Tuzla and Association “Women's Forum” Bratunac. (2021). Gender Equality - Effects of GAP BiH Implementation at the Local Level in Six Selected Local Communities (Tuzla, Srebrenik, Gračanica, Bratunac, Milići and Srebrenica)

<sup>29</sup> FBiH Gender Center. (2021). Local Commissions and Committees for Gender Equality in BiH, Analysis of Activities.

*“During the last year, we fully implemented 19 activities, nine more activities from the local Gender Action Plan have been initiated and are still ongoing (...) and only four are planned to start this year because this is an election year.”*

—FGD with LSGUs

within local GAP development process contributed to some municipalities/cities introducing budget support to families’ access to daycare for children (Banja Luka), infertility treatments for couples (Gračanica, Milići, Novi Grad Sarajevo), and allocating some of the available social housing units in the LSGU

territory for GBV victims (Goražde, Jajce).

Overall, local GAPs have not resulted in satisfactory changes in most municipalities, however, they were never intended to function as the only leverages of gender equality at the local level.

**FINDING 4: Gender mainstreaming** in development planning is still not a standard practice in LSGUs, despite some positive examples, partially because local authorities do not operate with **sex-disaggregated data**.

The LoGE requires for gender mainstreaming, specifically that all policies be sent to institutional mechanisms for gender equality (GECs at the local level, GEA and GCs at higher levels) for their review and opinion. But in practice, even higher-level gender equality institutions provide modest inputs when asked due to their own limited capacities. Therefore, gender mainstreaming is lagging in different areas of governance, but in particularly lagging at the local level.

*“All documents at the local level should be assessed from gender perspective. This is a key element to ensure commitment and meeting legal requirements”*

—KI from a gender equality institution

Laws on Development Planning and Development Management in the FBiH<sup>30</sup> and RS<sup>31</sup> advanced gender mainstreaming procedures by introducing gender equality as one of the basic principles of development planning—all development plans and decisions are to be screened for potential gendered effects and measures adapted accordingly. Higher-level institutions for gender equality see these entity policies for development planning as progress, but these will not immediately translate into gender mainstreaming at the local level.

A chapter on gender equality in the situation analysis and a few well-targeted expected results, measures, and indicators in a development strategy or plan can sometimes better deliver on the gender equality agenda than a separate GAP, because local development strategies are better budgeted for and usually include more elaborate implementation, monitoring, evaluation, and reporting mechanisms. In FGDs, three LSGUs noted that gender equality issues are addressed through their development strategies in place even when the local GAPs are not adopted.

*“For the development of one local GAP, you need data. There are some statistical data by cantons, but they are not sex disaggregated. (...) when requested to provide data, for examples, on number of women or man on parental leave, the municipalities do not have this data. Interestingly, this data exists on the FBiH level”*

—KI from a gender institutional mechanism

The importance of gender statistics and sex-disaggregated data for gender analysis gender mainstreaming is recognized in Art. 22 of the LoGE and Art. 11 of the Istanbul Convention. LSGU development strategies are rarely based on sex-disaggregated data.<sup>32</sup> Less than one third of LSGUs

<sup>30</sup> Official Gazette of FBiH, No. 32/17.

<sup>31</sup> Official Gazette of RS, No. 63/21.

<sup>32</sup> Association “HO HORIZONTI” Tuzla and Association “Women’s Forum” Bratunac. (2021). Gender Equality - Effects of GAP BiH Implementation at the Local Level in Six Selected Local Communities (Tuzla, Srebrenik, Gračanica, Bratunac, Milići and Srebrenica).

approach the processes of data collection and classification by sex responsibly, while two thirds of LSGUs rarely or never classify data by sex.<sup>33</sup>

Citizen satisfaction surveys are typical examples of data collected at the local level. FGDs and KIs show that those surveys are not collected systematically in some municipalities/cities; in others, data instruments do not enable disaggregation of data by sex. In those that do include sex as a category in satisfaction surveys, differences in satisfaction and needs of women and men are not explored in depth and specific needs cannot therefore be addressed.

*“In our case, we do not have a well-developed mechanism for measuring citizen satisfaction. We can do that only by analyzing the book of complaints or possibly by the number of complaints from citizens.”*

—FGD with LSGUs

Citizens’ satisfaction surveys are only one example. Other data are more important to disaggregate at the local level, including numbers of pupils and students, numbers of long-term unemployed, numbers of persons on social benefits, number of youth who are Not in Education, Employment, or Training (NEETs), number of single parents and children from single-parent households, persons with disability support, structure of company ownership, sole proprietors, persons without healthcare insurance, etc. Municipalities rarely operate with more than three of these listed categories of data disaggregated by sex. Half of the CSO survey respondents (11 of 22) were not satisfied with the way data on gender issues are collected in municipalities—they considered it poor, while only five consider it good, very good, or excellent (see Exhibit 4, p. 56 in the Annexes).

**FINDING 5: GRB is not applied** in practice in municipalities/cities and sometimes misunderstood, while local gender interventions are not sufficiently budgeted for from LSGU budgets, and LSGUs often rely on donor or CSO funds for GAP implementation.

Representatives of higher-level gender institutional mechanisms consider the introduction of GRB in the entity budget systems an important and practical tool towards gender mainstreaming and greater gender equality. To introduce GRB, state and entity Ministries of Finance, with support from gender institutional mechanisms and international agencies, amended the instructions for budget users who, since 2012, are required to mark if their budget requests contributions to the implementation of gender programs.<sup>34</sup> The BiH GAP now prioritizes GRB among other measures and in FBiH, the GRB framework was recently further improved in the FBiH Law on Budget Execution and the FBiH Budget Framework Document. International organizations were also working with municipalities on GRB. According to FGD respondents and two KIs, the policy changes created an environment for piloting GRB in some of the LSGUs—specifically informants mentioned piloting in Gradiška, Tuzla, Tešanj, and Novo Sarajevo. Yet, most of the FGD participants noted that LSGUs do not apply GRB,

*“I think that there is a lack of a clear framework and clear guidelines for GRB actions and how - in what way to make GRB more functional and useful for the communities themselves.”*

—FGDs with LSGUs

do not analyze budgets from the gender perspective, and do not allocate funds in a gender responsive manner. Nevertheless, three FGD participants noted that it would be highly beneficial to develop instructions for GRB at the local level.

<sup>33</sup> UN Women. (2021). Capacity and Training Needs Assessment on Gender Responsive Budgeting in Local Government Units in BiH.

<sup>34</sup> Progress report on the implementation of the Beijing Declaration and Platform for Action in BiH within the Beijing +25 process, the Gender Equality Agency of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of BiH, Gender Centre of the Government of Republika Srpska and Gender Centre of the Federation of Bosnia and Herzegovina, April 2019, page 13.

A common misconception in LSGUs, according to CSOs and gender institutional mechanisms, is that GRB is only about allocating extra money for women, for safe houses, and gender projects, which in some cases is understood as taking funds away from other priorities. GRB needs to start from budget analysis with as much sex-disaggregated data as possible, to determine if there are shortcomings from a gender perspective. Even if certain budget lines are not allocated specifically to gender equality for women, they still could be contributing more to improving the lives and conditions for one or the other sex. Hence, LSGUs may have positive information to report regarding GRB if they knew how the budget allocations are used, who the primary beneficiaries are, and would be able to identify challenges that could be addressed. There is need to build local capacities and understanding, but also to improve budget instructions.

*“Some allocated funds do not have to have a gender marker, but they can bring improvements in healthcare, education.”* —KI from a CSO

*It is not just about giving money to women to start their own business—it takes a lot of capacity for GRB.”*

—KI from a gender institutional mechanism

One segment of GRB is focused entirely on budgeting for gender equality measures and programs targeting one sex specifically. At the state and entity levels, public budget expenditures for the three gender equality institutions and CSOs working on empowerment of women are between 0.04 and 0.05 percent annually.<sup>35</sup> Institutions for gender equality consider this allocation inadequate although understandable given the overall resource constraints. Information is unavailable on contributions of other budget beneficiaries to gender equality, although all are required to mark how their budget requests relate to gender equality priorities.<sup>36</sup>

*There just needs to be good will and desire here. In principle, very few funds are allocated for gender equality issues from the state to the local level, which is not strange, I think, given the very difficult situation.*

—KI from a gender equality institution

Most LSGUs in a recent UN Women study receive budget and technical support for gender equality from international organizations/projects (35 percent), followed by support from GCs and entity associations of municipalities and cities (23 percent), other bodies at higher levels of government (16 percent), 12 percent from CSOs, and 2 percent from local communities.<sup>37</sup>

Resources for the BiH GAP 2018–2022 are pooled from different international agencies through the Financial Instrument for the Gender Action Plan of BiH (FIGAP). The Swedish International Development Cooperation Agency (SIDA) is the key donor for the FIGAP II Program (2018–2021).<sup>38</sup> GCs use FIGAP II funds to support adoption of local GAPs, while only small amounts are allocated for implementation of those local plans (GC RS allocates 5,000 BAM for LSGUs which adopt a GAP). FIGAP calls are usually open to CSOs only,<sup>39</sup> though partnerships with LSGUs are encouraged.

<sup>35</sup> GEA BiH, F BiH Gender Center, and RS Gender Center. (2019). Progress Report on the implementation of the Beijing Declaration and Platform for Action in BiH within the Beijing +25 process. [https://arsbih.gov.ba/wp-content/uploads/2019/05/Progress-Report-Beijing25\\_Bosnia-and-Herzegovina.pdf](https://arsbih.gov.ba/wp-content/uploads/2019/05/Progress-Report-Beijing25_Bosnia-and-Herzegovina.pdf)

<sup>36</sup> F BiH Parliament (2021). Zakon o Izvršenju Budžeta Federacije BiH za 2021. Godinu (Law on F BiH Budget Execution in 2021), Art. 37.

<sup>37</sup> UN Women. (2021). Capacity and Training Needs Assessment on Gender Responsive Budgeting in Local Government Units in BiH.

<sup>38</sup> UN Women. (2021). Country Gender Equality Profile of Bosnia and Herzegovina. <https://eca.unwomen.org/sites/default/files/Field%20Office%20ECA/Attachments/Publications/2021/7/UNW%20Country%20Gender%20Equality%20Profile%20BiH.pdf>

<sup>39</sup> See <https://arsbih.gov.ba/javni-poziv-za-podnosjenje-prijedloga-projekata-za-dodjelu-sredstava-nevladinim-organizacijama-iz-sredstava-figap-ii-programa/>

Interviews and FGDs indicate that institutional mechanisms for gender equality, CSOs, and LSGUs do not sufficiently understand the importance of GRB on the revenue side, of analyzing different contributions of men and women to public budgets, of identifying the reasons for any potential imbalances, or estimating the potential effects of new fiscal and para-fiscal policies. This is exacerbated by the fact that modelling of expected effects of new fiscal or para-fiscal policies has rarely been implemented.<sup>40</sup>

**FINDING 6: Inter-municipal exchange** and cooperation in gender equality initiatives is insufficient, while **technical support from gender centers** is limited by their staffing and financial capacities.

FGD participants from three LSGUs mentioned that their municipality/city needs technical support through capacity-building to advance their local policies and practices in gender equality, and gender institutional mechanisms concur that LSGUs need additional capacity-building.

Some studies have found that cooperation between municipalities/cities and gender institutional mechanisms could significantly improve local institutional gender equality practices.<sup>41</sup> According to six FGD participants and all key informants, the institutional support and cooperation between LSGUs and entity gender centers has been established, but the gender centers lack human and financial resources to meet all the requirements for providing technical support, with the situation more difficult in the FBiH than in the RS.

*“There is a lack of capacity, especially in the Gender Center of the Federation. RS, I think is in a slightly better position in the sense that it has about 15 employees I think, while I really do not know if there are three, four in the Federation...”*

—KI from a CSO

There is no sharing of good practices and communication between LGSUs on gender equality, according to nearly all FGD participants and key informants from gender institutional mechanisms.

In the absence of more systematic support from GCs, the inter-municipal exchange of best practices is the next best option. In the CSOs survey, of 23 respondents, 18 (78 percent) said that municipalities/cities have the capacity to implement best practices for gender mainstreaming from other LSGUs. Best practices however should be scrutinized by GCs and key CSOs. The key mechanism to advance inter-municipal cooperation are entity ACMs.

**FINDING 7: Focus groups** noted LSGUs’ **leadership** commitment and willingness to improve gender representation and balance, but CSOs do not see that commitment in municipal/city practices, with some notable exceptions.

A UN Women survey<sup>42</sup> with LSGUs showed that the majority of those municipalities/cities that completed the questionnaire (45 of 49) perceive that their leadership’s sensitivity to the needs of women and men at the local level is relatively high. Nearly a third (15 of 49) of those municipalities believe that they have good preconditions for advancing gender equality, and only a tenth (5 of 49) believed that their LSGUs are very aware of and take proactive steps on gender equality.<sup>43</sup>

<sup>40</sup> USAID/BiH. (2019). Gender Analysis for Bosnia and Herzegovina: 2019 Follow Up - Final Report. <http://measurebih.com/uimages/Gender20Analysis20201920Follow-Up20Final20Report.pdf>

<sup>41</sup> Kadribasic, Adnan. (2021). Lokalne komisije i odbori za ravnopravnost spolova u BiH: Analiza djelovanja. Nestovise.org. <https://nestovise.org/wp-content/uploads/2022/03/Djelovanje-komisija-za-ravnopravnost-spolova-u-JLS-fin.pdf>

<sup>42</sup> UN Women. (2021). Capacity and Training Needs Assessment on Gender Responsive Budgeting in Local Government Units in BiH, Assessment Report.

<sup>43</sup> Ibid.



However, assessments made by the CSO Horizonti place commitment to gender equality for six LSGUs in the Tuzla Canton at 2.5 on a scale from 1 to 5.<sup>44</sup> Some positive examples according to a policy brief from the Swedish International Centre for Local Democracy include the Visoko, Žepče, and Istočna Ilidža, LSGUs which have shown that a political will exists to empower women and girls and to include the issue of equality as part of everyday life.<sup>45</sup>

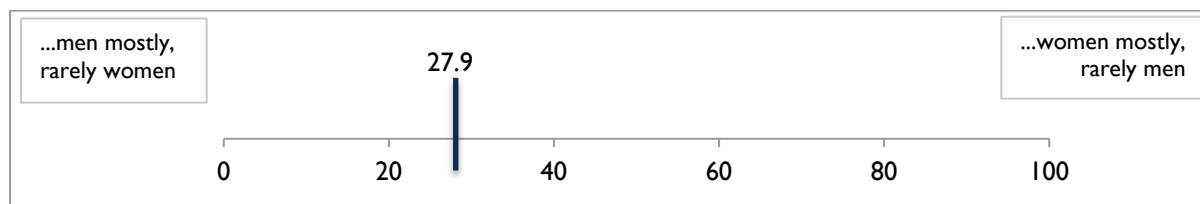
*Gender equality principles are not respected—even when the president of the Gender Equality Commission warns that the procedure has not been followed, the City Council still goes on and adopts the decision without due procedure.*  
—Paraphrased, LSGU FGD participant

Of 19 LSGUs that participated in FGDs, only two knew of any gender equality initiatives that are implemented at the local level, the rest could not recall any specific actions, although there is willingness in those LSGUs to improve gender equality. The most common institutional mechanism for gender equality at the local level, the local GECs, are devalued and this is clear evidence that

municipal/city councils and elected representatives are not demonstrating commitment to gender equality.

LSGUs' commitment to gender equality is not demonstrated in practices, according to CSO representatives in the survey who were asked how well municipalities and cities address challenges and needs of men and women on a scale from 0 (mostly men, rarely women) to 100 (mostly women, rarely men). The 19 CSO representatives assigned an average value of 27.9, meaning that municipalities are mostly blind to women's challenges and needs (refer to Exhibit 1). Nearly all CSO respondents who were more likely to recognize the gaps from women's perspective were women.

*Exhibit 1. How well municipalities and cities address equality challenges and needs of men and women*



## LOCAL PATTERNS OF POWER AND DECISION-MAKING

### WOMEN'S PARTICIPATION AND REPRESENTATION IN LOCAL SELF-GOVERNANCE

This section focuses on women's numerical political representation, which is regulated by the BiH LoGE and the Election Law of BiH, as well as the substantive representation of women's issues and challenges. Inequalities persist in nominal political representation, especially in some pockets where few women have been consistently elected to local councils/assemblies. Municipalities tend to address priorities without information on the challenges individuals face—they often collect data on citizens' satisfaction with local services, whereas the priorities should follow from the needs of, and challenges faced by the population. As such, the typical local governance approach fails to represent or address women's problems at the LSGU level.

**FINDING 8:** Women continue to be politically underrepresented at the local level, especially in northern and north-eastern BiH.

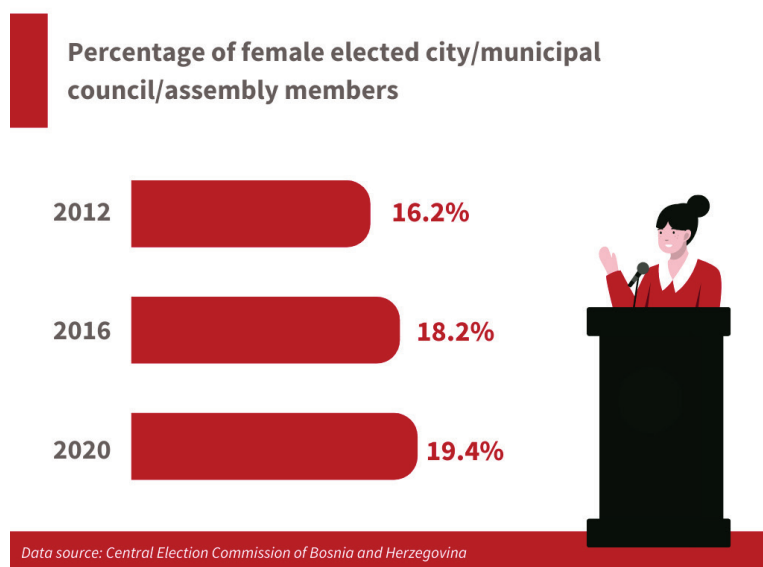
<sup>44</sup> Association "HO HORIZONTI" Tuzla and Association "Women's Forum" Bratunac. (2021). Gender Equality - Effects of GAP BiH Implementation at the Local Level in Six Selected Local Communities (Tuzla, Srebrenik, Gračanica, Bratunac, Milići and Srebrenica).

<sup>45</sup> Ibid.

The BiH Election Law was amended several times to reflect provisions of the LoGE, most recently in 2016, when the 40 percent quota was introduced for polling station committees (Art. 2.2) which are temporary interparty bodies established for each election in every polling station and for compensatory lists (Art. 4.24),<sup>46</sup> while it was already introduced for the regular lists of candidates (Art. 4.19) in 2013.<sup>47</sup> These provisions, except compensatory lists, all apply to local elections as well.

Although political parties adhere to the BiH Election Law and ensure the share of the underrepresented sex (which in most cases refers to women) in candidate lists equals at least 40 percent, only around 10 percent of leaders of electoral lists are women,<sup>48</sup> and only 19.4 percent of LSGU councilors elected in the 2020 local elections are women. This is still an improvement compared to the 2012 and 2016 election rounds (see Exhibit 2). Only four BiH cities/municipalities have gender parity in councils/assemblies, including three in the FBiH (Trnovo, Dobretići, and Kiseljak) and one in the RS (Istočni Stari Grad). A small post-Dayton Municipality of Kupres (RS) has the largest share of women among elected members of city/municipal council/assembly (64 percent). In the remaining 139 cities/municipalities, men constitute the majority of councilors.

