

BOSNIA AND HERZEGOVINA

Ministry for Human Rights and Refugees

*Gender Equality Agency of Bosnia and
Herzegovina*



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**Action Plan for the implementation of the UN
Security Council Resolution 1325
“Women, Peace and Security”
in Bosnia and Herzegovina
for the period 2018-2022**

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FOREWORD

The Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina has recognized the importance of UNSCR 1325 “Women, Peace and Security” for Bosnia and Herzegovina. Since 2010, two action plans have been adopted and implemented in cooperation with partner institutions and non-governmental organizations involved in the implementation of UNSCR 1325. Good practices in implementation, coordination, monitoring and reporting on the implementation of UNSCR 1325 Action Plans have been recognized at the regional and broader international level.

The preparation of the Third AP UNSCR 1325 for the period 2018-2020 was coordinated by the Agency for Gender Equality BiH of the Ministry for Human Rights and Refugees BiH with consultations from the institutions and NGOs represented in the Coordination Board for the Monitoring of Action Plan Implementation. This Action Plan was developed relying heavily on the structure of its predecessor, therefore, the existing strategic goals were kept, and certain specific mid-term goals, anticipated results and planned activities were revised.

Participatory approach based on best practice, with systematic gathering of information and statistical data, has resulted in the definition of innovative goals and activities for the new Action Plan in Bosnia and Herzegovina, which are vital for the full implementation of UN Resolution 1325 in BiH.

The BiH Agency for Gender Equality, Director

Samra Filipović Hadžić

1. Introduction

The UN Security Council Resolution 1325 „Women, Peace and Security“, adopted on 31 October 2000, is the first UN Security Council resolution that emphasises the importance of the role and equal participation of women in the prevention and resolution of conflicts and in building sustainable peace. It calls upon member states to ensure a greater presence of women in decision making at all levels. This is a prerequisite for a better inclusion of gender equality aspect in the sectors of defence and security and for an improved protection of and compliance with human rights of women and girls both in armed conflicts and in peace and security building processes.

UN Secretary General issued a Directive (S/PRST/2008/39) on 29 October 2008 related to implementation and reporting processes in accordance with the UN SC Resolution 1325 “Women, Peace and Security” which made it mandatory for member states to develop action plans for its implementation.

The first Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina (hereinafter: AP UNSCR 1325 in BiH) for the period 2010-2013 was adopted by a decision of the BiH Council of Ministers in 2010¹. This was also the first Action Plan for the implementation of UNSCR 1325 in the region of Southeast Europe and has served as an example for other countries in the region in the making of their national action plans for the implementation of UNSCR 1325. Furthermore, a **Coordination Board for AP UNSCR 1325 Implementation Monitoring** was established by way of a BiH Council of Ministers’ Decision, consisting of representatives from 11 institutions, predominantly from the defence and security sector² and one representative from the non-government sector (first from the association “Žene ženama”, Sarajevo (*eng. Women to Women*), and after from the “Udružene žene”, Banja Luka (*eng. United Women*)). The Coordination Board members took very active participation and contributed to the implementation and promotion of the Action Plan, both in their original institutions and for the general and international public.

The BiH Council of Ministers adopted the Second AP UNSCR 1325 in BiH for the period 2014-2017 in 2014³ by drawing from the findings and recommendations of the independent assessment of the previous AP UNSCR 1325 that showed all the positive aspects as well as challenges linked to its implementation and coordination. **The Coordination Board for AP UNSCR 1325 Implementation Monitoring for the period 2014-2017** was reappointed by the decision of the BiH Council of Ministers⁴ which was subsequently amended in 2016⁵. The Coordination Board (hereinafter: CB) had additional representatives from several new institutions⁶, the final membership count being 19 competent institutions and agencies at the state and entity levels, and one representative and her deputy from the NGO sector (Association “Vive žene”, Tuzla and “Lara”, Bijeljina). The RS Ministry of Interior did not nominate any members regardless of the fact that they had representatives in the CB during the implementation of the first AP UNSCR 1325 (2010-2013).