Exhibit 2. Percentage of women in BiH LSGUs councils/assemblies 2012–2020



The lack of gender equality in running for or being elected as a city/municipal mayor is alarming. Of the total of 425 registered candidates for the position of mayor, only seven percent were women; and only five women were elected as mayors. Three of five female mayors were elected in the RS (Jezero, Novo Goražde, and Istočni Drvar) and two in the FBiH (Drvar and Odžak).

Exhibit 6, p. 57 in the Annexes maps the share of women elected to councils/assemblies and indicates where women have been elected as city/municipal mayors. Visualization helps detect microregions with extremely low women’s representation (white and grey areas). These are parts of the Dobož microregion (Derventa and Stanari), and the neighboring Zenica-Dobož Canton’s

<sup>46</sup> Official Gazette of BiH, No. 31/16, pertaining to Art. 1.1a of the Election Law: ““Compensatory mandates” shall mean the mandates that are allocated to the lists of political parties or coalitions according to the number of valid votes received, and serve to compensate for inadequate proportional representation at the entity level arrived at by summing up the results for the particular multimember electoral units in the entity.”

<sup>47</sup> BiH Official Gazette, Vol. 18/13.

<sup>48</sup> UN Women. (2020). Women’s Political Participation and Leadership in Bosnia and Herzegovina. Issue 04.

[https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/2021/4/issue%2004\\_focus%20on%20gender%20bosnia%20and%20herzegovina-min.pdf?la=en&vs=5348](https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/2021/4/issue%2004_focus%20on%20gender%20bosnia%20and%20herzegovina-min.pdf?la=en&vs=5348)

municipalities (Tešanj, Maglaj, and Zavidovići), as well as Tuzla Canton’s municipalities (Gračanica, Živinice, and Kalesija), and the neighboring Bijeljina microregion (Ugljevik, Osmaci, Bratunac, and Milići). In some municipalities, women’s representation has been consistently low—in 2020 they elected no women (Bužim and Pelagićevo). Women are more underrepresented in the north, northeast, and east of BiH.

Ongoing inequality and underrepresentation of women have been documented in the BiH Beijing 25+ Progress Report<sup>49</sup>—the 40 percent gender quota is not yet applied consistently in appointments to government bodies and boards of public companies; it is not applied in elections in local communities. Appointments of local officials in LSGUs and related public institutions and companies continue to favor men as leaders. Unfortunately, no detailed statistics reveal representation of women among appointed or indirectly elected officials at the local or higher levels.

The priority areas for gender mainstreaming efforts are those municipalities that elected less than 25 percent of women consistently over two cycles. For FBiH, these are Bužim; municipalities of Tuzla Canton—Kladanj, Gračanica, Gradačac, Kalesija, Živinice, Čelić, and Lukavac; municipalities of Zenica-Doboj Canton—Tešanj, Doboj-South, Zavidovići, and Zenica; and Prozor-Rama in Herzegovina-Neretva Canton. In the RS, the priority areas are Pelagićevo, Rudo, Bijeljina, Bileća, Kneževo, Milići, Osmaci, Oštra Luka, Šekovići, Šipovo, Srebrenica, Teslić, Ugljevik, Vukosavlje, Doboj, Bratunac, Derвента, Kostajnica, Lopare, Nevesinje, Pale, Prnjavor, Rogatica, Stanari, Trebinje, and Visegrad.<sup>50</sup>

*“I can say by what passes through my hands—employment in public companies or in city administrations or appointments in commissions that are very well paid, men are in the lead and representation of women is at an unenviable level.”*

—FGD with LSGUs

One area of representation which has yet to be researched is the share of women among public officials—directors, advisors, and similar positions in local and higher-level public institutions and enterprises. According to most of FGDs and key informants with CSOs and gender centers, women are often excluded from local leadership positions.

**FINDING 9:** LSGUs fail to address problems disproportionately affecting women.

Low political representation affects women more than men, which is evident from the representation statistics above. But substantive representation is more important as it focuses on what is being achieved for the men and women in the population through that political representation.

In the open-ended questions about key men’s challenges, CSO respondents listed: (i) traditional expectations of men’s environment; (ii) post-traumatic stress disorder (PTSD); (iii) economic and political crises; (iv) minority, older men, and those with disabilities facing poverty and unemployment; and (v) men starting a family late.

For women, CSO respondents listed: (i) Labor market access issues: unemployment; informal employment; discrimination in gaining employment; (ii) work issues: losing a job due to pregnancy;

<sup>49</sup> GEA BiH, FBiH Gender Center, and RS Gender Center. (2019). Progress Report on the implementation of the Beijing Declaration and Platform for Action in BiH within the Beijing +25 process. [https://arsbih.gov.ba/wp-content/uploads/2019/05/Progress-Report-Beijing25\\_Bosnia-and-Herzegovina.pdf](https://arsbih.gov.ba/wp-content/uploads/2019/05/Progress-Report-Beijing25_Bosnia-and-Herzegovina.pdf)

<sup>50</sup> Barisic, M., Baskot, B. (2021). Sudjelovanje žena na Lokalnim izborima 2020. Bez žena, bez promjene. [Women’s Participation in 2020 Local Elections: No women, No change]. <https://www.gcfbih.gov.ba/analiza-podataka-opolnoj-strukturi-kandidata-kandidatkinja-nakon-lokalnih-izbora-2020-godine/>

workplace sexism; gender pay gap; fewer opportunities for advancement at work; unpaid parental leave; unpaid night work and work in undervalued sectors; labor violations, especially common in sectors important for women’s employment (hospitality, retail, and textile industry); (iii) social issues: society’s lack of childcare; unequal access to reproductive healthcare services in different areas; economic insecurity of single mothers and minority women; (iv) political issues: low representation in leadership roles; low political representation; discrimination inside political parties; and (v) other: low property ownership; gender-based violence; prejudice against women with disabilities.

According to the CSO survey, structured questions about challenges that men and women face, women are experiencing the following problems significantly more than men: low property ownership, access to finance and resources to start a business, prejudice and discrimination in employment, limited childcare services, longer-term absence from the job market, high unemployment, old-age poverty, low political participation, domestic and intimate partner violence, other GBV, health-related taboos and prejudice, and exposure to violence in general (Exhibit 5, p.56 in the Annexes). This does not mean that men are not affected by any of those issues, rather CSOs believe that they are affected by them to a lesser degree than are women.

As mentioned earlier (see Exhibit 1), CSO believes that municipalities/cities do not address challenges for women as adequately or equally as they address challenges for men. LSGUs support war veterans’ associations, pensioners, blind and visually impaired persons’ associations, and similar categories that regularly receive budget funding, although typically in symbolic amounts. Municipalities increasingly support fertility treatments for couples (e.g., Srebrenica, Milići, Novi Grad Sarajevo); fewer municipalities also provide support for daycare projects, shelters, and protection from domestic violence, while these funds are also symbolic (e.g., 2,500 BAM in Milići).<sup>51</sup>

Despite research suggesting that women’s equality was partially or considerably exacerbated by the COVID-19 pandemic, which around a third of BiH LSGU representatives stated,<sup>52</sup> crisis funding led governments at all levels to reallocate funds from socioeconomic priorities to emergency needs, including support (food, health supplies, etc.) to families, donations of masks and gloves to local hospitals, etc.<sup>53</sup>

## **GENDER ROLES, RESPONSIBILITIES, AND TIME USE**

### **LOCAL LABOR MARKET AND CARE ECONOMY**

The gender roles explored in this section relate to the traditional division of labor which is still quite common in BiH—men are traditionally breadwinners, women traditionally caretakers, which suppresses female labor market participation.

**FINDING 10:** In the northeastern, central, and western BiH, women are underrepresented in registered employment and face lower labor force participation than in other areas of the country.

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<sup>51</sup> Association “HO HORIZONTI” Tuzla and Association “Women’s Forum” Bratunac. (2021). Gender Equality—Effects of GAP BiH Implementation at the Local Level in Six Selected Local Communities (Tuzla, Srebrenik, Gračanica, Bratunac, Milići and Srebrenica).

<sup>52</sup> Association “HO HORIZONTI” Tuzla and Association “Women’s Forum” Bratunac. (2021). Gender Equality—Effects of GAP BiH Implementation at the Local Level in Six Selected Local Communities (Tuzla, Srebrenik, Gračanica, Bratunac, Milići and Srebrenica).

<sup>53</sup> UN Women. (2020). Understanding Impact of COVID-19 at Local Level in Bosnia and Herzegovina. <https://eca.unwomen.org/sites/default/files/Field%20Office%20ECA/Attachments/Publications/2020/12/Understanding%20the%20Impact%20of%20COVID-19%20at%20the%20local%20level%20in%20Bosnia%20and%20Herzegovina.pdf>

Labor market conditions for women have improved in BiH. For example, the entity labor legislation<sup>54</sup> has been amended to prohibit discrimination based on sex, harassment, and sexual harassment, and to improve parental leave provisions and other rights. Employers received government support to employ women from the unemployment bureaus through different active employment measures. Women’s labor force participation rate (percentage of working-age women who were either employed or looking for employment) for women aged 20–64 rose from 44.2 to 46.9 percent between 2011 and 2019.<sup>55</sup> In women’s labor force participation, BiH lags behind North Macedonia, Montenegro, and the regional leaders, Serbia and Albania. Women’s employment rate for the same age group and in the same period rose from 31.2 to 38 percent, while women’s unemployment rate declined from 29.9 to 19 percent.<sup>56</sup> COVID-19 had particularly negative effects on the service sector, which disproportionately hurt women’s labor market outcomes.<sup>57</sup> Until the setbacks caused by the pandemic, women’s economic empowerment was slowly but steadily progressing. An improved environment was not the sole cause of the positive changes in the overall economic empowerment. Outmigration affects the labor market totals and rates—in 2011, the 27 EU countries (EU27) issued 11,506 residence permits to BiH citizens, with the number sharply growing over the next ten years, reaching 56,363 in 2019.<sup>58</sup> These numbers do not include BiH citizens who applied for residence permits with Croatian or Serbian citizenship.

*“Women face many inequalities in the labor market (inequality of the possibility of inclusion in the labor force and unequal position in the labor market, horizontal and vertical segregation, full-time and part-time employment, promotion to management positions, differences in salaries, representation at different levels of political power and decision-making.”*

—CSO survey respondent

The labor force participation rates usually are derived from the Labor Force Survey, but the data are not available at the LSGU level due to large margins of error. By using the municipal-level administrative employment and unemployment figures, the assessment team calculated women’s share of total employment, of total unemployment, and of the administrative labor force, as well as rough estimates of women’s labor force participation rates per municipality. Women’s share of total employment is depicted in Exhibit 7 (p. 57 in the Annexes) by microregion (cantons in the FBiH and regions in RS), while the share of women in employment and an estimated labor force participation rate are mapped in Exhibit 8 (p. 58 in the Annexes).

For **women’s share in total employment**, all microregions exceed the municipal average of 40.2 percent except the northeast BiH—Bijeljina, the Brcko District of BiH, Tuzla Canton, Doboje, as well as the central BiH belt—Zenica Doboje Canton, Central Bosnia Canton, and Canton 10. The differences are marginal, as overall in BiH, women still represent a smaller share of total employment.

The **share of women looking for work** exceeds the municipal average of 54.2 percent in the BD BiH (58.3), Sarajevo Canton (62.3), Una Sana Canton (62.3 percent), Zenica Doboje Canton (58.8 percent), West Herzegovina Canton (55.1 percent), and Bosnia Podrinje Canton (55.4 percent). In all RS microregions, women account for around 50 percent of job seekers, except in the Banja Luka region where this rate is lower (46.8 percent). Differences between the two

<sup>54</sup> FBiH Official Gazette, No. 26/16, 89/18; RS Official Gazette, No. 1/16, 66/18.  
<sup>55</sup> Eurostat. Candidate countries and potential candidates: labor market [CPC\_PSLM\_\_custom\_1978785]. <https://ec.europa.eu/eurostat/databrowser/bookmark/86dd1e34-63d3-461b-83c9-b8c04e8d2f5a?lang=en>. Accessed on: January 31, 2021.  
<sup>56</sup> Ibid.  
<sup>57</sup> Ibid.  
<sup>58</sup> Eurostat. First permits by reason, length of validity and citizenship [MIGR\_RESFIRST\_\_custom\_1978863]. <https://ec.europa.eu/eurostat/databrowser/bookmark/dbb56e24-f651-4d10-a90e-38c9e28dbcb?lang=en>. Accessed on January 31, 2021.

entities may the RS policy in 2019 in which access to healthcare was decoupled from the Unemployment Bureau registration—every unemployed person can arrange it through the RS Healthcare Fund. In the FBiH the number of job seekers in 2020 was still elevated. Long-term unemployment leads to disengagement from the labor market among women aged 45+ years, as well as to emigration or disengagement among younger women.

Although our values of the **labor force participation rates** per municipality (Annex VIII, Key CSO Survey Results) are only estimates, generally the relative relationships among microregions are stable over time. Economic activity rates are lowest in Dobož, Bijeljina, Posavina Canton, and Canton 10 (around 22 percent), followed by around 30 percent in the Una Sana Canton, Central Bosnia Canton, Istočno Sarajevo region, and the BD BiH. Activity rates range between 34 and 40 percent in the Bosnia Podrinje, Herzegovina Neretva, Tuzla, Zenica Dobož, and West Herzegovina Cantons, and Banja Luka and Trebinje microregions. The women’s economic activity rate in the Sarajevo Canton is around 56 percent. These data suggest again that women’s activity rates are low in the northeastern BiH, and in underpopulated areas such as the Una Sana and Central Bosnia Cantons, or Istočno Sarajevo.

**FINDING 11.** Preschool education, daycare services for children, and institutional support for the elderly and sick are lacking in BiH, according to CSOs.

In BiH, both affordable early childhood and preschool education and elderly care services are limited and expensive, while social norms influence some not to use such services even when they are available.<sup>59</sup> The quality of such public services is also an issue. Employees in early childhood education, childcare, and elderly services are predominantly women. Women are the key caregivers in the family, according to the traditional division of roles. Gender discrepancies became more evident during the pandemic: 52 percent of women reported increased time spent on unpaid care work compared to 49 percent of men; 66 percent of women reported increased time spent on unpaid domestic work compared to 56 percent of men.<sup>60</sup>

In the BiH social system, pensions are tied to labor contributions earlier in life, which can result in significant old-age poverty,<sup>61</sup> with unequal access to public elderly care services—the gap is met by women in the families, by private care centers, or by informally employed individual providers of day care services who are again predominantly women working without paid contributions.<sup>62</sup>

*“It is not the same when a mother is unemployed as when the husband is unemployed in our society, it is still very traditional. Since we do not have a kindergarten, we tried to solve it by setting up a playroom, so that we would create space for these mothers to leave their children somewhere for two or three hours.”*

—LSGU representative

The number of preschool education institutions and children enrolled in them increased by nearly 70 percent between 2016 and 2022 in BiH. In the school year 2015–16, around 14 percent of children aged 0–6 years participated in some form of preschool education, but only a tenth of those were

<sup>59</sup> The World Bank Group. (2017). Promoting Women’s Access to Economic Opportunities: Bosnia and Herzegovina, Policy Note. <https://openknowledge.worldbank.org/bitstream/handle/10986/29590/124360-PN-PI44969-PUBLIC-BiHGenderPolicyNote.pdf?sequence=1&isAllowed=y>

<sup>60</sup> UN Women. (2020). The Impact of COVID-19 on Women’s and Men’s Lives and Livelihoods. <https://eca.unwomen.org/sites/default/files/Field%20Office%20ECA/Attachments/Publications/2020/07/Factsheet-Bosnia-FIN-min.pdf>

<sup>61</sup> Gordana Matković (2017). The Welfare State in Western Balkan countries – Challenges and Options. [http://futureofthewelfarestate.org/wp-content/uploads/2018/04/The\\_Welfare\\_State\\_in\\_Western\\_Balkan\\_Countries\\_Position\\_Paper.pdf](http://futureofthewelfarestate.org/wp-content/uploads/2018/04/The_Welfare_State_in_Western_Balkan_Countries_Position_Paper.pdf)

<sup>62</sup> Obradovic, Nikolina and Jusic, Mirna (2021). ESPN Thematic Report on Long-Term Care for Older People – Bosnia and Herzegovina, European Social Policy Network (ESPN), Brussels: European Commission.

children aged 0–3 years. The enrollment rates for children aged 3–6 years in BiH were the second lowest among all countries of Central and East Europe (after Tajikistan).<sup>63</sup> Marginalized children face particular challenges in finding preprimary education: Of the 19,500 children in the 250 preschool education institutions in BiH in 2016, only 0.5 percent were children from rural areas, 500 children were with disabilities, and data on Roma children were absent.<sup>64</sup> In 2021/22, 425 public and private providers of preschool education enrolled 32,287 children, while 8,724 children applied but were not enrolled due to low capacity.<sup>65</sup>

Accessibility issues are evident when comparing Tuzla and Sarajevo Cantons. Sarajevo Canton, the second largest in FBiH (population 413,593) had 53 preschool education institutions enrolling 4,204 children (45 percent girls) in 2018/19. By contrast Tuzla Canton was slightly larger by population (445,028) but had less than half of the institutions—23 institutions were enrolling 2,492 children (49 percent of girls) that same year.<sup>66</sup> This stark imbalance in the coverage of children with preschool education services exemplifies the differences between urban and rural areas of BiH, with those differences even larger between Sarajevo and smaller cantons. Tuzla Canton, coincidentally, is among those microregions with the lowest share of women who are employed (see Exhibit 7, p. 57 in the Annexes).

When CSOs were asked in an open-ended question about which local issues affect women and men the most, one mentioned limited childcare services (“*which keeps women ‘tied’ to the house*”), but nine of the remaining 20 mentioned unemployment, which is at least partially attributable to women’s caring roles in the family. In the structured question in the CSO survey, 19 of 20 CSO representatives stated that women are negatively affected by limited childcare services, compared to 11 of 20 who said that men are negatively affected by that problem (Exhibit 5, p. 56 in the Annexes). In the FGD, one LSGU representative connected women’s unemployment to low preschool services.

## ACCESS TO SERVICES AND CONTROL OVER ASSETS AND RESOURCES

### LOCAL SERVICE DELIVERY, SUPPORT TO GBV SURVIVORS AND TO WOMEN ENTREPRENEURS

This section first discusses men’s and women’s access to and satisfaction with local services, access to services for GBV survivors, women’s limited access to and control over assets and resources, and local level support for women to bridge that gap.

**FINDING 12.** Local public services are mostly equally accessible to men and women, although gaps exist for some groups (Roma) and in remote areas or underdeveloped municipalities (electricity, healthcare), while gender differences in satisfaction with local services are less pronounced than the

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<sup>63</sup> BiH Ministry of Civil Affairs (2016). “Platforma za razvoj predškolskog odgoja i obrazovanja u Bosni i Hercegovini za period 2017-2022.” (Platform for Development of Preschool Upbringing and Education in BiH for the Period 2017-2022). [http://www.mcp.gov.ba/attachments/bs\\_Migrirani\\_dokumenti/Sektor/Obrastaj/Obrastaj-strate%C5%A1ki/Platforma\\_za\\_razvoj\\_pred%C5%A1kolskog\\_odgoja\\_i\\_obrazovanja\\_u\\_Bosni\\_i\\_Hercegovini\\_za\\_period\\_2017\\_do\\_2022\\_bos..pdf](http://www.mcp.gov.ba/attachments/bs_Migrirani_dokumenti/Sektor/Obrastaj/Obrastaj-strate%C5%A1ki/Platforma_za_razvoj_pred%C5%A1kolskog_odgoja_i_obrazovanja_u_Bosni_i_Hercegovini_za_period_2017_do_2022_bos..pdf)

<sup>64</sup> Ibid.