¹ “Official Gazette of BiH”, number 92/10

² Ministry of Defence BiH, Ministry of Security BiH, State Investigation and Protection Agency (SIPA), Border Police BiH, Ministry of Foreign Affairs BiH, Ministry of Finance and Treasury BiH, Gender Centre of Federation of BiH, RS Gender Centre, Federal Ministry of Interior, RS Ministry of Interior and BH Mine Action Centre

³ “Official Gazette BiH”, number 89/14

⁴ “Official Gazette BiH”, number 20/15 as at 9 March 2015

⁵ “Official Gazette BiH”, number 55/16 as at 29 July 2016

⁶ Armed Forces of BiH, Directorate for the Coordination of Police Bodies in BiH, Ministry of Human Rights and Refugees BiH, Ministry of Justice BiH, BiH Legislative Office, Office of Parliamentary Military Commissioner, Federal Police Administration

Furthermore, in the beginning of October 2017, the RS Gender Centre delivered a Resolution to the RS Government⁷ relieving the RS Gender Centre representative of her membership duties in the CB, without further explanations. A letter was submitted, followed by an urgency to the RS Government, to nominate a new male and female member to ensure a timely participation in the development of a new AP UNSCR 1325.

The Gender Equality Agency of the Ministry of Human Rights and Refugees BiH (hereinafter: GEAMHRRBIH) coordinated the preparation of **regular annual reports on the implementation of AP UNSCR 1325 in BiH**, which were adopted by the BiH Council of Ministers (hereinafter: CMBiH). The **Final Report on the Implementation of AP UNSCR 1325 for the period 2014-2017** was prepared, consisting of recommendations and lessons learned that were used as basis for the preparation of this Action Plan.

The preparation of the **Third AP UNSCR 1325 for the period 2018-2020** was coordinated by GEAMHRRBIH with consultations from the institutions and NGOs represented in the Coordination Board for the Action Plan Implementation Monitoring. This Action Plan was developed relying heavily on the structure of its predecessor, therefore, the existing strategic goals were kept, and specific mid-term goals, anticipated results and planned activities were revised, as shown in the table below:

EQUAL PARTICIPATION	PROTECTION AND PREVENTION	COORDINATION AND PARTNERSHIP
<u>STRATEGIC GOAL 1.</u> Increased participation of women in the military, police and peace missions, including participation in decision-making positions	<u>STRATEGIC GOAL 2.</u> Increased level of human security through the gender equality prism	<u>STRATEGIC GOAL 3.</u> Improved conditions of and approach to the implementation of AP UNSCR 1325
MID-TERM GOALS		
1.1. Key policies, laws and other regulations enable increased participation of women in the military, police and peace missions, including the decision-making positions	2.1. Decreased human trafficking rate in BiH	3.1. Improved coordination mechanisms and instruments for the implementation of AP UNSCR 1325
1.2. The necessary prerequisites created for the improvement of the position and promotion of women in the military, police and peace missions, including the decision-making positions	2.2. Better support and assistance for the victims of sexual and other forms of violence during the war	3.2. Improved cooperation with other stakeholders
1.3. Raised awareness on the importance of women's participation in decision making and peace keeping and security	2.3. Greater gender-responsible approach and support systems in the event of current security threats and challenges	

⁷ "Official Gazette of RS", number 53 as at 5 June 2017

2. International and domestic legal framework

2.1. International legal framework

The UN Security Council Resolution 1325 “Women, Peace and Security” (2000) calls for a full and equal participation of women in the process of conflict prevention and resolution and building international peace and security. Adopting Resolution 1325 is particularly significant in view of the fact that in the last decades the nature of war has changed and civilians are more often exposed to warfare. Women and girls are involved in conflicts, molestation and rape of women has become an important weapon of war and one of the methods of extreme torture. There is a greater need for protection of women and girls, as in conflicts, as well as in post conflict situations. This is underlined by the adoption of resolutions related to UNSCR 1325: 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013) and 2122 (2013).