<sup>65</sup> BHAS (2022). Pre-School Upbringing and Education in the School Year 2021/2022 – Preliminary data. [https://bhas.gov.ba/data/Publikacije/Saopštenja/2022/EDU\\_07\\_2021\\_Y2\\_I\\_BS.pdf](https://bhas.gov.ba/data/Publikacije/Saopštenja/2022/EDU_07_2021_Y2_I_BS.pdf)

<sup>66</sup> Federal Institute of Statistics (2022). Tabela I. Javne i private predškolske ustanove (Table I. Public and Private Preschool Education Institutions). [http://www.px-web.fzs.gov.ba/pxweb/bs-Latn-BA/Obrastaj/Obrastaj-20-%20Education/Obrastaj-20-%20Education\\_Predskolsko%20obrazovanje%20-%20Preschool%20Education/?tablelist=true&rxid=08b8759d-fe33-4821-8666-f965d670f856](http://www.px-web.fzs.gov.ba/pxweb/bs-Latn-BA/Obrastaj/Obrastaj-20-%20Education/Obrastaj-20-%20Education_Predskolsko%20obrazovanje%20-%20Preschool%20Education/?tablelist=true&rxid=08b8759d-fe33-4821-8666-f965d670f856)

urban/rural divide (public health and social protection in particular) and age differences (in public transportation and e-services especially).

CSO survey respondents overwhelmingly believed that there are no gender differences in accessibility of local public services in the municipalities for which they were completing the survey—only four of 22 said that local public services are not equally accessible to men and women. Among the four, two persons mentioned unequal access to healthcare in Goražde and Srebrenica, the latter pertaining to reproductive health, while one KI observed that in some remote areas, services, starting from basic infrastructure, are still inadequate, affecting both men and women:

*“There are no gynecological services in the entire municipality and no maternity ward.”*

—CSO Survey respondent

*“In some ‘pockets’ of remote rural areas that I mentioned, there are no services at all, neither for women nor for men. We work in the villages near Prozor, recently one village received electricity thanks to our engagement, and there are others. All these basic human rights are not available.”*

—KI from a CSO

*It is very relevant how healthcare protection is organized, because of women’s reproductive health. There is a need to analyze that problem, but with the number of other problems and our limited resources, we tend to ignore the problem.*

—LSGU representative

Stark contrasts do not exist between men and women regarding satisfaction with public services—male dissatisfaction is usually slightly higher than female, but the pattern is the same for all services, according to the USAID MEASURE II NSCP-BiH data. Male dissatisfaction is significantly higher than female dissatisfaction regarding local sewage systems by 5.5 percentage points and garbage collection by 3 percentage points, however. Differences are more pronounced across the urban/rural and adult/youth intersections (Annex X, 2021 NSCP-BiH Results).

For women across the urban/rural divide, the key differences are regarding social protection/care (48 percent of women from urban areas and 40 percent from rural areas are dissatisfied with those services), public health (dissatisfactory for 50 percent of women in urban areas, compared to 43 in rural), and e-services (29 percent of women from urban and 22 percent of women in rural areas are dissatisfied). Overall, NSCP-BiH data suggest that women in rural areas are more satisfied with most public services than women in urban areas—which is at odds with the fact that most services are less accessible in rural areas. Hence, satisfaction and access cannot be equated. Age differences are even more modest among women, and two services stand out. In social protection, 46 percent of adult women are dissatisfied compared to 39 percent of young women. Public transportation is not satisfactory for 45 percent of young women compared to 39 adult women.

Differences among men across the urban/rural divide are more striking—51 percent of urban men and 43 percent rural men are dissatisfied with social protection/care, nearly the exact same percentages of men are dissatisfied with healthcare (53 and 43 percent, respectively) (Annex X, 2021 NSCP-BiH Results). Men in rural areas are more dissatisfied with local road maintenance, infrastructure, and local public transportation, than men in urban areas. Age differences in men are also distinct—social protection is dissatisfactory for 50 percent of adult men and 38 percent of young men, while significantly higher shares of young men are dissatisfied with e-services than adult men. Older women use social protection services more than men, but they also provide more care to others in older age than men.<sup>67</sup>

<sup>67</sup> UNFPA. (2020). Population Situation Analysis in Bosnia and Herzegovina. [https://ba.unfpa.org/sites/default/files/pub-pdf/psa\\_bih\\_final\\_november\\_2020\\_eng\\_1.pdf](https://ba.unfpa.org/sites/default/files/pub-pdf/psa_bih_final_november_2020_eng_1.pdf)



The highest observed result among all these categories pertains to dissatisfaction among men from urban areas with public healthcare, which deserves more attention (Annex X, 2021 NSCP-BiH Results). To connect that to secondary sources, according to UNFPA, male mortality rates are higher than female for all age groups and for all causes of death except endocrine metabolic and nutritional diseases.<sup>68</sup> The greatest gender differences regarding mortality rates relate to injuries, poisoning, and other external causes in younger age, and cancers in middle age.<sup>69</sup>

The BiH healthcare system depends on healthcare contributions of the employed—both unemployed and employed populations have access to healthcare (for the employed, access to healthcare is conditioned on regular payment of healthcare contributions by employers).<sup>70</sup> Healthcare is not equally accessible to all. There were 17.8 family physicians in the FBiH per 100,000 people, and 27.4 in the RS, which is far below the regional average of 77 physicians. The situation may worsen further with continuing emigration of medical staff.<sup>71</sup> Family physicians are the first point of contact with the healthcare system for most of the population. Roma women's needs are mostly unmet, even though many do have nominal access to healthcare, as some research suggests.<sup>72</sup> Other groups with unmet needs include older populations that are largely neglected.

**FINDING 12.** LSGUs have yet to improve cofinancing of safe houses and provision of specialized services for GBV survivors in partnership with higher-level governments, as well as collection of data on the level to which each LSGU is meeting the international standards of protection.

The Istanbul Convention is in force in BiH, and the Criminal Codes of BiH and RS<sup>73</sup> have been amended to reflect its requirements, though some aspects of criminal laws have yet to be aligned.<sup>74</sup> Efficient implementation of the Istanbul Convention poses a significant challenge at the local level. Mechanisms of vertical and horizontal links between all relevant institutions are lacking. According to a UN Women assessment of LSGUs, almost 82 percent of LSGUs still do not have procedures and acts related to gender-based violence, sexual abuse, mobbing, or any other type of discrimination.<sup>75</sup> CSO mapping of specialized services for GBV survivors in 15 LSGUs found that 11 do not recognize GBV survivors in their policies.<sup>76</sup>

There was significant progress in protection from GBV since 2016, particularly in the RS, where women's shelters are funded more reliably than in the FBiH and victims of domestic violence are eligible for social protection, which is not the case in FBiH.<sup>77</sup>

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<sup>68</sup> UNFPA. (2020). Population Situation Analysis in Bosnia and Herzegovina. [https://ba.unfpa.org/sites/default/files/pub-pdf/psa\\_bih\\_final\\_november\\_2020\\_eng\\_1.pdf](https://ba.unfpa.org/sites/default/files/pub-pdf/psa_bih_final_november_2020_eng_1.pdf)

<sup>69</sup> Ibid.

<sup>70</sup> Friedrich Ebert Stiftung. (2017). Health Care Systems in BiH: Financing challenges and reform options? <https://library.fes.de/pdf-files/bueros/sarajevo/14124.pdf>

<sup>71</sup> UNFPA. (2020). Population Situation Analysis in Bosnia and Herzegovina. [https://ba.unfpa.org/sites/default/files/pub-pdf/psa\\_bih\\_final\\_november\\_2020\\_eng\\_1.pdf](https://ba.unfpa.org/sites/default/files/pub-pdf/psa_bih_final_november_2020_eng_1.pdf)

<sup>72</sup> Stojisavljevic, S., Grabez, M., & Stojanovski, K. (2020). Unmet Health Needs of Roma Women in the Two Biggest Roma Communities in the Republic of Srpska, Bosnia and Herzegovina. *Frontiers in public health*, 8, 30. <https://doi.org/10.3389/fpubh.2020.00030>

<sup>73</sup> RS Official Gazette, No. 64/2017, 104/2018; Constitutional Court Decision, No. 15/2021 and 89/2021.

<sup>74</sup> Sarajevo Open Center. (2019). Orange Report 5: Report on conditions of human rights in BiH in period 2016-2019. [https://soc.ba/site/wp-content/uploads/2019/12/Orange-report-2016-2019\\_ENG\\_web.pdf](https://soc.ba/site/wp-content/uploads/2019/12/Orange-report-2016-2019_ENG_web.pdf)

<sup>75</sup> UN Women. (2021). Capacity and Training Needs Assessment on Gender Responsive Budgeting in Local Government Units in BiH.

<sup>76</sup> United Women Banja Luka (2020). Bosna i Hercegovina – Mapiranje Servisa Podrške I Pomoći za Žene Koje su Preživjele Nasilje (BiH – Mapping of Services for Support to Women GBV Survivors). <http://unitedwomenbl.org/wp-content/uploads/2021/09/BiH-Mapiranje-servisa-podrške-i-pomoci-za-zene-koje-su-prezivjele-nasilje.pdf>

<sup>77</sup> GE A BiH, FBiH Gender Center, and RS Gender Center. (2019). Progress Report on the implementation of the Beijing Declaration and Platform for Action in BiH within the Beijing +25 process. [https://arsbih.gov.ba/wp-content/uploads/2019/05/Progress-Report-Beijing25\\_Bosnia-and-Herzegovina.pdf](https://arsbih.gov.ba/wp-content/uploads/2019/05/Progress-Report-Beijing25_Bosnia-and-Herzegovina.pdf)

Financing of safe houses: According to the Sixth BiH Periodic Report to CEDAW, BiH has nine shelters with 187 places available (six in the FBiH with 135 places and three in the RS with 52 places), while some municipalities provide temporary accommodation in apartments for GBV victims.<sup>78</sup> Eight of these nine shelters are run by CSOs: Fondacija lokalne demokratije in Sarajevo, Medica in Zenica, Udružene žene in Banja Luka, Budućnost in Modriča, Žene sa Une in Bihać, Vive žene in Tuzla, Lara in Bijeljina, and Žena BiH in Mostar. Financing in RS is apportioned 70:30 between the RS Ministry of Family, Youth and Sports and the municipality of the beneficiary, though most LSGUs do not budget for these expenditures, and organizations running these shelters are reimbursed for the services provided, rather than financed in the full sense of the word. In the FBiH, only the safe houses that are established as institutions will enter the official financing system as providers of public services—the existing CSO-run safe houses in FBiH therefore need to re-register.<sup>79</sup> The insecurity in the provision of shelter for victims has led some municipalities to start organizing other types of shelters (Tuzla, Tešanj, Vitez,<sup>80</sup> Kupres).

Social protection of victims: The RS Law on Social Protection recognizes victims of violence as eligible for social protection, while the FBiH Law on Social Protection, Protection of Families with Children, and Civilian Victims of War does not, although it leaves the option to cantons to extend the list of victims of violence, which Sarajevo, Tuzla, and Zenica–Doboj Cantons implemented.<sup>81</sup>

Other specialized services: Bylaws on protection from domestic violence, centers for social work, healthcare institutions, police, and courts can introduce special protective measures in acute and less acute situations to ensure protection of victims, such as a restraining order, psychosocial treatment for the perpetrator, and treatment against addiction. The availability and quality of most of those services is sparse in most parts of the country, as institutional capacities for some of those services are still lacking and the social protection and healthcare systems are particularly strained. Since 2018, both entities are targeting victims of domestic violence among other groups in their active employment measures.<sup>82</sup> For example, the FBiH Program of Self-employment Measures from 2020<sup>83</sup> includes victims of domestic violence.

A unified data collection system on cases of GBV and services provided to GBV survivors across the country has not been adopted yet. The key piece of information relevant to the LGA is the municipal coverage of the available shelters—LSGUs do not have access to any shelters or do not want to use any of them—as well as which other services are available for survivors in each LSGU.

**FINDING 13.** Although women in BiH lack access to finance for starting a business, partially due to limited access to collateral, LSGU support for women’s economic empowerment and businesses remains unsystematic and dependent on international donors.

Access to finance is one of the key challenges for women’s businesses, which are mostly micro-, small, or medium-sized enterprises (MSMEs), while women also have lower access to collateral that

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<sup>78</sup> CEDAW. (2019). Concluding observations on the sixth periodic report of Bosnia and Herzegovina. [https://arsbih.gov.ba/wp-content/uploads/2020/06/CEDAW-C-BIH-Concluding-Observations-6\\_AsAdopted.pdf](https://arsbih.gov.ba/wp-content/uploads/2020/06/CEDAW-C-BIH-Concluding-Observations-6_AsAdopted.pdf)

<sup>79</sup> Ministry for Human Rights and Refugees (2020). Bosnia and Herzegovina Report on Legislative and Other Measures Giving Effect to the Provisions of the Council of Europe’s Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). <https://rm.coe.int/grevioinf-2020-12/pdfa/16809eed4a>

<sup>80</sup> Ibid.

<sup>81</sup> Ibid.

<sup>82</sup> Ibid.

<sup>83</sup> <https://www.fzzz.ba/ckFinderFiles/files/Projekti/2021/Program%20sufinansiranja%20samozapo%C5%A1l%20-%20START%20UP%202021.pdf>

they need to obtain bank loans.<sup>84</sup> Women's MSMEs use bank accounts less often than men's MSMEs and are underserved with medium- to longer-term loans from the banks compared to men's MSMEs.<sup>85</sup> Only 19 percent of MSMEs in BiH are female-owned and female led.<sup>86</sup> Such a low share may be perceived as a consequence of cultural norms whereby women obtain secure, predictable public sector jobs, become risk-averse, and suffer the lack of available support services such as childcare and benefits for the self-employed. The experience shows that women generally are reluctant to start their own businesses because of their limited exposure to the business world, their limited financial skills, and a difficult business environment.<sup>87</sup> Female-owned companies and those with a dominant female workforce reported lower turnovers in the early stages of the pandemic.<sup>88</sup>

CSO survey respondents (Exhibit 5, p. 56 in the Annexes) marked low property ownership and lack of financial resources to start or scale up a business as the main problem affecting women. Low property ownership was even mentioned as a challenge for women in an open-ended question.

Although FGD participants from LSGUs recognize the need for special programs to support women's economic empowerment, they also agreed that economic empowerment interventions have relied mostly on international funds where LSGUs acted as intermediaries between international donors and CSOs who were implementing those interventions. The LSGUs mostly do not have their own long-term programs of support for women's economic empowerment.

Interviewees mentioned positive examples of LSGUs which apply affirmative measures for women's economic empowerment, such as awarding additional points to women-owned startups in scoring applications for municipal business support (Banovići, Bijeljina, and Gradiška).

In FGDs, seven of 19 LSGUs reported implementing some activities to support women's economic empowerment (beyond general calls from the Employment Institutes). Tuzla supports CSOs that implement such activities; Gračanica and Prijedor provide support for women entrepreneurs; Dobož allocates additional points for women's business applications; Pale and Rudo had public calls allocating greenhouses for women and youth; Bijeljina provided business support earmarked for typically female economic activities (e.g., beauty salons). Still, these examples are exceptions. This sporadic support is not coordinated with other institutions working on economic empowerment of women.

Economic empowerment of women and marginalized groups in smaller local communities occurs sporadically and on a project basis, often with the cooperation and encouragement of international organizations. A small number of women apply to local calls and competitions for economic empowerment because of complicated procedures and daunting requirements, and because of a lack of support and assistance for women who may consider applying.

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<sup>84</sup> The World Bank Group. (2018). Access to Finance for Female-Led Micro, Small, and Medium-Sized Enterprises in Bosnia and Herzegovina. <https://documents1.worldbank.org/curated/en/890741521459734141/pdf/124394-WP-P144969-PUBLIC-BiHAccessToFinanceKnowledgeBrief.pdf>

<sup>85</sup> Ibid.

<sup>86</sup> Ibid.

<sup>87</sup> Data from the World Bank Report, BiH Statistics Agency, FBiH Statistics Institute and RS Statistics Institute (2015).

<sup>88</sup> UNDP. (2020). Economic Impact Assessment of COVID-19 in Bosnia and Herzegovina. [https://www.ba.undp.org/content/bosnia\\_and\\_herzegovina/en/home/library/publications/EconomicImpactAssessment.html](https://www.ba.undp.org/content/bosnia_and_herzegovina/en/home/library/publications/EconomicImpactAssessment.html)

## CULTURAL NORMS AND BELIEFS

This section covers stereotypes and prejudice, gender-based discrimination, and gender-based violence at the national level, as data are unavailable for LSGUs.

**FINDING 14.** Gender-based stereotypes and double standards are widespread in the BiH society, which is the primary source of gender-based discrimination in political and economic life and of gender-based violence in the public and the private spheres,<sup>89</sup> although there are women’s movements that potentially can change the discourse.

*“There is a large number of women who suffer from domestic violence. The environment is more rural and patriarchal relations in families are very pronounced, and there is certainly gender discrimination”*

—CSO survey respondent

According to the NSCP-BiH data, the popular opinion in BiH is that men are more fit for leadership roles while women are more suitable for household duties.<sup>90</sup> Female political candidates do not differ from their male counterparts in

development priorities for which they advocate.<sup>91</sup> Still, about one third of BiH citizens (40 percent of men and 20 percent of women) in 2020 perceived men as better political leaders than women (Exhibit 11, p. 70 in the Annexes).<sup>92</sup> Other stereotypes that men, and some women, subscribe to are that household responsibilities are more suited for a woman (40 percent of women and 57 percent of men agreed), and that men should have a priority in employment when jobs are scarce (22 percent of women and 39 percent of men agree) (Exhibit 11, p. 70 in the Annexes).

Media endorse gender stereotypes that then shape public perception and voting patterns.<sup>93</sup> Media are also less likely to report on candidates who do not already hold office.<sup>94</sup> Additionally, during the elections, media tend to convey stories about male politicians more often than presenting female politicians’ priorities and campaigns, which affects female politicians’ chances for success in elections. For example, the primary reason for not voting for a female candidate in the 2016 local elections was the unfamiliarity with her work and priorities.<sup>95</sup>

Another impediment to greater female political representation is a risk of the GBV. Half of the female politicians in BiH who participated in the 2019 survey by the Westminster Foundation for Democracy<sup>96</sup> experienced some form of violence because they are women engaging in politics (45.8 percent), and 53 percent believed that violence against women in politics is widespread. The

<sup>89</sup> JC Cohrs, J Duckitt. (2012). “Prejudice, Types and Origins of” in *The Encyclopedia of Peace Psychology*. [https://www.researchgate.net/profile/John-Duckitt/publication/301223026\\_Prejudice\\_Types\\_and\\_Origins\\_of/links/570d836208ae2b772e432354/Prejudice-Types-and-Origins-of.pdf](https://www.researchgate.net/profile/John-Duckitt/publication/301223026_Prejudice_Types_and_Origins_of/links/570d836208ae2b772e432354/Prejudice-Types-and-Origins-of.pdf)

<sup>90</sup> USAID/BiH. (2021). 2020 National Survey of Citizens Perceptions in BiH. <https://measurebih.com/uimages/NSCP-BiH20202020Report.pdf>

<sup>91</sup> USAID MEASURE-BiH. (2017). Difference in Development Priorities of Male versus Female Politicians and Voters: Evidence from BiH. <http://measurebih.com/uimages/Gender20Politics20Study20ENG20122010202017.pdf>

<sup>92</sup> Ibid.

<sup>93</sup> USAID/BiH. (2019). Gender Analysis of BiH: 2019 Follow-Up. <http://measurebih.com/uimages/Gender20Analysis20201920Follow-Up20Final20Report.pdf>

<sup>94</sup> Barisic, M., Baskot, B. (2021). Sudjelovanje žena na Lokalnim izborima 2020. Bez žena, bez promjene. [Women’s Participation in 2020 Local Elections: No women, No change].

<https://www.gcfbih.gov.ba/analiza-podataka-o-spolnoj-strukturi-kandidata-kandidatkinja-nakon-lokalnih-izbora-2020-godine/>

<sup>95</sup> USAID MEASURE-BiH. (2017). Difference in Development Priorities of Male versus Female Politicians and Voters: Evidence from BiH. <http://measurebih.com/uimages/Gender20Politics20Study20ENG20122010202017.pdf>

<sup>96</sup> Westminster Foundation for Democracy. (2019). Violence against women in politics in BiH.

most common form of the GBV in politics is psychological violence<sup>97</sup>; it occurs mostly during the election process; and in 75 percent of cases is initiated in social media and networks.<sup>98</sup>

Prejudice is the key component of discrimination and violence against a group. Men and women experience gender-based discrimination differently—while 15 percent of women feel discriminated based on gender at least sometimes, around 3 percent of men feel the same (Exhibit 12, p. 70 in the Annexes). Women feel discriminated against more often on all grounds for which the NSCP-BiH tested, including sexual orientation, ethnicity, religious views, and disability (Exhibit 12, p. 70 in the Annexes).

GBV is a widespread concern in BiH. Starting from prejudice, one in four women (25 percent) believed that violence is a private matter and should be addressed inside the family, according to a representative survey led by the Organization for Security and Cooperation in Europe (OSCE) on violence against women in BiH.<sup>99</sup> On a larger representative sample, MEASURE II NSCP-BiH from 2020 found that 11 percent of female respondents agreed with that same statement (Exhibit 11, p. 70 in the Annexes). The OSCE study showed that just under a half (48 percent) of women in BiH have experienced some form of abuse, including intimate partner violence, non-partner violence, stalking, and sexual harassment, since the age of 15.<sup>100</sup>

Despite widespread GBV and internalized prejudice, younger generations of women and men are showing slightly more progressive attitudes, *i.e.*, they are more likely to disagree with stereotypes and prejudice than adult persons in the NSCP-BiH, while the private sphere remains the most problematic area of stereotypes, even for youth:

“On the whole, men make better political leaders than women and should be elected rather than women,” 24 percent of the adult respondents and 10.9 percent of youth agreed.

“When jobs are scarce, men should have more right to a job than women,” 25 percent of adults agreed, compared to 12.7 percent of youth.

“The majority of household responsibilities are naturally more suited for women, regardless of whether she is employed or not,” 49 percent of adults and 26 percent of youth agreed.

The recent regional #MeToo initiative<sup>101</sup> may not have reached every pocket of the country, but it has a potential to influence at least younger generations in the traditional and rural parts of BiH.

## 4 CONCLUSIONS

**CONCLUSION I.** The key requirements from the LoGE are either implemented only as a cosmetic application of legal norms (the functioning gender equality body at the local level and a program of measures to address inequalities and localize the BiH GAP) or mostly not implemented (equal representation in appointments or disaggregation of data by sex). Gender institutional

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<sup>97</sup> “Any intentional conduct that seriously impairs another person’s psychological integrity through coercion or threats” in Explanatory Text: to the Council of Europe Convention on preventing and combating violence against women and domestic violence (2011), p.31. <https://rm.coe.int/1680a48903>

<sup>98</sup> Westminster Foundation for Democracy. (2019). Violence against women in politics in BiH.

<sup>99</sup> OSCE. (2019). OSCE-led survey on violence against women: Wellbeing and safety of women – Bosnia and Herzegovina, Results Report. [https://www.osce.org/files/f/documents/3/5/423470\\_1.pdf](https://www.osce.org/files/f/documents/3/5/423470_1.pdf)

<sup>100</sup> *Ibid.*

<sup>101</sup> Popov Momčinović, Zlatiborka. (2021). “#MeToo talas kod nas” (#MeToo wave in BiH). *Ba.boell.org*. Heinrich Boll Stiftung. <https://ba.boell.org/bhs/2021/01/26/metoo-talas-kod-nas>

mechanisms have low capacities to address gaps in all LSGUs and external support is necessary; previous interventions have not contributed to substantive change in practices across LSGUs, however.

GECs exist in most LSGUs but are not sufficiently active and have low capacities. Low understanding of the provisions of the LoGE led to misalignment between GECs' authority as a council/assembly body and an expectation from them to act as the most responsible local-level institutional mechanism. Gender mainstreaming can be performed only in part by GECs through initiating gender equality policies, seeking reports on their implementation, and providing opinions on other council/assembly policies. Therefore, the role of public administration should be strengthened to complement the work of GECs and contribute to effective gender mainstreaming. In parallel, municipalities/cities often adopt GAPs only to meet the LoGE requirement, rather than steer action in addressing inequalities. The implementation of the existing GAPs is not monitored or reported adequately, thus providing little to no space for evidence-based decision-making. Gender mainstreaming across other policies has been concerningly low, although some LSGUs have integrated the gender equality priorities at least in their local development strategies and action plans. Availability of sex-disaggregated data in LSGUs remains very limited and preconditions for gender mainstreaming are not met in most LSGUs. Some LSGUs have good practices they can share, but close scrutiny of their results is required to ensure the spread of only effective approaches.

**CONCLUSION 2.** Either a critical mass or a powerful minority of women is needed for local decisions to be more gender-sensitive. Women remain underrepresented in local representative bodies, as well as in executive positions. Numerically equitable representation of women may contribute to better policies for women who face some challenges that are distinct from men's, most of which relate to the economic (in)dependence of women, but both men's and women's commitment to gender equality is required for these self-reinforcing challenges to be addressed.

Political marginalization of women, confirmed through the results of the latest 2020 local elections, emerges as one of the key gender equality issues at the local level. In addition to political representation challenges, women face economic challenges at the local level. Men also experience economic insecurity, especially minority men or those with disabilities. Women's economic problems are related mostly to unequal starting positions between genders, such as property and inheritance that dictate their financial stability and investment potential later in life; occupational segregation that drives them toward underpaid and overexploited jobs in retail, hospitality, and textile industry; or gender roles that dictate their longer periods of absence from the job market, as well as discrimination in employment and in work. Yet, little to no evidence shows that LSGUs have supported initiatives addressing these problems or that initiatives implemented to date successfully addressed the outlined constraints.

**CONCLUSION 3.** The economic gender inequalities, which were exacerbated by the COVID-19 pandemic, remain the top issue at all levels of governance in BiH. Women's economic activity and employment are lower in the northeast, west, and central BiH compared to other regions in the country, while these issues are linked with inadequacy of preschool, daycare for children, and elderly care services, as well as limited access to finance, loans, and collaterals for women starting or expanding their businesses.

The unused potential of women's contribution to economic growth is evident in the share of women among the employed persons that ranges between 11 and 57 percent in LSGUs. A pattern of low women's share exists in employment spanning from the west of the country, through Central

Bosnia, Zenica Dobojski Canton of the FBiH, the Dobojski microregion, to Brčko District of BiH and Bijeljina micro-region, with most LSGUs having fewer than 40 percent of women among the employed. Tuzla Canton, although the most populated canton in the country, has exceptionally poor coverage of children with preschool education and daycare services. Daycare and preschool education services for children or care services for elderly are either inaccessible or severely limited in capacity, understaffed, and strained. The pandemic took its economic toll on women and caused job losses as well as increasing time spent on unpaid care and domestic work. Consequently, achieving a higher labor force participation rate for women remains a distant prospect.

**CONCLUSION 4.** Accessibility of other local services in general does not follow the gender patterns so much as the urban/rural divide and age differences—although rural areas have a greater disadvantage in access, women, and especially men from urban areas are more dissatisfied with local public services, particularly social protection and healthcare. The LSGUs need to fill the gaps in Roma access to healthcare, men's low use of preventive healthcare, women's access to sexual and reproductive healthcare services in rural areas, provision of specialized services to survivors of GBV, and evidence-based programs supporting women's entrepreneurship to address limited access to collateral and finance.

CSOs mostly support the opinion that local services are equally accessible to men and women, with the exception of reproductive healthcare for women in some pockets of the country. Nearly double mortality rates for men in some age groups, including from preventable disease, combined with extremely high dissatisfaction with healthcare and social protection services among men from urban areas, suggest a gap that may not necessarily pertain to access, but possibly to traditional gender norms. Further, Roma women's health needs are not met adequately, and there are problems in providing shelters and specialized services for women victims of domestic violence. The safe houses in the country have financing problems despite improved policy framework, while social care services and protection also have space for improvement. Local women's entrepreneurship is not supported adequately or effectively. Considering small shares of women among owners of MSMEs, municipalities/cities should be creating a more favorable environment for women's startups and more mature companies. Although some LSGUs introduced positive discrimination practices in municipal support to businesses, such examples are exceptions. Lack of understanding of the importance of women's economic activity and strategic approach to supporting it at the local level limits the potential for accelerated development of LSGUs. Underpopulated and rural areas are a particular concern, as with overall population outflow trends, economic development, and sustainability prospects of those towns and municipalities are quite worrisome.

**CONCLUSION 5.** Prevailing patriarchal norms and persistent stereotypes regarding gender roles are a constraining factor in shaping women's political and economic empowerment, their financial independence, and prevention of gender-based violence.

Gender stereotypes, according to which men are better leaders, influence political party allocation of resources, voting patterns, and even employment and promotion at work. In parallel, stereotypical beliefs regarding characteristics and capabilities of men and women are also recognized to stir GBV. As such attitudes are more common in rural areas and less developed LSGUs, women from these areas are at a greater risk of gender-related discrimination, marginalization, and violence, although urban environments and education degrees are not sure safeguards against discrimination and violence. Still, it is considered that higher education attainment for women will lead to decreasing influence of gender stereotypes. Additionally, social movements, such as the recent #MeToo initiative, have a potential to shake the deep-rooted societal norms and beliefs in BiH.

## 5 RECOMMENDATIONS

Taking all findings and conclusions into consideration, the assessment team provides the following recommendations for USAID/BiH to consider when designing and/or implementing activities focusing on issues at the local level or broader political, economic, and social concerns (when applicable):

**Suggested approach:** Technical assistance in developing the adequate procedures and tools, capacity-building through trainings, mentorship, and advisory support.

**RECOMMENDATION I:** USAID should consider integrating language on and conducting interventions that will encourage and support LSGUs in pragmatic fulfillment of requirements defined by the BiH LoGE, most concretely:

- a. building capacities of local public administration for gender mainstreaming, including not only municipal gender focal points and departments for social affairs, but also departments for economic development, budgets, property issues, education, and commission secretaries, and
- b. setting up procedures and building capacities of LSGUs for collecting sex-disaggregated data, using these data in gender analysis of budget revenues and expenditures, and supporting development and implementation of local gender action plans, including through adequate monitoring and evaluation tools, and reporting procedures, as well as in gender mainstreaming across departments.

Within the context of the above recommendation, the following aspects also should be considered:

1. Work with entity GCs, GECs, and CSOs on establishing sustainability mechanisms and procedures within municipal/city administrations that would provide capacity-building to newly appointed members of GECs and ensure hand-over after each election, and support GECs in providing opinions to programs, measures, and budgets adopted in councils/assemblies, and providing oversight on the delivery of public administration's duties stemming from GAPs at different levels and other legal obligations.
2. With support of gender and public administration experts as well as entity GCs, build capacities of all municipal departments in gender mainstreaming and build administrative procedures including:
  - a. Providing a coherent methodology and procedures for collection, disaggregation, and publishing of sex-disaggregated data and data use for: (1) gender analysis of local budgeting needs and local revenue collection; (2) local needs and challenges (not only satisfaction), and access and coverage with key services; and (3) evaluation of effects of earlier plans and programs, including gender action plans and economic empowerment programs.
  - b. Setting up a gender mainstreaming policy that goes beyond GAPs or gender programs and mandates gender mainstreaming across all policies in accordance with approaches at higher levels of government (including assessment of effects on gender equality, men, and women), as well as defines the municipal methodology for GAP development, implementation, monitoring, evaluation, and reporting.
  - c. Defining a set of gender-sensitive indicators to be tracked through budget revenue collection and budget expenditures, and modeling effects of changes in municipal or higher-level policies on men and women through those and other indicators.



- d. Advancing reporting through measures of impact, instead of only activity-level reporting, and advancing the use of sex-disaggregated data in public administrations' annual reports to councils/assemblies and higher levels of government.
3. Support higher-level gender institutional mechanisms in their own monitoring and evaluation capacities and evidence-based policy making, as well as their oversight of the level to which each municipality in their territory (plus BD BiH) meets the gender equality standards and capacity to identify LSGUs' that need assistance or can act as beacons for others.
4. Support collaboration and networking among municipalities/cities (including their GECs and public administration side) to enable learning and good practice exchange, to facilitate joint applications for FIGAP and other funds, and to improve their cooperation with CSOs. Create geographic clusters and explore priority gender issues in those geographic regions, instead of focusing on similar issues across the board.

**RECOMMENDATION 2:** USAID should consider supporting greater political participation and representation of women, as well as better representation of gendered issues in political fora at the local self-government level, with GECs and CSOs as the key partners.

If municipal/city administrations are assigned and take on more responsibility for gender equality, as is usually the case with higher levels of government, GECs can then evolve beyond the originally defined role of a powerless gender institutional mechanism into one of interparty political power (such as implemented through women's caucuses, which, unlike GECs, did not have the formalized authority and ceased to exist after the next election) that should be used to:

**Suggested approach:** Matching funds to LSGUs' support to women's businesses (as applied in the USAID/BiH's INSPIRE), technical assistance in establishing adequate monitoring and reporting mechanisms/tools, capacity-building through trainings, mentorship, and advisory support on how to use the established mechanisms/tools.

1. Advance intracouncil and intraparty policies and mechanisms for supporting women's gender parity, prevention of harassment and sexual harassment, and discrimination in party structures and in the councils/assemblies.
2. Mentor young women pursuing political careers to deal with abuse and discrimination they may encounter in political life, and work with young men to break down gender stereotypes that they still hold.
3. Speak often to media about gender stereotypes and prejudice, how it relates to gender-based discrimination and violence against women.
4. Gather information in local community structures and associations about the different challenges that women and men face, convey those issues to councils/assemblies and delegate them to municipal/city administration.
5. Seek municipal/city administration's accountability in meeting the standards set in the LoGE and the Laws on Protection from Domestic Violence, and other gender equality policies.
6. Seek progress reports on the gender equality situation and implementation of programs and measures, with performance and progress shown through sex-disaggregated data.

**RECOMMENDATION 3:** USAID should consider supporting LSGUs in introducing measures for greater support to women's economic empowerment, including fostering female entrepreneurship;

sharing experiences and lessons learned regarding measures applied to date; and introducing monitoring and reporting mechanisms/tools to track progress in and results of implemented activities/initiatives. A similar need exists to improve cantonal approach to women's entrepreneurship as large business support is provided at that level without adequate gender responsive approach.

This includes affirmative financial measures that foster gender equality and stipulate similar standards for USAID Implementing Partners during the implementation of Local Governance Activity. Such measures might include (but are not limited to) activities to improve implementation of labor regulation, increase women's activity rates, decrease discrimination in the labor market, improve banking products to open space for women's MSMEs, and improve their access to high-yield markets. During the negotiation on the partnership with LSGUs, with the aim to mitigate and understand the gendered impacts of the USAID interventions at the local level, the following measures should be considered by each Local Governance Activity partner:

- Ensure that women and vulnerable groups have access to all planned interventions, with minimum participation of 40 percent of one gender in each intervention stage (workshops, working groups, decision making bodies and similar),
- Ensure that local projects funded by USAID have a gender component which promotes or is ingrained in a systematic solution rather than a one-off activity,
- Ensure support to women and girls' access to decision-making processes,
- Ensure potential for adapting programs and implementing new remote approaches to ensure addressing the immediate and medium impacts of the potential additional COVID-19 outbreak for women.

**RECOMMENDATION 4:** USAID should consider improving the LSGUs information on and approaches to service delivery, in particular the information on accessibility, affordability of services, and coverage of the population with general local services, as well as specialized services for specific groups, such as for survivors of GBV, Roma women and men, older populations, and children.

**Suggested approach:** Technical and capacity-building assistance in collecting and analyzing gender-disaggregated data, technical assistance in establishing adequate information exchange channels and developing plans to address the gender gaps through relevant local documents; advisory and mentorship support in partnering with key stakeholders.

Each municipal/city department should be able to assess, based on sex-disaggregated data, which of their services are accessible universally and for which gaps in delivery or substantive accessibility exist due to obstacles outside the municipal procedures which prevent equal access for some groups. Some local services are not delivered by public administrations but by other institutions and companies which are established by other levels of government. Public administration should seek access to data about coverage and accessibility for those other services as well, which requires building mechanisms of information exchange between different local service providers. Therefore, USAID should consider providing technical and advisory support to (selected pilot) LSGUs in:

1. Listing all services delivered at the local level and their providers and setting up an information exchange channel between providers;
2. Gathering data on accessibility, disaggregated by sex and other sociodemographic characteristics, and identifying gaps, including gender gaps in coverage;

3. Working out a plan to address those gaps through local development strategies, GAPs, or simple decisions;
4. Establishing partnerships with necessary institutions and international and local organizations to address gaps in a systematic, not *ad hoc* manner; and
5. Implementing the planned steps and reassessing the situation.

One area where the approach can be piloted is services to survivors of GBV—LSGUs would need to assess the delivery of services defined in the standards of protection in cooperation with other local institutions, and plan for improvement of those services through relevant documents. Another area key to women’s higher participation in paid employment is availability and affordability of preschool education, daycare for children and older persons in need of constant care.

The recommendations provided by the assessment team feed into and, if implemented, would contribute to achieving USAID/BiH objectives outlined in the 2020–2025 Country Development Cooperation Strategy. Specifically, the recommended actions for USAID to consider would help: (i) improve the impact of inclusive citizen engagement (Intermediate Result {IR} 1.1.) by enhancing CSO-constituency connections (Sub-IR 1.1.1), strengthening information space (Sub-IR 1.1.2), and increasing political leadership of women (Sub-IR 1.1.3); (ii) strengthen governance effectiveness (IR 1.2) and improve human rights (Sub-IR 1.2.3) by enabling better conditions for preventing GBV and creating preconditions for improving accessibility of local services to both men and women; and (iii) increase private sector growth (IR 2.2) by supporting women’s economic activity, businesses, and access to finance. The provided recommendations are also aligned with the European Commission’s 2021 report on BiH, and if implemented, would help BiH progress on its path towards integration with the European Union.