- **UN Resolution 1820 (2008)**, is related to sexual violence in conflict and post-conflict situations. It emphasizes the importance of prevention of sexual violence against women and punishing the perpetrators which is extremely important in process of reconciliation and establishment of lasting sustainable peace. Rapes and other forms of sexual violence during and after armed conflicts can be perceived as a war crime and crime against humanity.
- **UN Resolution 1888 (2009)** pays special attention to the protection of women and girls from sexual violence in armed conflicts. It leans on UNSCR 1820 and demands the appointment of a special representative of the Secretary General, and the formation of expert teams which would function within the UN forces on the ground in order to more effectively coordinate, implement and report on the application of UNSCR 1820.
- **UN Resolution 1889 (2009)** accentuates the protection of women and girls in post conflict situations. It calls for additional measures to increase participation of women across all stages: conflict resolution, post-conflict planning and peace building, including political and economic decision making, combating stereotypes and promotion of women leadership and capacities, assistance programmes management and support to women’s organizations.
- **UN Resolution 1960 (2010)** was adopted as a response to slow progress in the resolution of issues connected with sexual violence in armed conflicts, especially against women and children. It calls for taking concrete steps and the establishment of institutional mechanisms for the prevention and protection from sexual violence in conflicts, as a severe abuse of human rights and international law.
- **UN Resolution 2106 (2013)** indicates a slow progress in the implementation of important aspects of the UNSCR 1960 and calls for more effective steps in the prosecution and reaction to cases of sexual violence, which would significantly contribute to maintaining international peace and security.
- **UN Resolution 2122 (2013)** calls for an ongoing implementation of UNSCR 1325 and national action plans, and the improvement of the system of coordination, monitoring and evaluation. It puts a special focus on female leadership and a greater participation of women in monitoring progress in conflict resolution and maintaining peace.
- **UN resolution 2242 (2015)** is in relation to women, peace and security with an emphasis on the importance of participation and contribution of women in the context of current global security threats and challenges, such as violent extremism, increased number of refugees and internally displaced persons, climate change, various pandemics etc. It clearly shows the essential connection between the participation of women and sustainable peace and security.

UN Convention to Eliminate all forms of Discrimination against Women (CEDAW 1979), has been implemented in Bosnia and Herzegovina since 1993, while the Optional protocol was signed in 2002. Bosnia and Herzegovina, as a member state, submits regular reports to the UN CEDAW Committee (CEDAW report). During 2017, the Sixth Periodical CEDAW Report was prepared for BiH and is currently in the adoption procedure by the CMBiH. This report, among other things, contains detailed information on the implementation of the CEDAW Committee recommendations in areas significant for the implementation of UNSCR 125 which were submitted after the previous CEDAW Report for BiH.

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

Recommendation CM / Rec (2007) 17 of the Committee of Ministers of the Council of Europe “Standards and Mechanisms for Gender Equality” in the area: *Conflict and post-conflict period*, calls for the full implementation of relevant international legal instruments, in particular the *UN resolution 1325* and emphasizes the need to: *“increase the participation of women in decision-making when it comes to the prevention and resolution of conflicts since women can significantly contribute, especially in terms of peace building and prevention of further conflicts. Their participation in decision-making and protection mechanisms, leadership and conflict resolution, including peace negotiations, democratisation of societies after conflicts, may not be under 40% which is the minimum threshold of equality.”*

2.2. Domestic legal framework

Constitution of Bosnia and Herzegovina, Constitution of the Federation of BiH, Constitution of Republika Srpska, constitutions of cantons and Statute of the Brčko District BiH guarantee to all the citizens of Bosnia and Herzegovina the right of participation in political parties, public affairs, equality of access to public services and the right to vote and be elected. The Constitution of Bosnia and Herzegovina, however, does not provide a general obligation of the representation of a certain gender (quota, proportion, parity etc.) in the public life, or any special obligation in terms of representation in legislative, executive or judicial authorities, but it includes provisions about the prohibition of gender based discrimination in the process of exercising the rights and liberties defined by the BiH Constitution and in international agreements listed in Annex I of the Constitution.

The gender equality issue is regulated in numerous other state and entity laws and bylaws.

Article 20 of the **Law on gender equality in Bosnia and Herzegovina** – revised text (area referring to *Public life*) stipulates equal representation of both genders in governance and decision-making processes. For the purpose of rapidly achieving equal representation of genders in the creation of policies and adoption of measures at all the levels of power in BiH, during the revisions of the Law on gender equality in BiH, Article 20 was harmonised with the Recommendation (2003)³ of the Committee of Ministers of the Council of Europe, which regulates that: *“balanced participation of women and men is taken to mean that the representation of either women or men in state authorities at all levels of government and local administration authorities, including legislative, executive and judicial authorities, and political parties should not fall below 40%...”*

Election law of Bosnia and Herzegovina⁸ has been harmonized with the Law on gender equality in BiH. In the article 4.19, paragraph 4, it states that equal representation of genders exists in the case when one gender is represented with at least 40% of the total number of candidates on a list. In addition to the obligatory percentage, mandatory ranking was introduced by the determining quotas. This rule demands at least one candidate of a less represented gender among the first two candidates, two candidates of a less represented gender among the first five candidates and three candidates of a less represented gender among the first eight candidates, etc. The Central Election Commission of BiH (hereinafter: CECBiH) shall reject any list of a political party unless it is composed in line with the quota rule. Amendments to the Election Law of BiH were proposed in 2016, including also the proposal for equal gender representation on candidates' lists (50% for each gender); however, these amendments have not been adopted. A **Proposed Law on the Amendments to the Law on the Council of Ministers BiH** was prepared stipulating the prescribed equal gender representation in the Council of Ministers of BiH (the minimum of 40% of the less represented gender to be appointed). Although it was adopted in its first reading at the 28th Session of the House of Representatives of the Parliamentary Assembly of BiH, this Law ended up not being adopted.