## ANNEXES

### ANNEX I. LIST OF REVIEWED DOCUMENTS

- Access to Finance for Female-Led Micro, Small, and Medium-Sized Enterprises in Bosnia and Herzegovina
- BiH Election Law
- BiH EU Integration Process: Fourteen Priorities from the Opinion of the European Commission: Two Years Later
- BiH Law on Gender Equality
- Capacity and Training Needs Assessment on Gender Responsive Budgeting in Local Government Units in BiH, Assessment Report
- Capacity Assessment of Women's Organizations at the Local Level
- Concluding Observations on the Sixth Periodic Report of Bosnia and Herzegovina
- Country Gender Equality Profile of Bosnia and Herzegovina
- Country Portfolio Evaluation - Bosnia and Herzegovina, Synthesis Report
- Economic Impact Assessment of COVID-19 in Bosnia and Herzegovina
- Financial Instrument for Implementation of BiH Gender Action Plan (FIGAP) II Programme Document
- Gender Action Plan of Bosnia and Herzegovina 2018 – 2022
- Gender Analysis for Bosnia and Herzegovina: 2019 Follow Up - Final Report
- Gender Equality - Effects of GAP BiH Implementation at the Local Level in Six Selected Local Communities (Tuzla, Srebrenik, Gračanica, Bratunac, Milići and Srebrenica)
- Global indicator framework for the Sustainable Development Goals and Targets of the 2030 Agenda for Sustainable Development
- Guidelines: How to integrate the principle of gender equality at the level of local self-government in Bosnia and Herzegovina
- Health Care Systems in BiH: Financing challenges and reform options?
- Local Commissions and Committees for Gender Equality in BiH, Analysis of Activities
- OSCE-led survey on violence against women: Wellbeing and safety of women – Bosnia and Herzegovina, Results Report
- Persons in Paid Employment by Economic Activity in November 2021
- Population Situation Analysis in Bosnia and Herzegovina
- Progress Report on the implementation of the Beijing Declaration and Platform for Action in BiH within the Beijing +25 process
- Promoting Women's Access to Economic Opportunities: Bosnia and Herzegovina. Policy Note
- The Impact of COVID\_19 on Women's and Men's Lives and Livelihoods
- Tools of Local Self-government for Gender Equality
- Understanding Impact of COVID-19 at Local Level in Bosnia and Herzegovina
- Unmet Health Needs of Roma Women in the Two Biggest Roma Communities in the Republic of Srpska, Bosnia and Herzegovina
- Violence Against Women in Politics in BiH, Study Report
- Women's Participation in 2020 Local Elections: No women, No change.
- Women's Political Participation and Leadership in Bosnia and Herzegovina

## ANNEX II. LIST OF KEY INFORMANTS AND FOCUS GROUP PARTICIPANTS

#	Institution/Organization
1	Agency for Gender Equality of Bosnia and Herzegovina
2	Bratunac Municipality
3	Citizens Association "Nešto Više"
4	City of Bijeljina
5	City of Cazin
6	City of Doboj
7	City of Gračanica
8	City of Gradiška
9	City of Mostar
10	City of Prijedor
11	City of Trebinje
12	City of Tuzla
13	Foča Municipality
14	Foundation of Local Democracy
15	Gender Center of the Federation of Bosnia and Herzegovina
16	Gender Center of the Republika Srpska
17	Konjic Municipality
18	Kozarska Dubica Municipality
19	Nevesinje Municipality
20	Novo Sarajevo Municipality
21	Pale Municipality
22	Rudo Municipality
23	Sanski Most Municipality
24	Tešanj Municipality
25	Vogošća Municipality

### **ANNEX III. INTERVIEW GUIDE – GENDER AGENCY/CENTERS**

My name is <state name>, and these are my colleagues <state the names of other team members present, if any>. We are the team of researchers working for USAID MEASURE II.

First of all, we want to thank you for setting aside the time for this conversation. As explained in our interview request, USAID/BiH has tasked MEASURE II with conducting an assessment of gender perspectives in local governance in BiH. Within the assessment, we are conducting semi-structured interviews with key local governance representatives.

Through these KIIs, we want to gain additional insight and identify current issues and needs of boys and girls, men and women at the local government level, including the need for successful performance of functions within LSGU powers, and their needs regarding administrative and utility services. Therefore, your views and opinions are profoundly important for this assessment. The information you provide will be used in combination with information provided from other assessment methods. Your comments will be held confidential, and you will not be identified by name in the report that will be produced as part of this assessment.

My colleague <NAME> will be taking notes while we talk. With your permission, we would also like to record this session. The reason is that we want to analyze the interviews using objective methods and avoid any bias related to the quality of notes and the capacity of interviewers' memory. Do we have your permission to begin recording?

Thank you!

Please do not hesitate to mention anything that you find important that we may have missed.

Do you have any questions before we start?

#### **GENDER Assessment – ASSESSMENT question I (A.Q.I)**

***What are the services (administrative and utility) that citizens and businesses feel need to be improved most urgently? What mechanisms are in place to communicate these needs to local self-government units (LSGUs)?***

##### **1. How satisfactory are local level services from a gender perspective?**

PROBE: How are data on needs of men and women at the local level being collected? How would you assess that process and quality of data obtained?

PROBE: Are local level services equally accessible to men and women, and different other groups? Are they equally used by those different groups? Who is excluded and how?

##### **2. What do you see as the most urgent improvements needed in delivering local level services from a gender perspective?**

PROBE: Are there any steps LSGUs are taking to address these? If yes, please explain.

PROBE: Are there any steps your organization is taking to address these? If yes, please explain.

### **3. How can the LSGUs improve implementation of gender mainstreaming?**

PROBE: Gender mainstreaming may include gender sensitive language use, disaggregating relevant data per sex and using it in analysis and decision-making, evaluating different effects of legal acts on women and men, etc. How can these practices be improved in LSGUs?

GENDER Assessment question TWO – ASSESSMENT question 2 (A.Q.2)

***What are best practices in service delivery among LSGUs in BiH? What are the conditions that enable LSGUs to implement these practices? How scalable are these approaches?***

### **4. What do you consider to be best practices in service delivery among LSGUs from gender perspective?**

PROBE: Which LSGUs are implementing these best practices?

PROBE: What institutional or strategic factors do you think would allow existing best practices, if any, to be successful for other LSGUs?

### **5. What do you think about the usability and necessity of the local Gender Action Plans and local plans against domestic violence?**

PROBE: How many municipalities in BiH lack a local GAP? Which ones? Why?

PROBE: Are GAPs sufficient or even necessary to address gender or women's issues at local level?

PROBE: What are the key impediments to successful implementation of local GAPs?

PROBE: What advice would you have for LGs to improve implementation of Gender Action Plan?

PROBE: Which institutions or organizations (donors/government institutions at higher levels of governance/CSOs) support development, adoption and/or implementation of local GAPs?

PROBE: How would you ensure that gender and women's issues and priorities are taken into account in all local government decisions, not only in those specific documents?

### **6. How would you assess the work of local Gender Equality Commissions?**

PROBE: How many municipalities in BiH lack a local gender equality commission? Which ones? Why?

PROBE: Are there any local gender equality commissions that have proved to be more efficient/effective than others? Which ones? Why?

PROBE: Do other municipalities have capacity to replicate the best practices from some more advanced and successful LSGUs?

### **7. How could the work of local Gender Equality Commissions be improved?**

PROBE: How can these commissions improve gender equality at the local level? Are they capacitated? Are they visible enough?

PROBE: Should, and if yes, what can be done to improve transparency and accountability in the work of local gender equality commissions?

PROBE: How would you assess the collaboration and coordination of local gender equality commissions with higher levels of governance? Are local gender equality commissions networking/communicating with each other?

PROBE: Has the local gender equality commission been active in providing their opinions to local decisions that are not only specific gender equality policies?

PROBE: Are there any alternatives to GECs in your view?

**8. How do higher-level laws and policies on gender equality impact achievement of gender equality on the local level?**

GENDER Assessment question THREE – ASSESSMENT question 3 (A.Q.3)

*How are municipalities generating revenues and how are they using financial resources to address citizens' needs? What are the related challenges and best practices? What effective approaches are scalable to other municipalities?*

**9. What steps should be taken to make local policy development processes, such as budget development, more gender sensitive?**

PROBE: Has your organization/institution participated in any gender responsive budgeting initiatives and have those initiatives considered also revenue generation?

PROBE: Are there some improvements in gender-based data collection processes at local levels in your organization's experience? If yes, please explain.

**10. What do you see as the most promising ways for LSGUs to increase revenue for gender-related initiatives?**

PROBE: How would you assess the level of preparedness and willingness of LSGUs to introduce gender responsive budgeting (GRB), at least for some important topics (such as education, social care, etc.)?

PROBE: What are the preconditions for such an approach?

PROBE: How can the gender analysis of revenue generation at local level be improved – which data need to be disaggregated by sex to be able to estimate contributions of men and women to local budgets? What about unpaid and unregistered care work or informal work that many women do?

**11. How would you rate the level of use of FIGAP for local gender related initiatives?**

PROBE: How accessible is FIGAP for municipalities and cantons, do these stakeholders ever apply in partnership with NGOs?

PROBE (Gender Centers and the Agency): The applications you receive, how innovative, useful, or necessary are they?

PROBE: How would you improve FIGAP availability and use for local gender equality or women's empowerment initiatives?

PROBE: Are you aware of other possible sources for increasing financing for gender-related initiatives? What are the options for financing of local gender-related initiatives beyond FIGAP life span?

Thank you. Do you have anything else to add that you did not have a chance to mention until now?



## **ANNEX IV: FOCUS GROUP PROTOCOLS**

### **CITIES/MUNICIPALITIES WITH ADOPTED GAPS**

Thank you for taking the time to talk to us today. My name is <state name>, and these are my colleagues <state the names of other team members present, if any>. We are the team of researchers working for MEASURE II.

First of all, we want to thank you for setting aside the time for this conversation. As explained in our interview request, USAID/BiH has tasked MEASURE II with conducting a gender assessment at the local level in BiH. Within the assessment, we are conducting focus group discussions (FGDs) with key local governance representatives.

Through these FGDs, we want to gain additional insight and identify current issues and needs of boys and girls, men and women at the local government level, including the need for successful performance of functions within LSGU powers, and their needs regarding administrative and utility services. Therefore, your views and opinions are profoundly important for this assessment. The information you provide will be used in combination with information provided from other assessment methods. Your comments will be held confidential, and you will not be identified by name in the report that will be produced as part of this assessment.

My colleague <NAME> will be taking notes while we talk. With your permission, we would also like to record this session. The reason is that we want to analyze the FGDs using objective methods and avoid any bias related to the quality of notes and the capacity of interviewers' memory. Do we have your permission to begin recording?

Thank you!

Please do not hesitate to mention anything that you find important that we may have missed.

Do you have any questions before we start?

### **QUESTIONS:**

#### **TOPIC I: Gender action plans and gender mainstreaming**

- I. Please list all strategic documents in your municipality/city that deal with gender issues? What gender issues do all these documents address?**

PROBE: What specific issues does your Local Gender Action Plan (GAP) address?

PROBE: Are there any other strategies, action plans, municipal / city council decisions that specifically address women's issues (e.g., Protocol on Domestic Violence, Action Plan on Women, Peace and Security, etc.)?

PROBE: Do any other strategies, action plans or other documents contain specific objectives, measures, and / or indicators for gender and women's issues, e.g., local development strategy or a tourism development plan?

PROBE: How are these documents interrelated? Were there any efforts to import them?

**2. How did your LSGU adopt the GAP and is this your first GAP?**

PROBE: When was your GAP adopted? Is it still active? If not, are you working on developing a new GAP?

PROBE: Did your city/municipality receive any support in developing the GAP? If yes, who provided such support?

**3. What are the main goals of your GAP and how would you rate its implementation so far? Why?**

PROBE: Is there a mechanism or process for monitoring the GAP implementation? What does it entail?

PROBE: How is the progress in implementing GAP reported? To whom?

PROBE: What are the key obstacles to drafting and successfully implementing local GAPs?

**4. Is a GAP sufficient, and is it needed at all to address gender or women's issues?**

(This is a particularly important issue if your municipality/city has not mainstreamed gender and women's issues into your other strategic and operational documents).

PROBE: Judging by the degree of implementation of your local GAP (and the implementation of other documents you mentioned), is it possible to solve gender issues if only the GAP has been adopted?

PROBE: When you think about the results that have been achieved through these other documents and the changes that have taken place independently of the GAP, do you still think that the GAP is necessary?

**TOPIC II: KEY GENDER DIFFERENCES**

[The focus here is on differences not in biological terms, but in access to services, resources, opportunities, and benefits of development. Access does not only mean the formal absence of legal barriers (women are allowed to work, there are no legal barriers), but also the obligation of the authorities to actively remove other barriers in society that hinder access to services, resources, opportunities, and benefits (e.g., active employment measures specifically for women).]

**5. Do you assess the satisfaction of citizens with city/municipality services from the gender perspective? What are the main findings?**

PROBE: How do you assess the satisfaction of citizens in your municipality and are questions about the gender of respondents included?

PROBE: With which services are women in your city/municipality most (di)satisfied with? Why?

PROBE: With which services are men in your city/municipality most (di)satisfied with? Why?

PROBE: Are there any follow-up steps to data collection, i.e., are the data collected used in decision-making?

**6. What are the key issues/challenges that men and women in your city/municipality encounter and how do you solve those issues/challenges?**

PROBE: Are there any differences between challenges faced by men and women?

PROBE (If no differences are noticed, mention this as well): What about domestic violence? And with the safety of both men and women in public spaces, e.g., at night? What about employment opportunities and employment discrimination? In most municipalities, these are some typical problems.

**7. Are there any specific projects, initiatives, or programs that your city/municipality implements to address gender issues?**

PROBE: Are there any measures to increase women's economic activity (employment, self-employment, childcare), combat domestic violence and improve the safety of women in general, or improve access to health services for women and men in rural areas?

PROBE: What progress has been achieved so far?

PROBE: Who provides funding? Is there a partner organization/institution in implementing these interventions?

**TOPIC III: MAINSTREAMING OF GENDER IN PUBLIC FINANCE**

**8. Does your city/municipality implement gender-responsive budgeting (GRB) or maybe you are thinking about it now?**

PROBE: If no, why? Is there an intention to implement the GRB in the near future?

PROBE: If yes, what changes, if any, did you notice since the GRB is being implemented?

PROBE: How would you assess the level of preparedness of your LSGU to introduce and/or implement the GRB, at least for some important topics (such as education, social care, etc.)?

PROBE: Are the LSGU staff trained on implementing the GRB?

**9. Do you have access to gender-disaggregated data on both revenue and expenditure sides?**

PROBE: Does your municipality have access to data on the exact number of companies in your territory and their ownership structure disaggregated by gender? Do you use these statistical data for any purpose?

PROBE: Is it possible to disaggregate by gender the amount of municipal taxes, or even higher-level taxes paid annually by business owners (male and female)?

PROBE: Would it be possible to assess how a change in the level of municipal taxes affect men and women who own small businesses, such as an increase in utility fees?

PROBE: Does the municipality have data on the exact number of men and women who pay income tax in your territory?

PROBE: Do you disaggregate data on social transfer beneficiaries by gender in the narrative part of the annual budget report. Is it possible to disaggregate this data by gender?

#### **TOPIC IV: LOCAL INSTITUTIONAL MECHANISMS OF GENDER EQUALITY**

##### **10. How would you rate the Gender Equality Commissions in the council / assembly of your municipality/city?**

PROBE: Does the commission give opinions on the decisions of the council / assembly, even when it is not exclusively about gender equality policy?

PROBE: Does the commission request annual or biennial reports on gender equality from the executive authorities or is the data presented in the annual reports disaggregated by gender, including data for public enterprises?

PROBE: How would you assess the cooperation and coordination of local commissions for gender equality with higher levels of government? Are local gender equality commissions networked and in communication with each other?

PROBE: How can these commissions improve gender equality at the local level? Are they capacitated? Are they visible enough?

PROBE: Should, and if yes, what can be done to improve transparency and accountability in the work of local gender equality commissions?

##### **11. What other mechanisms in your municipality function as alternatives or complement gender equality commissions?**

PROBE: Is there a temporary or permanent contact person for gender equality within the local government administrative services?

PROBE: Are there any ad hoc or permanent bodies of the mayor that deal with gender equality or the development of gender equality policies?

PROBE: Does any formal LSGU act contain any standards of gender equality in the workplace and measures against sexual harassment, gender discrimination and the like?

#### **TOPIC V: COOPERATION AND COORDINATION BETWEEN MUNICIPALITIES**

##### **12. How would you assess communication and cooperation on gender-related issues with other cities/municipalities?**

PROBE: Is there a mechanism in place for exchanging ideas, experiences, lessons learned, and good practices? Would such mechanism be helpful?

PROBE: What role do associations of cities and municipalities have in this regard?

##### **13. How would you assess communication and cooperation with entity gender centers when it comes to gender-related issues?**

PROBE: Are gender-related data shared among different institutions?

PROBE: How could this communication and cooperation be improved?

PROBE: Are there any higher level bodies that address the problems of municipalities in terms of gender equality, e.g. the gender equality commissions of entity or cantonal assemblies?

#### **14. How would you assess communication and cooperation on gender-related issues with local civil society organizations (CSOs)?**

PROBE: Are there local women's associations or civil society organizations working on gender equality (these do not have to be women's associations, but they can be young people or others)?

PROBE: How are these organizations funded? Do they submit project reports to the municipality if they are supported from the municipal budget?

PROBE: How would you assess their capacity to develop gender equality projects that would address gender issues?

PROBE: How could communication and cooperation of LSGUs with them be improved?

#### **CITIES/MUNICIPALITIES WITHOUT ADOPTED GAPS**

#### **QUESTIONS:**

#### **TOPIC I: Gender action plans and gender mainstreaming**

##### **1. Please list all strategic documents in your municipality/city that deal with gender issues? What gender issues do all these documents address?**

PROBE: Are there any other strategies, action plans, municipal / city council decisions that specifically address women's issues (e.g., Protocol on Domestic Violence, Action Plan on Women, Peace and Security, etc.)?

PROBE: Do any other strategies, action plans or other documents contain specific objectives, measures, and / or indicators for gender and women's issues, e.g., local development strategy or a tourism development plan?

PROBE: How are these documents interrelated? Were there any efforts to import them?

##### **2. Has your municipality/city adopted a Gender Action Plan (GAP)? Why not?**

PROBE: What are the key impediments to developing local GAPs?

PROBE: Are you planning to adopt a GAP in the near future? Have any steps already been taken? If so, which one?

##### **3. Is a GAP sufficient, and is it needed at all to address gender or women's issues?**

(This is a particularly important issue if your municipality/city has not mainstreamed gender and women's issues into your other strategic and operational documents).

PROBE: Is it possible to solve gender problems if only the GAP has been adopted?

PROBE: When you think about the results that have been achieved through these other documents and the changes that have taken place independently of the GAP, do you still think that the GAP is necessary?

## TOPIC II: KEY GENDER DIFFERENCES

[The focus here is on differences not in biological terms, but in access to services, resources, opportunities, and benefits of development. Access does not only mean the formal absence of legal barriers (women are allowed to work, there are no legal barriers), but also the obligation of the authorities to actively remove other barriers in society that hinder access to services, resources, opportunities, and benefits (e.g., active employment measures specifically for women).]

### **4. Do you assess the satisfaction of citizens with city/municipality services from the gender perspective? What are the main findings?**

PROBE: How do you assess the satisfaction of citizens in your municipality and are questions about the gender of respondents included?

PROBE: With which services are women in your city/municipality most (di)satisfied with? Why?

PROBE: With which services are men in your city/municipality most (di)satisfied with? Why?

PROBE: Are there any follow-up steps to data collection, i.e. are the data collected used in decision-making?

### **5. What are the key issues/challenges that men and women in your city/municipality encounter and how do you solve those issues/challenges?**

PROBE: Are there any differences between challenges faced by men and women?

PROBE (If no differences are noticed, mention this as well): What about domestic violence? And with the safety of both men and women in public spaces, e.g., at night? What about employment opportunities and employment discrimination? In most municipalities, these are some typical problems.

### **6. Are there any specific projects, initiatives, or programs that your city/municipality implements to address gender issues?**

PROBE: Are there any measures to increase women's economic activity (employment, self-employment, childcare), combat domestic violence and improve the safety of women in general, or improve access to health services for women and men in rural areas?

PROBE: What progress has been achieved so far?

PROBE: Who provides funding? Is there a partner organization/institution in implementing these interventions?

## TOPIC III: MAINSTREAMING OF GENDER IN PUBLIC FINANCE

### **7. Does your city/municipality implement gender-responsive budgeting (GRB) or maybe you are thinking about it now?**

PROBE: If no, why? Is there an intention to implement the GRB in the near future?

PROBE: If yes, what changes, if any, did you notice since the GRB is being implemented?

PROBE: How would you assess the level of preparedness of your LSGU to introduce and/or implement GRB, at least for some important topics (such as education, social care, etc.)?

PROBE: Are the LSGU staff trained on implementing the GRB?