Gender action plan of Bosnia and Herzegovina for the period 2013-2017 (GAPBiH)⁹ is a strategic document that includes strategic goals, programmes and measures for the achievement of gender equality across all spheres of social life and work, both public and private. It gives guidelines for the preparation of annual operative plans at entity, cantonal and local level. GAPBiH states that the UN SC Resolution 1325 and the European Parliament Resolution on the participation of women in peaceful conflict resolution (2000/2025(INI) provide directions and guidelines to the member states in relation to the relevant measures for the improvement of the position of women in the society and for the prevention of any form of violent problem resolution. The preparation of a new, third in line, Gender Action Plan of Bosnia and Herzegovina for the period 2018-2022 is currently ongoing.

⁸ "Official Gazette of BiH", number 23/01, 07/02, 09/02, 20/02, 25/02, 04/04, 20/04, 25/05, 52/05, 65/05, 77/05, 11/06, 24/06, 32/07, 33/08, 37/08, 32/10, 18/13 and 07/14)

⁹ "Official Gazette of BiH", number 98/13

3. Analysis of the gender equality state against the strategic goals of AP UNSCR 1325

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

Indicators related to the **representation of women in military, police and peace missions, including participation in decision making positions** are showing certain progress since the beginning of AP UNSCR 1325 implementation in BiH; however, this progress is still far from actual equal representation of genders.

3.1.1. Participation of women in legislative, executive and judicial authorities

Gathering from the available data, women are represented by 20% **in the legislative and executive power** at all levels of government. After the 2014 General Elections¹⁰, the representation of women in the House of Representatives of the Parliamentary Assembly of BiH (hereinafter: HRPABiH) was 23.8%. The incremental trend of women's numbers in the PABiH is noticeable, as well as the attitude of the electoral body towards the elected women; namely, four women elected in 2010 were re-elected in 2014. The Collegium of the HRPABiH, consisting of three members, is currently presided over by a woman. The representation of both genders in the composition of the Collegium is prescribed by the Rules of Procedure of the HRPABiH.

- The average participation of women in entity parliaments is 19.7% (FBiH Parliament 21.4%, National Assembly RS 18%). The percentage of women's participation was increased by over 4% in FBiH, whereas the number of women elected to the National Assembly of RS decreased by 5% in comparison to the previous assembly composition from 2010. However, after the Local Elections in 2016, some changes took place in the RS National Assembly, and at this moment women take up 23% of representative seats. At cantonal level, the average participation of women is 18.5%, with the greatest number of women elected in the Posavina Canton (23.8%) and the least elected in Canton 10 (4%).
- The current CMBiH has two female ministers, and the FBiH Government is marking a significant increase of women ministers (25%), whereas the representation of women ministers in cantonal government is somewhat less. The RS Government has 25% women, including the Prime Minister who has been at the head of the government for two consecutive terms. The RS Council of Peoples is also presided by a woman. A woman is also on the position of Deputy Prime Minister of FBiH.

In Local Elections 2016¹¹ 6.22% women and 93.78% men were candidate for mayors/municipality heads, and 41 % women were candidates for councils/assemblies, as opposed to 59% men. In terms of national minorities, 18 women were verified in comparison to 125 men. Women made up 49% of the electoral body in the Local Elections of 2016. The results of these elections show a slight increase in the number of elected women. According to the CEC BiH data, six women (4.3%) were elected as municipality heads (five in RS and one in FBiH), whereas this percentage was 3.6% in 2012. The share of women in the composition of the council/assembly is 18.34% which is a moderate increase of women participation in comparison with the Local

Elections 2012 when this number stopped at 17.1%. The **judicial data from 2016** show that women are represented by 64% in courts and 51% in the prosecutor's offices. When it comes to the higher positions of court presidents and chief prosecutors, women are represented with 43%

¹⁰ Data from the Central Election Commission of BiH

¹¹ Data from the Central Election Commission of BiH

which is an increased number of women in the governing structure of judicial institutions of BiH in relation to the previous reporting period. Women are presidents in 80% of cantonal courts and out of nine management positions in the district prosecutor's offices women are occupying 33%, one acting chief prosecutor and two chief prosecutors.

In line with the data from the Ministry of Foreign Affairs of BiH (hereinafter: MFABiH), during the reporting period of 2015-2016, the diplomatic-consular network had 11 or 23% female ambassadors and one Consul General (17%) and two heads of permanent missions (40%). The analysis of the available data showed that the number of female ambassadors increased from 6 to 11 in the 2013-2016 period, which is about 8%. However, the latest data from 2017 show that the number of women ambassadors fell down to 7. Furthermore, the number of female state officials with a diplomatic status is, generally, higher than that of men.

Women make up 34% of the negotiating delegations of BiH within the competence of the Ministry of Security BiH (hereinafter: MSBiH) responsible for the conclusion of international instruments on police cooperation, readmission, confidential data protection, protection and rescue. MSBiH endeavours to provide equal representation of men and women in the said delegation clearly shown in the fact that delegations which is obvious from the fact that there is at least one woman in each composition of the negotiation delegation, whereas agreements/protocols on readmission show parity, i.e., equal representation of men and women.

The application of existing legal provisions, such as the 40% quota (Article 4.19 of the Election Law of BiH or Article 20 of ZoRS) yielded in certain progress; however additional affirmative measures should be undertaken that would result in a concrete increase in the number of women in decision-making.

3.1.2. Participation of women in military, police and peace missions

The implementation of comprehensive strategic measures from the AP UNSCR 1325 created a more favourable environment for an increase of women participation in military and police forces, albeit in lower positions and ranks. The Ministry of Defence BiH (hereinafter: MDBiH) employs 38% women (2% increase in comparison to 2013), and the Armed Forces of BiH (hereinafter: AFBiH) have 6.8% women (1.8% increase in relation to 2010 and only 0.2% increase from 2013), and there is 24% of women civilians and 5.5% of servicewomen personnel (1% in comparison with 2013).

MDBiH is successful in the application of measure whereby out of the total number of candidates accepted in the AFBiH 10% must be women, with advantage given to the most successful candidates from the ranking list. This is further supported by an evident increase of interest among women to be accepted into the AFBiH, illustrated by the data¹² that in 2008 only 23 women applied to the announcement and in 2014 there were 595 applications submitted by women.

- Out of the total 2693 applications in 2014, 241 were women (a little over 10%). Out of the 369 candidates that applied for the public announcement for officers in the AFBiH, 76 were women (a little over 20%). According to the data from 2016, 9.9% were women out of the total number of applications to the public announcement for soldiers. The total number of applications for officers had 20.59% women and the internal announcement for non-commissioned officers has 18.75 female applications. Eleven women (or 14% out of the total number of the enrolled) entered military academies.

There is a trend of increased **women participation in positions of power in the defence and**

¹² Data from the Ministry of Defence BiH

security sectors. For example, a woman is the head of the MDBiH, and three women are heads of departments. There are currently 22% women in the governing positions, However, in the AFBiH the percentage of women participation in the positions of power is still extremely low (2.5%). The MSBiH data on the participation of women in the managing positions in the security sector institutions across all levels of government show that women are mainly represented in the mid-level management, i.e., department heads, whereas they are least represented in the higher managing positions, e.g., assistant minister/director, with only three women. However, in the total number of employees in the MSBiH, law enforcement agencies in BiH, entity and cantonal ministries and the Brčko District BiH Police, women take up 50.5% representation.

Women in police forces¹³ at all levels of government participate with 7.5% mostly as police officers or senior police officers, inspectors, junior and senior inspectors. Out of the total number of police officers, 11.3% are at senior inspector positions, 3.3% are independent inspectors and only 0.3% are chief inspectors.

- The State Investigation and Protection Agency (SIPA) employs 14.64% police officers which is an increase by 1.5% in comparison with the data from 2013, when the Action Plan was first being implemented. The Border Police BiH (hereinafter: BPBiH) has 7.78% women, an increase of about 0.5%. The Directorate for the Coordination of Police Bodies BiH (DCPB BiH) employs 38 police officers or 5.25%. The Federal Police Administration (FPA) has 7.8% women, a number that has remained stagnant since 2010. The presence of women in 10 cantonal ministries of interior is 7.3%, an increase of around 1% in comparison to 2013. The available data show that the percentage of police offices in the RS Ministry of Interior increased by about 2% over the past three years and is now 7.8%. The Brčko District BiH Police has 4.8% women, same as in 2013.