**8. Do you have access to gender-disaggregated data on both revenue and expenditure sides?**

PROBE: Does your municipality have access to data on the exact number of companies in your territory and their ownership structure disaggregated by gender? Do you use these statistical data for any purpose?

PROBE: Is it possible to disaggregate by gender the amount of municipal taxes, or even higher-level taxes paid annually by business owners (male and female)?

PROBE: Would it be possible to assess how a change in the level of municipal taxes affect men and women who own small businesses, such as an increase in utility fees?

PROBE: Does the municipality have data on the exact number of men and women who pay income tax in your territory?

PROBE: Do you disaggregate data on social transfer beneficiaries by gender in the narrative part of the annual budget report. Is it possible to disaggregate this data by gender?

**TOPIC IV: LOCAL INSTITUTIONAL MECHANISMS OF GENDER EQUALITY**

**9. How would you rate the Gender Equality Commissions in the council / assembly of your municipality/city?**

PROBE: Does the commission give opinions on the decisions of the council / assembly, even when it is not exclusively about gender equality policy?

PROBE: Does the commission request annual or biennial reports on gender equality from the executive authorities or is the data presented in the annual reports disaggregated by gender, including data for public enterprises?

PROBE: How would you assess the cooperation and coordination of local commissions for gender equality with higher levels of government? Are local gender commissions networked and in communication with each other?

PROBE: How can these commissions improve gender equality at the local level? Are they capacitated? Are they visible enough?

PROBE: Should, and if yes, what can be done to improve transparency and accountability in the work of local gender equality commissions?

**10. What other mechanisms in your municipality function as alternatives or complement gender equality commissions?**

PROBE: Is there a temporary or permanent contact person for gender equality within the local government administrative services?

PROBE: Are there any ad hoc or permanent bodies of the mayor that deal with gender equality or the development of gender equality policies?

PROBE: Does any formal LSGU act contain any standards of gender equality in the workplace and measures against sexual harassment, gender discrimination and the like?

## **TOPIC V: COOPERATION AND COORDINATION BETWEEN MUNICIPALITIES**

### **I 1. How would you assess communication and cooperation on gender-related issues with other cities/municipalities?**

PROBE: Is there a mechanism in place for exchanging ideas, experiences, lessons learned, and good practices? Would such mechanism be helpful?

PROBE: What role do associations of cities and municipalities have in this regard?

### **I 2. How would you assess communication and cooperation with entity gender centers gender-related issues?**

PROBE: Are gender-related data shared among different institutions?

PROBE: How could this communication and cooperation be improved?

PROBE: Are there any higher level bodies that address the problems of municipalities in terms of gender equality, e.g., the gender equality commissions of entity or cantonal assemblies?

### **I 3. How would you assess communication and cooperation on gender-related issues with local civil society organizations (CSOs)?**

PROBE: Are there local women's associations or civil society organizations working on gender equality (these do not have to be women's associations, but they can be young people or others)?

PROBE: How are these organizations funded? Do they submit project reports to the municipality if they are supported from the municipal budget?

PROBE: How would you assess their capacity to develop gender equality projects that would address gender issues?

PROBE: How could communication and cooperation of LSGUs with them be improved?



## ANNEX V: ONLINE SURVEY QUESTIONNAIRE FOR CIVIL SOCIETY ORGANIZATIONS

### INTRODUCTION

This survey is conducted as part of a brief analysis of the state of gender relations at the local level in BiH, which is implemented by USAID's Monitoring and Evaluation Support Project (MEASURE II) at the request of the USAID Mission in Bosnia and Herzegovina (USAID/BiH).

The purpose of this survey is to provide us with an in-depth understanding of the challenges women and men, boys and girls, face at the local level, local self-governance units' (LSGUs) responsiveness and actions in addressing these concerns, as well as support provided by civil society.

Our aim is to learn from your experiences, not to audit or judge your work in any way. The information you provide to us will be used in combination with what we learn from other stakeholders. Your comments are confidential, and you or your organization will not be identified by name in any report.

SECTION I of the questionnaire pertains to your organization. SECTION II pertains to your general observations, while SECTION III focuses on specific municipalities/cities your organization works with now. If your organization works in multiple municipalities and cities, SECTION III of the questionnaire can be repeated as many times as necessary, depending on the number of municipalities/cities you want to provide information for. A link to fill in the data for the new municipality/city will be available at the end of the survey.

### QUESTIONS:

#### SECTION I: Your organization

1. **Your organization's seat (municipality/city)** *(single textbox)*
2. **Sex of the person completing the survey** *(multiple choice)*
  - Male
  - Female
  - Do not declare
3. **How many part-time or full-time employees does your organization have?** *(single textbox)*
4. **How many members does your organization have?** *(single textbox)*
5. **What type below best describes your organization?** *(multiple choice)*
  - Community associations
  - Cooperatives
  - Women's associations
  - Association working for other specific groups - children, youth, persons with disabilities and other
  - Non-governmental organizations working on gender equality
  - Other non-governmental organizations
  - Foundations and charities
  - Professional associations
  - Other (please specify) \_\_\_\_\_

**6. Does your organization address issues and needs of men and/or women?** *(multiple choice)*

- Yes, we work on gender equality with men and women
- Yes, mostly women's issues and needs
- Yes, mostly men's issues and needs
- We work on those issues only through gender mainstreaming
- No *(skip the next question)*
- I don't know *(skip the next question)*

**7. How does your organization address the challenges/issues faced by men and women? Please make sure to mention if any of the approaches applied proved to be successful.** *(comment box)*

**8. Some civil society organizations are well attuned to local populations' needs, priorities, and similar. For all types of information listed below, please mark whether your organization gathers or collects them at the local level for men, women, both, or none?** *(matrix)*

- For men
  - For women
  - For both men and women
  - We do not collect that information
- Needs and rights of individuals, including specific sub-groups (any type, from shelter and food to political representation)
  - Satisfaction with municipal and mixed-competence services (any services delivered locally, from healthcare and social support to business startup and issuing documents)
  - Priorities for local development (from local infrastructure to new types of services)
  - Needs of men and women starting, registering, or operating a business

**9. How often does your organization collect such data?** *(multiple choice)*

- More than once a year
- Annually
- Bi-annually
- Not regularly
- I don't know

**10. Does your organization share that information with municipalities/cities?** *(multiple choice)*

- Yes
- No, please elaborate why: \_\_\_\_\_
- I don't know

**11. Are data your organization gathers or collects publicly available?** *(multiple choice)*

- Yes
- No. Please elaborate why: \_\_\_\_\_
- I don't know

## SECTION II: General observations

1. **How can municipalities and cities improve implementation of gender mainstreaming?** *(comment box)*

Note: Gender mainstreaming may include gender sensitive language use, disaggregating relevant data per sex and using it in analysis and decision-making, evaluating different effects of legal acts on women and men, etc.

2. **What are the key impediments to successful implementation of local gender action plans (GAPs)?** *(comment box)*
3. **What advice would you have for municipalities and cities to improve the implementation of local GAPs?** *(comment box)*
4. **How would you ensure that gender and women's issues and priorities are considered in all local government decisions?** *(comment box)*
5. **Are there any local gender equality commissions that have proven to be more efficient/effective than others? Which ones? Why?** *(comment box)*
6. **Are there any models of municipal/city gender institutional mechanisms that can be alternative or complementary to gender equality commissions in your view? If yes, please elaborate which ones.** *(comment box)*

## SECTION III: Municipality/city I

Note: All questions in the remainder of this survey relate to the municipality or city you select in the next question. At the end of the section, you will be asked if you want to fill in this section for another municipality or city. Start with the municipality/city for which you have the most knowledge about the state of gender equality.

7. **Please select the municipality/city you want to enter information for from the list:** *(drop-down)*
8. **Does this city/municipality have capacity to replicate the best gender equality and gender mainstreaming practices from other more successful local self-government units?** *(multiple choice)*
  - Yes
  - No, please elaborate: \_\_\_\_\_
  - I don't know
9. **Please list any organizations working on gender equality or specifically on women's and men's issues in the municipality.** *(comment box)*
10. **To your knowledge, what are the key problems and / or challenges that are mostly faced by more MEN in the municipality/city? Can you focus your response on men in general or on different subgroups of men who you think are at risk for some reason?** *(comment box)*
11. **To your knowledge, what are the key problems and / or challenges that are mostly faced by more WOMEN in the municipality/city? Can you focus your response on men in general or on different subgroups of women who you think are at risk for some reason?** *(comment box)*

**12. For each of the issues and/or challenges listed below, please mark how much that issue affects MEN in general in the municipality/city on a scale from 1 (Does not affect them at all) to 5 (Affects them significantly), to the best of your knowledge? (matrix)**

- Affects them significantly, 5
  - Affects them somewhat, 4
  - Not sure, 3
  - Does not affect them much, 2
  - Does not affect them at all, 1
- 
- a. Poor political representation
  - b. High unemployment
  - c. Staying outside the labor market for long periods of time
  - d. Lack of childcare services
  - e. Domestic and intimate partner violence
  - f. Other gender-based violence
  - g. Violence exposure in general
  - h. Prejudice and discrimination in employment and work
  - i. Health taboos and prejudice
  - j. Old-age poverty
  - k. Access to financial resources to start or scale up business
  - l. Low property ownership

**13. For each of the issues and/or challenges listed below, please mark how important that issue is for women in general in the municipality/city on a scale from 1 (not important at all) to 5 (extremely important)? (matrix)**

- Affects them significantly, 5
  - Affects them somewhat, 4
  - Not sure, 3
  - Does not affect them much, 2
  - Does not affect them at all, 1
- 
- a. Poor political representation
  - b. High unemployment
  - c. Staying outside the labor market for long periods of time
  - d. Lack of childcare services
  - e. Domestic and intimate partner violence
  - f. Other gender-based violence
  - g. Violence exposure in general
  - h. Prejudice and discrimination in employment and work
  - i. Health taboos and prejudice
  - j. Old-age poverty
  - k. Access to financial resources to start or scale up business
  - l. Low property ownership

**14. How well does that municipality/city address the challenges/issues faced by men and women? Below are three sliders, please mark on those sliders which end of the line you are closer to. (slider)**

Municipality addresses challenges and needs of...

- a. ...only a small share of individuals ----- ...most individuals
- b. ...mostly men, only rarely women ----- ...mostly women, only rarely men
- c. ...only some women ----- ...most women, without prejudice and discrimination

**15. How does the municipality/city address the challenges/issues faced by men and women? Please make sure to mention if any of the approaches applied proved to be successful. (comment box)**

**16. Are local level services equally accessible to men and women in the municipality/city?**

- a. Yes, all local level services are equally accessible to men and women
- b. No, majority of local level services are not equally accessible to men and women. Please name some of these services not equally accessible:  
\_\_\_\_\_
- c. No, some local level services are not equally accessible to men and women. Please elaborate which ones are not equally accessible:  
\_\_\_\_\_
- d. No, none of the local level services are equally accessible to men and women
- e. Do not know

**17. What do you see as the most urgent improvements in delivering local level services from a gender perspective in that municipality/city? (comment box)**

**18. For all types of information listed below, please mark whether that municipality/city gathers or collects them at the local level, to the best of your knowledge? (matrix)**

- For men
  - For women
  - No sure
- a. Needs and rights of individuals, including specific sub-groups (any type, from shelter and food to political representation)
  - b. Satisfaction with municipal and mixed-competence services (any services delivered locally, from healthcare and social support to business startup, and issuing documents)
  - c. Priorities for local development (from local infrastructure to new types of services)
  - d. Needs of men and women starting, registering, or operating a business

**19. How would you assess the quality of data collection or information gathering on gender issues in the municipality/city? (multiple choice)**

- Excellent, 5
- Very good, 4
- Good, 3
- Fair, 2
- Poor, 1
- Do not know

**20. Does the municipality track any of the following data disaggregated by sex on a regular basis, to the best of your knowledge? (matrix)**

- Yes
- Not sure
- No
  - a. Number of students in preschool, primary, and secondary education by sex
  - b. Number and percentage of long-term unemployed residents by sex
  - c. Number and percentage of residents aged 15-29 not in education or training by sex
  - d. Number and percentage of persons without healthcare insurance, by sex
  - e. Number and percentage of persons on social support, by sex
  - f. Number of persons receiving disability support, by sex
  - g. Number of single-parent households by sex of the parent
  - h. Number of victims and perpetrators of domestic violence by sex
  - i. Number of businesses with structure of ownership disaggregated by sex
  - j. Number of sole proprietors disaggregated by sex

**21. Do the mayor and municipal/city administration usually include data disaggregated by sex in their annual reports (for example, the number of men and women who received some type of direct support from the municipality)? (multiple choice)**

- Yes
- Not sure
- No

**22. Do local public institutions usually include data disaggregated by sex in their annual reports submitted to the municipal/city council/assembly? (multiple choice)**

- Yes
- Not sure
- No

**23. How would you assess the work of the Gender Equality Commission in the city/municipality's council/assembly? (multiple choice)**

- Excellent, 5
- Very good, 4
- Good, 3
- Fair, 2
- Poor, 1
- Not aware of that commission (skip to last question)

**24. For each of the listed key challenges/issues below, please mark how much you think that Gender Equality Commission is affected by that issue? (matrix)**

- Affects them significantly, 5
- Affects them somewhat, 4
- Not sure, 3
- Does not affect them much, 2
- Does not affect them at all, 1
  - a. Limited resources/capacity
  - b. No strategic approach
  - c. Low visibility/recognition
  - d. Low understanding within the municipality/city of the commission's role and purpose
  - e. Low understanding within the municipality/city of the needs of men and women
  - f. Lack of accountability
  - g. Other, please specify: \_\_\_\_\_
  - h. I don't know

**25. What can be done to improve the key challenges/issues in the work of that Gender Equality Commission? (comment box)**

**26. How would you assess the collaboration and coordination of that Gender Equality Commissions with all the listed groups? (matrix)**

- Excellent, 5
- Very good, 4
- Good, 3
- Fair, 2
- Poor, 1
- Do not know
  - a. The rest of the municipal/city council/assembly
  - b. Municipal/city mayor
  - c. Municipal/city administration
  - d. The entity Gender Centre
  - e. The state Agency for Gender Equality
  - f. Other bodies at higher levels of government
  - g. Gender Equality Commissions of other municipalities/cities
  - h. Gender Equality Commissions of higher levels of government
  - i. Large civil society organizations
  - j. Small local organizations

**27. Has that Gender Equality Commission been active in providing their opinions to local decisions that are not only specific gender equality policies? (multiple choice)**

- Yes
- No
- I don't know

Thank you for providing us your honest answers and contributing to the research! For a blank questionnaire for another municipality/city, please copy the following link to your internet browser: <https://www.surveymonkey.com/r/B3CPBB6>.

## ANNEX VI. NSCP-BIH QUESTIONS USED TO INFORM THE GENDER ASSESSMENT

What is your overall level of satisfaction with public services? NOTE DOWN ONE ANSWER ONLY! READ OUT AND SHOW THE ANSWER OPTIONS!

1. Completely satisfied 1
2. Mostly satisfied 2
3. Somewhat satisfied 3
4. Neither satisfied nor dissatisfied 4
5. Somewhat dissatisfied 5
6. Mostly dissatisfied 6
7. Completely dissatisfied 7
8. (Do not read!) Does not know/Refuses to answer 8

How satisfied are you with the delivery of the following public services provided by your MUNICIPALITY IN THE LAST 12 MONTHS? ASK FOR EACH ITEM SEPARTELY. ROTATE OPTIONS

	Completely satisfied	Mostly satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Mostly dissatisfied	Completely dissatisfied	Did not have direct experience with this service in the last 12 months	This service is not available in my municipality
Water supply	1	2	3	4	5	6	7	8	9
Garbage collection	1	2	3	4	5	6	7	8	9
Sewage system/waste	1	2	3	4	5	6	7	8	9
Local road maintenance and infrastructure	1	2	3	4	5	6	7	8	9
Local public transportation	1	2	3	4	5	6	7	8	9
Protection from natural disasters	1	2	3	4	5	6	7	8	9
Social protection/care	1	2	3	4	5	6	7	8	9
Public health	1	2	3	4	5	6	7	8	9
Environmental protection	1	2	3	4	5	6	7	8	9
E-services	1	2	3	4	5	6	7	8	9

How often did you feel discriminated against for your: ROTATE ITEMS!

	Very often	Often	Sometimes	Rarely	Never	I don't remember/ Refuses to answer
Gender (man or woman)	5	4	3	2	1	6
Ethnicity	5	4	3	2	1	6
Religious views	5	4	3	2	1	6
Disability	5	4	3	2	1	6
Ask only women: Pregnancy status	5	4	3	2	1	6
Sexual orientation	5	4	3	2	1	6
Wealth	5	4	3	2	1	6
Other (specify)	5	4	3	2	1	6



To what extent do you agree or disagree with each of the following statements? READ OUT THE ANSWER OPTIONS! ASK ABOUT EACH ITEM SEPARATELY!

ITEMS	Strongly agree	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	Strongly disagree	(Do not read!) Does not know/Refuses to answer
Women should have equal rights as men and receive the same treatment as men do	1	2	3	4	5	6	7	8
On the whole, men make better political leaders than women and should be elected rather than women	1	2	3	4	5	6	7	8
When jobs are scarce, men should have more right to a job than women	1	2	3	4	5	6	7	8
The majority of household responsibilities are naturally more suited for women, regardless of whether she is employed or not	1	2	3	4	5	6	7	8

In your opinion, how common is violence against women by partners, acquaintances or strangers in BiH?

- |                      |   |
|----------------------|---|
| 1. Very common       | 1 |
| 2. Fairly common     | 2 |
| 3. Not very common   | 3 |
| 4. Not at all common | 4 |
| 5. Don't know        | 5 |
| 6. Not applicable    | 6 |
| 7. Refused to answer | 7 |

Please tell me to what extent you agree or disagree with the following statements?

	Totally agree	Tend to agree	Tend to disagree	Totally disagree	Does not know/Refused to answer
Violence against women is often provoked by the victim	1	2	3	4	5
Domestic violence is a private matter and should be handled within the family	1	2	3	4	5

## ANNEX VII. COMPARATIVE ANALYSIS OF LAWS ON LOCAL SELF-GOVERNANCE AGAINST LAW OF GENDER QUALITYOGE

Exhibit 3. Harmonization of laws on local self-governance with the Law on Gender Equality

HARMONISATION OF LAWS ON LOCAL SELF-GOVERNANCE (LSG) WITH THE LGE						
MUNICIPALITY/CITY IS REQUIRED TO	RS LAW ON LOCAL SELF-GOVERNANCE <sup>102</sup>	FBIH LAW ON PRINCIPLES OF LSG <sup>103</sup>	DRAFT LAW ON AMENDMENTS TO FBIH LAW ON PRINCIPLES OF LSG <sup>104</sup>	BD BIH ASSEMBLY RULEBOOK	SARAJEVO CANTON DRAFT LAW ON LSG	
Enable for equal representation (minimum 40 percent) (LGE, Art. 20)	No	No	No	No	No	
Adopt special measures to eliminate discrimination (LGE, Art. 20)	Yes, partially, Art. 30 (ensuring gender equality), Art. 31 (legal aid)	No	No	No	No	
Ensure that all data collected in local administration are disaggregated by sex, used in official statistics, and publicly available (LGE, Art.22, Art. 24)	No	No	No	No	No	
Adopt programs of measures to achieve gender equality at local level. Programs include at least the following (LGE, Art. 24): <ul style="list-style-type: none"> <li>an analysis of the gender equality situation,</li> <li>measures from the higher-level action plans and programs,</li> <li>and other measures to address identified inequalities.</li> </ul>	Yes, partially, Art. 18	No	No	Yes, partially, through GE Commission competence,	No	
Adopt new or amend existing regulations to harmonize them with LGE and international standards (LGE, Art. 24)	No	No	No	No	No	

<sup>102</sup> RS Official Gazette, 97/16, 36/19, 61/21

<sup>103</sup> FBiH Official Gazette, 49/06, 51/09

<sup>104</sup> FBiH Parliament, <https://parlamentfbih.gov.ba/v2/bs/propis.php?id=573>

## HARMONISATION OF LAWS ON LOCAL SELF-GOVERNANCE (LSG) WITH THE LGE

MUNICIPALITY/CITY IS REQUIRED TO	RS LAW ON LOCAL SELF-GOVERNANCE <sup>102</sup>	FBIH LAW ON PRINCIPLES OF LSG <sup>103</sup>	DRAFT LAW ON AMENDMENTS TO FBIH LAW ON PRINCIPLES OF LSG <sup>104</sup>	BD BIH ASSEMBLY RULEBOOK	SARAJEVO CANTON DRAFT LAW ON LSG
Implement the Gender Action Plan (GAP) of BiH with workplans and adequate budget (LGE, Art. 24)	No	No	No	No	No
Establish their own institutional mechanisms which will implement the LGE, GAP, and international standards (LGE, Art. 24)	No	No	No	Yes, GE Commission of the Assembly	No
Send draft regulations to gender institutional mechanisms for opinion, which should lead to harmonization of those regulations with the LGE (LGE, Art. 24)	No	No	No	Yes, through GE Commission competence	No
Gender-sensitive language used in the law (LGE, Art.9)	No	Yes	Yes	No	Partially, Art. 9

## ANNEX VIII: KEY CSO SURVEY RESULTS

Exhibit 4. How would you rate the quality of data or information on gender issues in that LSGU?