Even though the data detailed above show an uneven state of representation of police offices in certain police authorities, the general conclusion is that there has been a minor increase of female participation in police forces across all levels in BiH which, in the reporting period, amounts to 1.25%. Women are also underrepresented in the highest managing positions with higher ranks (around 1.2%). Over the past years it has been often emphasised that due to the use of maternity leave women have been experiencing hardships in the advancement of their police careers. Namely, the criteria to acquire a higher rank which are formally not different for men and women demand a precisely determined amount of time spent holding the previous ranking, and an assessment of the previous three years. In case a female official has spent one year on maternity leave of absence, she is not able to submit the requested assessment and therefore cannot apply to the job announcement. Some police agencies, such as BPBiH and SIPA, are trying to overcome this issue by considering the last three assessments (excluding the use of maternity leave), but this is still not the case for all police authorities. Therefore, it is necessary to continue insisting on the amendments to the Law on Police Officers of BiH and all relevant bylaws in order to prevent the situations in which the use of maternity leave is an obstacle for career advancement which in turn would prevent the case of indirect gender discrimination.

The participation of women in peace missions has had an increase from the beginning of AP UNSCR 1325 implementation in BiH.

- MSBiH is using an affirmative measure reducing the number of years of experience, one of the main criteria to be deployed in peace missions, from eight to five years from women. The use of this affirmative measure has contributed to the increased number of women in the UN peace missions. The current percentage of 30% was increased by 6% in relation to 2014, and by 14% in relation to 2010.
- The MDBiH has also had a significant increase in the number of women participating in the total number of deploys to peace missions. From 2013 the percentual participation of women

¹³ Data from the Ministry of Security BiH

jumped from 3.5% to 6.7%. This continuous increase in the number of women sent to peace missions is also forwarded by regular five-day trainings on the topic “Gender Issues in Peace Support Missions” which have been made a composite part of the syllabus of the Peace Support Operations Training Centre, AFBiH – PSOTC.

An increased number of women’s participation in the defence and security sectors, including the decision-making, is a long-term process. Due to the specificity of the sectors where men carry a traditionally dominant role, it is not possible to expect speedy progress. A series of preconditions have to be created to ensure an equal representation in line with the Law on Gender Equality BiH.

3.1.3. Creating preconditions for a greater participation of women in the defence and security sectors

One of the crucial systemic prerequisites for an equal participation of women in the defence and security sectors, and in the decision-making positions, is the **harmonisation of laws, bylaws, strategies, policies and programmes** from the scope of competent institutions with the Law on Gender Equality BiH (ZoRS) BiH). During the implementation of AP UNSCR 1325 in BiH, most competent institutions strove to complete this obligation set out in Article 24 of ZoRS, but this practice was not uniform. Some institutions worked more on harmonisation or adoption of new internal acts, rules and procedures, whereas others introduced a regular practice of submitting laws and policies for consideration to GEA of MHRRBiH and entity gender centres, before forwarding to the CMBiH, or entity governments. The number of acts submitted for consideration to the GEA of MHRRBiH has increased by about three times in the past three years. Special progress has been recorded in the MSBiH who are regularly seeking opinion of the harmonisation with ZoRS for all draft laws and other regulations, strategies, action plans and programmes pertaining to its competence and all suggestion of the GEA of MHRRBiH have been introduced.

Furthermore, most competent institutions and agencies have adopted decisions that further regulate the obligation of compliance with ZoRS and other activities aimed at the organisation, promotion and protection of gender equality. In addition to the existing internal acts, the MDBiH is currently in the process of adopting/approving Gender Equality Policy in the MDBiH and the AFBiH. The drafts have already been prepared, as well as Standard Gender Equality Operative Procedures in AFBiH, and the Instruction on the change of regulations in realising the right to maternity and parenting leaves of absence and regulation of the pregnant women’s status in the AFBiH.

Although progress has been made in the harmonisation of regulations and policies with ZoRS BiH, and the adoption of internal acts for gender equality, some institutions are still lacking a proper system of monitoring the effects of introduced changes. It is necessary to invest effort into the establishment of a unique monitoring system that will be applied by all institutions, as a part of an overall process of introduction, implementation and monitoring of the gender equality principle application.