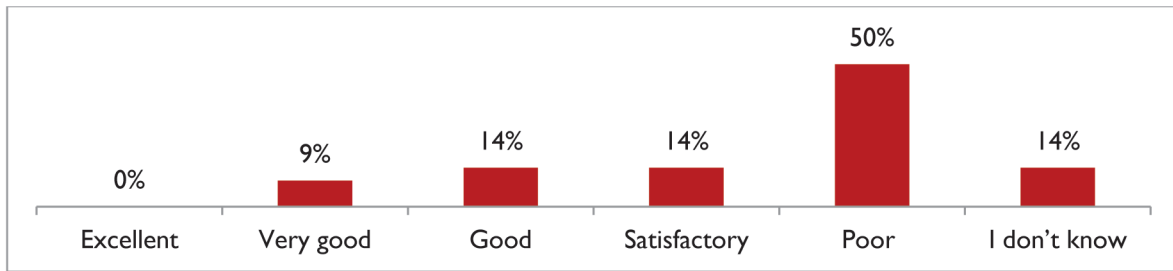


Exhibit 5. Key challenges which affect women and men (5 the strongest)

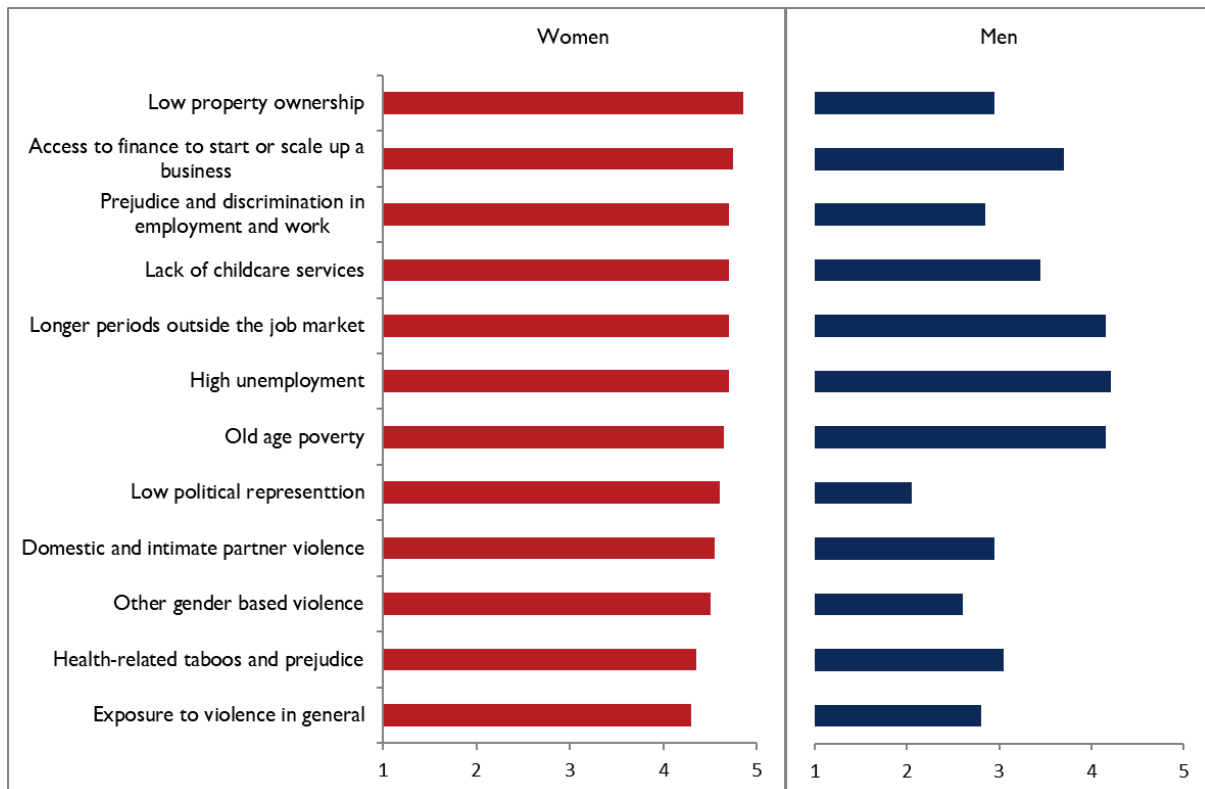




Exhibit 8. Maps of microregions with women as percentage of job seekers and women's labor force participation rate

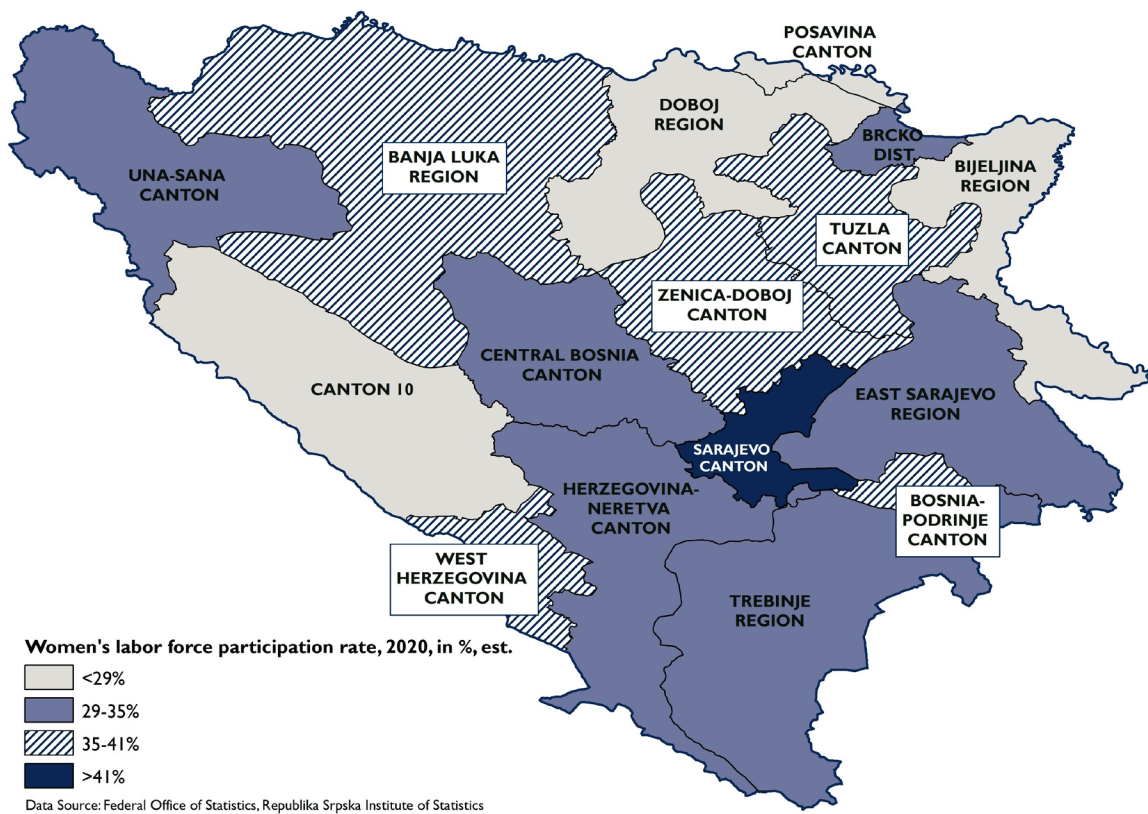
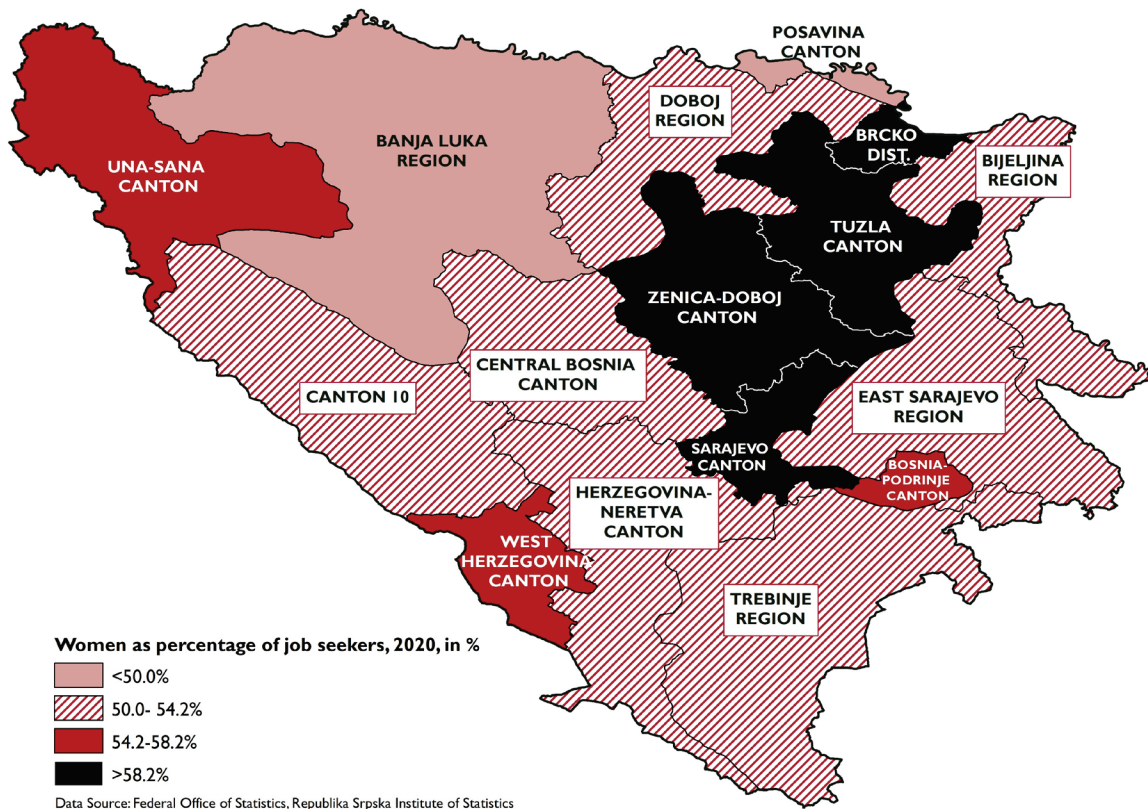


Exhibit 9. LSGU data on women's labor market outcomes and Gender Action Plans

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP 1325 IN FORCE
Brčko District of BiH	Brčko District of BiH	83516	9.68	N	36.90	58.32	29.55	GAP Expired
Bosanski Petrovac	CI Una Sana Canton	7328	17.65	N	35.27	53.71	27.79	
Ključ	CI Una Sana Canton	16744	20	N	42.23	52.40	22.20	
Sanski Most	CI Una Sana Canton	41475	16.13	N	38.69	51.97	19.20	GAP Expired
Bihać	CI Una Sana Canton	56261	30	N	45.42	57.45	42.59	GAP Expired
Bosanska Krupa	CI Una Sana Canton	25545	16	N	37.06	55.16	28.30	
Cazin	CI Una Sana Canton	66149	23.33	N	44.54	53.40	28.67	Yes, GAP
Bužim	CI Una Sana Canton	19340	0	N	41.25	58.28	35.63	
Velika Kladuša	CI Una Sana Canton	40419	21.43	N	42.66	58.00	32.76	
Tomislavgrad	C10 Canton 10	31592	20	N	45.48	53.59	19.67	
Livno	C10 Canton 10	34133	22.58	N	46.51	54.77	23.59	
Kupres FBiH	C10 Canton 10	5057	23.53	N	27.99	71.43	27.62	
Bosansko Grahovo	C10 Canton 10	2449	20	N	35.58	36.99	14.49	
Glamoč	C10 Canton 10	3860	26.67	N	29.88	49.39	21.21	

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP 1325 IN FORCE
Drvar	C10 Canton 10	7036	35.29	Y	40.62	48.41	25.36	
Domaljevac-Šamac	C2-PC	4771	27.27	N	47.22	37.73	14.38	
Orašje	C2-PC	19861	24	N	44.57	44.82	29.67	No
Odžak	C2-PC	18821	20	Y	37.42	56.16	23.69	
Banovići	C3 Tuzla Canton	22773	28	N	25.72	71.03	45.67	Yes, GAP
Živinice	C3 Tuzla Canton	57765	6.45	N	32.60	63.65	41.66	Expired GAP
Kladanj	C3 Tuzla Canton	12348	11.76	N	35.51	63.76	37.41	No
Kalesija	C3 Tuzla Canton	33053	3.70	N	32.98	60.75	39.91	GAP Expired
Teočak	C3 Tuzla Canton	7424	20	N	35.73	62.47	30.96	
Lukavac	C3 Tuzla Canton	44520	12.90	N	35.65	64.04	42.27	
Tuzla	C3 Tuzla Canton	110979	25.81	N	41.70	57.64	49.41	No
Čelić	C3 Tuzla Canton	10502	11.76	N	35.60	55.95	38.63	
Doboj-Istok	C3 Tuzla Canton	10248	23.53	N	44.16	65.98	48.70	
Srebrenik	C3 Tuzla Canton	39678	20.69	N	32.74	62.34	37.71	
Gračanica	C3 Tuzla Canton	45220	6.67	N	39.46	64.25	45.33	Yes
Gradačac	C3 Tuzla Canton	39340	13.33	N	39.44	57.43	42.45	



KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP 1325 IN FORCE
Sapna	C3 Tuzla Canton	11178	19.05	N	27.21	60.45	30.04	GAP Expired
Visoko	C4 Zenica Dobož Canton	39938	16	N	43.63	58.14	48.70	
Olovo	C4 Zenica Dobož Canton	10175	35.29	N	38.82	56.92	34.62	Yes
Kakanj	C4 Zenica Dobož Canton	37441	20	N	32.46	59.86	37.79	
Breza	C4 Zenica Dobož Canton	14168	19.05	N	28.02	69.91	31.92	
Zavidovići	C4 Zenica Dobož Canton	35988	6.90	N	43.26	54.54	35.78	
Vareš	C4 Zenica Dobož Canton	8892	21.05	N	41.86	57.16	25.68	
Zenica	C4 Zenica Dobož Canton	110663	9.68	N	40.54	60.24	47.08	GAP Expired
Žepče	C4 Zenica Dobož Canton	30219	24	N	40.85	59.47	37.87	Yes
Dobož-Jug	C4 Zenica Dobož Canton	4137	7.69	N	30.34	59.50	51.56	GAP Expired
Maglaj	C4 Zenica Dobož Canton	23146	8	N	44.24	63.15	43.39	
Usora	C4 Zenica Dobož Canton	6603	15.38	N	31.24	53.28	30.38	

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP 1325 IN FORCE
Tešanj	C4 Zenica Dobo Canton	43063	4	N	43.43	53.78	50.76	Yes
Foča FBiH	C5 Bosnia Podrinje Canton	1933	36.36	N	39.13	57.73	32.00	
Goražde	C5 Bosnia Podrinje Canton	20897	8	N	45.66	57.33	49.70	GAP Expired
Pale FBiH	C5 Bosnia Podrinje Canton	904	36.36	N	40.20	51.05	29.16	
Bugojno	C6 Central Bosnia Canton	31470	16	N	45.06	53.31	37.98	
Gornji Vakuf-Uskoplje	C6 Central Bosnia Canton	20933	26.09	N	36.17	49.42	26.96	
Fojnica	C6 Central Bosnia Canton	12356	28.57	N	52.21	54.84	39.82	GAP Expired
Busovača	C6 Central Bosnia Canton	17910	16	N	36.97	56.12	30.51	
Vitez	C6 Central Bosnia Canton	25836	36	N	39.72	55.08	45.06	
Novi Travnik	C6 Central Bosnia Canton	23832	16	N	40.32	58.47	37.23	
Kreševo	C6 Central Bosnia Canton	5273	26.67	N	32.60	61.64	31.47	
Kiseljak	C6 Central Bosnia Canton	20722	43.48	N	37.64	53.77	32.21	

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP I 325 IN FORCE
Donji Vakuf	C6 Central Bosnia Canton	13985	19.05	N	33.87	47.74	38.29	
Travnik	C6 Central Bosnia Canton	53482	22.58	N	46.20	46.76	43.04	Yes, GAP
Dobretići	C6 Central Bosnia Canton	1629	45.45	N	29.63	50.85	5.72	
Jajce	C6 Central Bosnia Canton	27258	20	N	32.16	55.86	26.60	
Čitluk	C7 Herzegovina Neretva Canton	18140	24	N	42.04	54.35	51.14	
Prozor - Rama	C7 Herzegovina Neretva Canton	14280	14.29	N	42.49	53.12	26.64	
Jablanica	C7 Herzegovina Neretva Canton	10111	21.05	N	34.59	56.08	41.90	
Ravno	C7 Herzegovina Neretva Canton	3219	33.33	N	37.04	44.74	5.66	
Neum	C7 Herzegovina Neretva Canton	4653	23.53	N	49.29	48.88	35.78	
Čapljina	C7 Herzegovina Neretva Canton	26157	24	N	46.88	55.92	30.65	
Stolac	C7 Herzegovina Neretva Canton	14502	29.41	N	56.64	49.79	28.15	
Mostar	C7 Herzegovina Neretva Canton	105797	30.77	N	48.18	53.73	50.58	No

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP 1325 IN FORCE
Konjic	C7 Herzegovina Neretva Canton	25148	14.81	N	41.01	53.95	40.59	No
Široki Brijeg	C8 West Herzegovina Canton	28929	24	N	39.10	59.57	44.56	
Ljubuški	C8 West Herzegovina Canton	28184	16	N	44.99	53.24	31.35	
Grude	C8 West Herzegovina Canton	17308	32	N	38.95	52.94	35.16	
Posušje	C8 West Herzegovina Canton	20477	36	N	41.24	54.79	34.56	
Vogošća	C9 Sarajevo Canton	26343	14.81	N	37.83	65.41	46.25	Yes, GAP
Novo Sarajevo	C9 Sarajevo Canton	64814	32.26	N	47.17	59.97	55.52	Yes, GAP
Centar Sarajevo	C9 Sarajevo Canton	55181	32.26	N	53.00	57.31	106.98	GAP Expired
Ilijaš	C9 Sarajevo Canton	19603	28	N	36.67	65.67	52.14	LAP 1325, expired
Hadžići	C9 Sarajevo Canton	23891	37.04	N	38.20	67.13	51.39	
Novi Grad Sarajevo	C9 Sarajevo Canton	118553	29.03	N	41.18	61.87	42.80	GAP Expired
Iliđža	C9 Sarajevo Canton	66730	32.26	N	39.21	62.58	54.82	GAP Expired
Stari Grad Sarajevo	C9 Sarajevo Canton	36976	16.13	N	49.97	57.82	50.13	Yes, GAP
Trnovo RS	C9 Sarajevo Canton	2050	23.08	N	41.39	63.04	47.87	