The strengthening of women’s capacities and raising awareness of the professional and wider public, including promotional activities, are of crucial importance for the increase of women’s participation especially in areas dominated by men, such as defence and security. Certain institutions have, to a greater or lesser extent, tried to ensure the prerequisites for the professional training of women. Women partook in various trainings and courses; however, the

number of men in expert and specialised trainings aimed at professional development in police and military forces still remains much higher in comparison.

In the course of the AP UNSCR 1325 implementation in BiH, numerous educational and promotional activities have been conducted aimed at **raising awareness of the professional and wider public** regarding the importance of gender equality issues, greater participation of women in decision-making, peace and security, importance of the UN Resolution 1325 and all supporting resolutions. The gender equality promotions and trainings for the employees in the defence and security sector institutions, represented in KO, have been held as part of various initiatives and projects of the GEA of MHRRBiH, international organisations and NGOs. This has made a significant contribution to the increased knowledge, and the approach to the capacity strengthening has been significantly upgraded in the past three years. The trainings are more often planned in line with the needs of certain sectors/organisational units of institutions and are integrated in the regular training syllabi in institutions and agencies.

During the implementation of AP UNSCR 1325, GEAMHRRBiH, competent institutions, NGOs and international organisations have promoted topics related to UNSCR 1325 “Women, Peace and Security” either through dedicated **promotional activities, events and materials** or by including these topics into other promotional activities. The campaigns focused on the affirmation and promotion of the military vocation, promotion of women’s participation in police, military and peace missions, and the role and impact of women in the political and public decision-making, especially in the context of general and local elections held during the reporting period.

It is necessary to invest additional effort to ensure that the prerequisites for the advancement in police and military structures, and the prerequisites for the participation in decision-making positions, are adjusted to the status and needs of both genders and are providing for the harmonised professional and family life. Great contribution is achieved by regular and occasional trainings aimed at ongoing raising of awareness and understanding of the relevance of gender equality standards application in the defence and security sectors. Professional capacities in the competent institutions for further transfer of acquired knowledge and skills are strengthened and used. There is also a noticeable increase in the number of dedicated promotional activities initiated and implemented by competent institutions aimed at promoting equal opportunity and preconditions for a greater participation of women in the defence and security sectors.

3.2. Increase in human security in terms of gender equality

Improving the security of citizens in a country can be approached in two ways: 1) by protecting the national security with full adherence to the human rights and liberties (as much as possible within the competence of security and defence structures) and 2) by protecting people from everyday threats and challenges thus contributing to the greater national security (this includes more stakeholders and wider community).

The introduction of the human security concept from the gender equality aspect, as a strategic priority of AP UNSCR 1325 in BiH, has enabled that the security of BiH citizens is viewed with the following taken into consideration:

- specificities of the post-conflict BiH that are, in line with UNSCR 1325, recognised as a direct or an indirect consequence of the war in BiH such as: the status of the sexual violence victims and victims of other forms of suffering during the war, hazard from mined areas and human trafficking;
- recognition of new security threats and challenges on a global level which have a direct or an

indirect effect on BiH and the region (natural disasters, refugee crisis, violent extremism etc.) A gender responsible approach to the said security threats and challenges enabled a more timely, concrete action to be taken in recent extraordinary and crisis situations in BiH and the region, such as the floods from 2014, refugee crisis in the region and launching of initiatives for preventive action in the area of violent extremism as a modern security threat.

3.2.1. Human trafficking

BiH remains a starting, destination and transit country for women, children and men who are the victims of **human trafficking** whose poor economic and social situation is favourable for the execution of criminal offences in human trafficking. **In the amendments to the Criminal Code of BiH¹⁴**, the criminal offense of “human trafficking” containing the elements of exploitation in a country of which the victim of human trafficking is not a citizen or resident was retained in the Criminal Code, whereas other human trafficking offences are stipulated in the criminal codes of the entities and the Brčko District. The victims of this criminal offence from the Criminal Code of BiH are individuals without BiH citizenship or residence in BiH or citizens of BiH abroad. The criminal framework for certain forms of the criminal offence “international human trafficking” from Article 186 of the Criminal Code of BiH was revised and made more severe which will in turn affect the penalty for this criminal offence. Since there have been no passed judgements using the new legal definition so far, it is not possible to offer concrete data at the moment regarding the impact of the said legal amendments to the criminal policy. The criminal codes of FBiH¹⁵, RS¹⁶ and the Brčko District¹⁷ are all in line with the Criminal Code of BiH.