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP 1325 IN FORCE
Kostajnica	Banja Luka	5977	11.76	N	58.96	43.70	30.50	
Kozarska Dubica	Banja Luka	21524	11.11	N	44.56	40.47	22.71	No
Gradiška	Banja Luka	51727	16.13	N	48.52	47.57	27.95	Yes, GAP
Prijedor	Banja Luka	89397	19.35	N	44.92	48.77	20.70	No
Novi Grad	Banja Luka	27115	14.81	N	49.27	44.63	19.45	
Krupa na Uni	Banja Luka	1597	23.08	N	50.63	32.54	29.55	
Oštra Luka	Banja Luka	2786	13.33	N	39.74	39.34	31.25	
Petrovac	Banja Luka	361	30.77	N	26.45	44.37	99.39	
Istočni Drvar	Banja Luka	79	27.27	Y	24.83	37.50	153.85	
Ribnik	Banja Luka	6048	17.65	N	30.46	57.32	26.12	
Kupres RS	Banja Luka	300	63.64	N	11.11			
Šipovo	Banja Luka	10293	10.53	N	35.54	53.85	31.54	
Mrkonjić Grad	Banja Luka	16671	20	N	42.24	49.21	27.91	
Jezero	Banja Luka	1144	15.38	Y	49.45	50.75	39.18	
Kneževo	Banja Luka	9793	5.26	N	39.06	51.86	26.95	
Kotor Varoš	Banja Luka	19710	14.81	N	53.98	41.03	41.65	

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP I 325 IN FORCE
Banja Luka	Banja Luka	185042	19.35	N	48.57	52.14	48.11	
Laktaši	Banja Luka	34966	34.48	N	38.60	53.31	31.34	
Čelinac	Banja Luka	15548	20	N	48.88	46.05	25.49	
Prnjavor	Banja Luka	35956	13.79	N	43.53	54.94	22.23	
Srbac	Banja Luka	17587	32	N	46.55	46.22	22.83	
Srebrenica	Bijeljina	13409	14.29	N	32.87	43.92	21.39	
Bratunac	Bijeljina	20340	4	N	42.24	52.72	23.38	No
Osmaci	Bijeljina	6016	6.67	N	24.35	45.48	9.70	
Zvornik	Bijeljina	58856	22.58	N	40.79	51.67	24.49	Expired
Bijeljina	Bijeljina	107715	9.68	N	45.51	56.87	33.65	Yes
Ugljevik	Bijeljina	15710	4.35	N	28.82	61.32	29.36	
Lopare	Bijeljina	15357	13.04	N	40.85	52.71	14.00	No
Derventa	Doboj	27404	6.90	N	49.81	50.38	31.40	Yes
Petrovo	Doboj	6474	23.53	N	36.96	57.20	24.60	
Brod	Doboj	16619	28	N	41.10	55.40	22.90	
Vukosavlje	Doboj	4667	13.33	N	40.91		5.01	

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP I 325 IN FORCE
Modriča	Doboj	25720	25.93	N	49.31	51.61	25.56	
Pelagićevo	Doboj	5220	0	N	34.11	43.91	14.35	
Donji Žabar	Doboj	3809	15.38	N	31.93			
Šamac	Doboj	17273	28	N	42.72	50.44	20.55	
Doboj	Doboj	71441	9.68	N	46.34	54.36	24.74	No
Teslić	Doboj	38536	10.34	N	47.64	46.76	27.14	
Stanari	Doboj		5.88	N	20.10	54.87		
Trnovo FBiH	Istočno Sarajevo	1502	46.67	N	41.15	58.09	25.83	
Rudo	Istočno Sarajevo	7963	5.88	N	45.51	45.52	21.93	No
Novo Goražde	Istočno Sarajevo	3117	15.38	Y	43.27	41.46	14.34	
Istočna Ilidža	Istočno Sarajevo	14763	21.74	N	53.54	56.56	37.90	GAP Expired
Istočno Novo Sarajevo	Istočno Sarajevo	10642	31.58	N	46.82	58.77	61.21	
Pale RS	Istočno Sarajevo	20909	12	N	47.31	55.00	38.19	No
Rogatica	Istočno Sarajevo	10723	10.53	N	46.29	51.63	32.36	
Višegrad	Istočno Sarajevo	10668	9.52	N	42.19	50.04	30.04	
Istočni Stari Grad	Istočno Sarajevo	1131	46.15	N	22.76			

KEY DATA PER MUNICIPALITY/CITY								
MUNICIPALITY	MICROREGION	POPULATION 2013	WOMEN AS % OF CITY/ MUNICIPAL COUNCILLORS	FEMALE MAYOR (Y/N)	WOMEN AS % OF EMPLOYED, 2020	WOMEN AS % OF JOB SEEKERS, 2020	WOMEN'S LABOUR FORCE PARTICIPATION RATE, 2020, EST.	LOCAL GAP OR LAP I 325 IN FORCE
Sokolac	Istočno Sarajevo	12021	19.05	N	44.58	55.88	40.00	
Han Pijesak	Istočno Sarajevo	3530	20	N	31.67	62.50	29.92	
Milići	Istočno Sarajevo	11441	5.26	N	36.56	60.67	24.39	
Vlasenica	Istočno Sarajevo	11467	15.79	N	45.42	54.02	18.71	
Šekovići	Istočno Sarajevo	6761	11.76	N	46.48	49.15	26.71	
Trebinje	Trebinje	29198	13.79	N	47.25	54.72	41.74	No
Bileća	Trebinje	10807	10.53	N	45.62	51.24	34.54	
Ljubinje	Trebinje	3511	13.33	N	50.53	48.97	32.19	
Berkovići	Trebinje	2114	7.69	N	33.68	49.87	32.35	
Istočni Mostar	Trebinje	257	18.18	N	37.50			
Gacko	Trebinje	8990	15.79	N	33.58	64.04	41.13	Expired
Nevesinje	Trebinje	12961	9.52	N	48.72	50.26	35.93	Yes
Kalinovik	Trebinje	2029	30.77	N	37.47	58.94	30.81	
Foča RS	Trebinje	18288	20	N	44.22	50.99	37.33	No
Čajniče	Trebinje	4895	26.67	N	30.45	51.97	26.52	



## ANNEX X. 2021 NSCP-BIH RESULTS RELEVANT FOR THE ASSESSMENT

Exhibit 10. Satisfaction with local public services by sex, urban/rural, and age (NSCP-BiH)

SATISFACTION WITH PUBLIC SERVICES										
TYPE OF SERVICE	MALE	FEMALE	MALE URBAN	MALE RURAL	MALE ADULT	MALE YOUNG	FEMALE URBAN	FEMALE RURAL	FEMALE ADULT	FEMALE YOUNG
	% Dissatisfied									
Social protection/care	47 % <sup>b</sup>	44 % <sup>b</sup>	51 % <sup>e</sup>	43 % <sup>e</sup>	50 % <sup>e</sup>	38 % <sup>e</sup>	48 % <sup>b</sup>	40 % <sup>b</sup>	46 % <sup>c</sup>	39 % <sup>c</sup>
Public health	47 % <sup>a</sup>	47 % <sup>a</sup>	52 % <sup>f</sup>	43 % <sup>e</sup>	48 % <sup>a</sup>	46 % <sup>a</sup>	50 % <sup>c</sup>	43 % <sup>c</sup>	46 % <sup>b</sup>	49 % <sup>b</sup>
Garbage collection	28 % <sup>b</sup>	25 % <sup>b</sup>	28 % <sup>a</sup>	28 % <sup>a</sup>	28 % <sup>a</sup>	27 % <sup>a</sup>	26 % <sup>a</sup>	24 % <sup>a</sup>	24 % <sup>b</sup>	27 % <sup>b</sup>
Sewage system	40 % <sup>c</sup>	35 % <sup>c</sup>	41 % <sup>a</sup>	40 % <sup>a</sup>	42 % <sup>c</sup>	36 % <sup>c</sup>	33 % <sup>b</sup>	36 % <sup>b</sup>	35 % <sup>a</sup>	34 % <sup>a</sup>
Water supply	25 % <sup>a</sup>	23 % <sup>a</sup>	26 % <sup>b</sup>	23 % <sup>b</sup>	25 % <sup>a</sup>	23 % <sup>a</sup>	25 % <sup>b</sup>	21 % <sup>b</sup>	22 % <sup>b</sup>	26 % <sup>b</sup>
Local road maintenance and infrastructure	58 % <sup>a</sup>	56 % <sup>a</sup>	55 % <sup>c</sup>	60 % <sup>c</sup>	58 % <sup>a</sup>	56 % <sup>a</sup>	54 % <sup>b</sup>	57 % <sup>b</sup>	56 % <sup>a</sup>	55 % <sup>a</sup>
Local public transportation	41 % <sup>a</sup>	41 % <sup>a</sup>	39 % <sup>b</sup>	43 % <sup>b</sup>	40 % <sup>a</sup>	42 % <sup>a</sup>	41 % <sup>a</sup>	40 % <sup>a</sup>	39 % <sup>c</sup>	45 % <sup>c</sup>
E-services	28 % <sup>a</sup>	26 % <sup>a</sup>	31 % <sup>c</sup>	26 % <sup>c</sup>	26 % <sup>d</sup>	35 % <sup>d</sup>	30 % <sup>d</sup>	22 % <sup>d</sup>	25 % <sup>b</sup>	28 % <sup>b</sup>

<sup>a</sup> Less than 3 percentage points of difference in the opinion between the observed groups of respondents.

<sup>b</sup> 3-4 percentage points of difference in the opinion between the observed groups of respondents.

<sup>c</sup> 5-7 percentage points of difference in the opinion between the observed groups of respondents.

<sup>d</sup> 8-9 percentage points of difference in the opinion between the observed groups of respondents.

<sup>e</sup> 10 or more percentage points of difference in the opinion between the observed groups of respondents.

<sup>f</sup> Most dissatisfied group of respondents with a single local public service.

Exhibit 11. Differences by sex in agreeing with stereotypes (NSCP-BiH)

STEREOTYPES						
STATEMENTS	FEMALE			MALE		
	AGREE	NEUTRAL	DISAGREE	AGREE	NEUTRAL	DISAGREE
On the whole, men make better political leaders than women and should be elected rather than women	20%	10%	69%	40%	15%	44%
The majority of household responsibilities are naturally more suited for women, regardless of whether she is employed or not	40%	11%	47%	57%	17%	26%
When jobs are scarce, men should have more right to a job than women	22%	11%	66%	39%	13%	47%
Domestic violence is a private matter and should be handled within the family	11%	3%	86%	15%	6%	80%
Violence against women is often provoked by the victim	11%	5%	84%	17%	7%	76%

Exhibit 12. Differences by sex in feeling discriminated against on different grounds (NSCP-BiH)

FEEL DISCRIMINATED						
GROUNDS	FEMALE			MALE		
	NEVER OR RARELY	SOMETIMES	OFTEN OR VERY OFTEN	NEVER OR RARELY	SOMETIMES	OFTEN OR VERY OFTEN
Sexual orientation	95%	2%	1%	97%	1%	1%
Disability	93%	2%	2%	94%	2%	1%
Pregnancy status	92%	3%	1%	N/A	N/A	N/A
Wealth	90%	7%	2%	90%	7%	2%
Ethnicity	86%	8%	5%	90%	6%	3%
Religious views	88%	7%	4%	91%	4%	3%
Gender	84%	10%	5%	96%	2%	1%

## ANNEX XI. GENDER EQUALITY INTERVENTIONS IMPLEMENTED AT THE LOCAL LEVEL

Exhibit 13. Ongoing gender equality interventions at local level

GE INTERVENTIONS				
NAME OF THE INTERVENTION	CATEGORY	IMPLEMENTER	PERIOD	DONOR
Regional Programme on Ending Violence against Women in the Western Balkans and Turkey	GBV	UN Women		EU
Unapređenje kapaciteta pružalaca usluga podrške žrtvama rodno zasnovanog nasilja – faza III (Strengthening Capacities of Service Providers to GBV Survivors – Phase III)	GBV	UN Women		EU
Održivo funkcionisanje specijalizovanih usluga podrške za žrtve nasilja u porodici u kriznim situacijama i nakon njih (Sustainability of Specialized Services to Victims of Domestic Violence in Crises and After Crises)	GBV	UN Women		EU
Women in Elections in Bosnia and Herzegovina	Women's political participation (WPP)	UNDP	2021	SIDA
Project for Improving Performance of Local Services (PIPLS) in Bosnia and Herzegovina <sup>105</sup>	Local service delivery with gender mainstreaming	UNDP	Jan/2021 – Dec/2023	SIDA
Municipal Environmental Governance (MEG) Project - Phase 2 <sup>106</sup>	Water supply and wastewater management services with gender mainstreaming	UNDP		Government Of Czech Republic, SIDA, SDC
Podrška Evropske unije lokalnim partnerstvima za zapošljavanje – Faza (LEP II) (EU Support to Local Employment Partnerships – Phase II)	Women's economic empowerment (WEE)	ILO		
Sigurni zajedno: Uspostavljanje netradicionalnih partnerstava na lokalnom nivou između sigurnih kuća i vjerskih zajednica u BiH (Safe Together: Establishing of Non-Traditional Partnerships between Safe Houses and Religious Communities in BiH)	GBV	Foundation of Local Democracy, Sarajevo	N/a	British Embassy

<sup>105</sup> UNDP. (2020). Project for Improving Performance of Local Services (PIPLS) in Bosnia and Herzegovina - Project Document. [https://info.undp.org/docs/pdc/Documents/BIH/PIPLS%20ProDoc\\_UPDATE%2014072021.pdf](https://info.undp.org/docs/pdc/Documents/BIH/PIPLS%20ProDoc_UPDATE%2014072021.pdf)

<sup>106</sup> [https://www.ba.undp.org/content/bosnia\\_and\\_herzegovina/en/home/development-impact/MEG2.html](https://www.ba.undp.org/content/bosnia_and_herzegovina/en/home/development-impact/MEG2.html)

GE INTERVENTIONS				
NAME OF THE INTERVENTION	CATEGORY	IMPLEMENTER	PERIOD	DONOR
Za život bez rodno zasnovanog nasilja u Sarajevu (faza II) (Life Without GBV in Sarajevi – Phase II)	GBV	Foundation of Local Democracy, Sarajevo	Dec/2020 – Nov/2022	City of Barcelona
Sveobuhvatna strategija prilagođena situaciji sa COVID-19 za Sarajevo bez nasilja na osnovu spola (Integrated Strategy for Sarajevo Without GBV in COVID-19 Crisis Situation)	GBV	Foundation of Local Democracy, Sarajevo	N/a	Government of Catalonia
Izgradnja ekonomske otpornosti žena žrtava nasilja kroz ekonomsko osnaživanje i poboljšanje pristupa za ostvarivanje Prihoda (Strengthening Economic Resilience of Women Victims of Violence through Economic Empowerment and Improved Access to Income Generation Activities)	GBV, WEE	VIVE ŽENE, Tuzla	2021-2023	UN Women
Prevention, Protection, and Rehabilitation of GBV Victims	GBV	VIVE ŽENE, Tuzla	2020-2022	
Osnaživanje glasova žena pogođenih ratnim seksualnim, rodno zasnovanim nasiljem na zapadnom Balkanu – Za kulturu prepoznavanja i pomirenja (Strengthening Voices of Women Affected by Wartime Sexual and GBV in the Western Balkans)	Women, peace, and security (WPS)	VIVE ŽENE, Tuzla Medica, Zenica	2020-2024	German Federal Ministry for Economic Cooperation and Development
P9230 Osnaživanje žena, preduvjet za pomirenje u BiH (Empowering Women, Precondition for Reconciliation in BiH)	Women, peace, and security (WPS)			
Osnaživanje djevojaka i mladih žena za nove kompetencije; vještine poželjne za lakše zapošljavanje (Empowering Young Women and Girls for New Competencies for Employability)	EE	VIVE ŽENE, Tuzla	Jun/2021 - Dec/2022	Christlicher Friedensdienst, Switzerland
Socio-ekonomske intervencije za umanjenje štetnih posljedica uzrokovanih pojavom virusa Covid-19 u Modriči i Vukosavlju” (CONEX) (Socio-Economic Interventions to Decrease Adverse Effects of COVID-19 in Modriča and Vukosavlje)	Marginalized groups with gender mainstreaming	“Budućnost” Modriča		CARE International; Austrian Development Agency
Ekonomske i socijalne prilike ka nezavisnosti žena, žrtava nasilja (Economic and Social Conditions for Economic Independence of Women Victims of Violence)	GBV, Women's economic empowerment (WEE)	“Budućnost” Modriča; Foundation Infohouse	Jan/2021 - Jun/2023	EU
Muški centar Modriča – Angažovanje muškaraca i dječaka za rodnu transformaciju (Men's Center Modriča – Engaging Men and Boys in Gender Transformation)	GBV, Work with Perpetrators (WWP)	“Budućnost” Modriča; Foundation Infohouse		IAMANEH

GE INTERVENTIONS				
NAME OF THE INTERVENTION	CATEGORY	IMPLEMENTER	PERIOD	DONOR
Sklonište za žrtve nasilja (GBV Victims Shelter)	GBV	“Budućnost” Modriča; Foundation Infohouse		IAMANEH
Institucionalizacija kvalitetnih usluga za podršku i integraciju žena koje su preživjele nasilje (Institutionalisation of Quality Services for Support and Integration of Women Victims of GBV)	GBV	“Budućnost” Modriča; United Women, Banja Luka; Foundation Lara, Bijeljina		Austrian Development Agency
Grad Banja Luka sa nultom tolerancijom prema seksualnom nasilju i uznemiravanju (City of Banja Luka – City with Zero Percent Tolerance to Sexual Violence and Harassment) / as part of the UN Global Safe Cities and Safe Public Spaces initiative	GBV	United Women, Banja Luka;	2021 -	UN Women/SIDA
Unapređenje prava i podrške žrtvama rodno zasnovanog nasilja u krivičnim postupcima (Advancing rights and support for Victims of GBV in Criminal Procedure)	GBV	United Women, Banja Luka;		Balkan Trust for Democracy
Uključimo žene u procese promjena - Ženski savjetodavni odbor 2020- 2021 (Engaging women in change – Women’s Advisory Board)	WPP	United Women, Banja Luka;		Kvinna till Kvinna
Power of Science for Society Without Violence /Snagom nauke do društva bez nasilja	GBV, working with boys and girls	Association XY (Institute for Population and Development)	2021 -	UN Women
Primjena sveobuhvatnog socio-ekološkog i modela zasnovanog na aktivnom učešću zajednica u eliminaciji nasilja nad ženama u BiH	GBV, working with boys and girls	Association XY (Institute for Population and Development)	2022-2023	UN Women
Academy for Women Entrepreneurs AWE	WEE	Foundation 787		US Embassy
Dig.IT	WEE	Foundation 787	2022	US Embassy
Osnružene žene za snažne zajednice-Klubovi za podršku poduzetništva žena (Empowered Women for Empowered Communities – Women’s Entrepreneurship Clubs)	WEE	Association of Business Women in BiH	2022	FIGAP via GC FBiH

**MONITORING AND EVALUATION  
SUPPORT ACTIVITY (MEASURE II)**

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