The data from the report by **the country coordinator for combating human trafficking** relating the application of the criminal legislation in the processing of human trafficking criminal offences show the following:

- One hundred potential trafficking victims were identified from 2013 to 2015. In May 2014, the Court of BiH confirmed the indictment for the criminal offence of “organised crime” in relation to the criminal offence “human trafficking” from Article 186 of the Criminal Code of BiH. In this particular case, 672 trafficking victims were identified, 652 BiH citizens and 20 foreign citizens (4 from Macedonia and 16 from Serbia), who were previously exploited in Azerbaijan.
- In the period 2011-2017, the Court of BiH pronounced one final judgment for the criminal offence from Article 187 of the Criminal Code of BiH (international procuring in prostitution/international soliciting for prostitution) against one individual (male). The judgment was passed in 2016 and the person convicted was sentenced to one year and eight months in prison. Two cases are currently being processed before the Court of BiH against two individuals (two men) for the criminal offence from Article 187.
- Since the amendments to the Criminal Code of BiH (2015-2017) came into force, the Court of BiH did not pronounce a single judgment for the criminal offence from Article 186 of the Criminal Code of BiH by applying the new legal definition. Furthermore, no judgment has been passed in the said period for the new criminal offence from Article 186a of the Criminal Code of BiH.

After the implementation of the **Strategy for Combating Human Trafficking in BiH and Action Plan (2013-2015)**, the CMBiH adopted in 2015 the **Action Plan from Combating**

¹⁴ “Official Gazette of BiH”, number 40/15

¹⁵ “Official Gazette of FBiH”, number 46/16

¹⁶ “Official Gazette of RS”, number 67/13

¹⁷ “Official Gazette of the Brčko District BiH”, number 33/13

Human Trafficking in BiH (2016 – 2019). The goal of this plan is an improved support system for combating human trafficking and efficient criminal prosecution of human trafficking and linked crimes, as well as prevention, efficient protection and aid provided to the human trafficking victims, and strengthened partnership between the stakeholders included in the fight against human trafficking. The multi-disciplinary approach to the realisation of the Plan implies the inclusion of all competent institutions at all levels of government in BiH. The CMBiH also adopted the Strategy in the Field of Migration and Asylum and Action Plan (2016 – 2020). One of the goals from the proposal of the strategic document contains measures and activities aimed at the reduction of human trafficking in BiH.

MHRRBiH and MSBiH are taking resources from their regular budgets for the **support programmes to the human trafficking victims**. MHRRBiH is securing funds through grants for NGOs for a direct support to the human trafficking victims by means of rehabilitation and reintegration of women and girls, victims of human trafficking, into local communities. MSBiH secures funds in its budget for the accommodation and aid provided for the foreign victims of trafficking, mainly in the safe houses of NGOs with whom the MSBiH has signed cooperation protocols. In 2014, funds were also secured for the accommodation and legal aid for foreign human trafficking victims and legal aid for foreigners located in the immigration centre. The funds were secured for both 2015 and 2016. Since the beginning of 2017, after the coming into force of the Law on Free Legal Aid, free legal aid was provided to physical entities undergoing deportation and to human trafficking victims in line with the obligations of BiH arising from international conventions.

Moreover, numerous projects were realised by MSBiH in cooperation with international and nongovernmental organisations, especially NGO Network Ring¹⁸, aimed at strengthening the capacities, analysis and promotion of regulations and procedures for the proactive protection of victims and prevention of human trafficking. In the period 2014 – 2017 numerous trainings for capacity strengthening and other activities for raising awareness on the human trafficking problem, financed mainly by international organisation within various projects, were implemented. More than 15 trainings and expert meetings were organised for the purpose of improving investigation and work of investigation teams, increasing the expertise of judicial institutions, topics relating the rights of human trafficking victims, interviewing techniques (including interviewing of children) and investigation financing techniques in cases of human trafficking, as well as border management in terms of human trafficking.

Many **promotional activities and campaigns aimed at raising awareness of the human trafficking issue** were realised in the same period. MSBiH started a campaign in 2015 under the title “Humans don’t have a price” which indicated the most common forms of human trafficking in BiH: begging and child trafficking, sexual exploitation and forced marriage, organ trade and work exploitation. The campaign invited competent institutions and authorities to undertake more energetic investigations and application of sanctions stipulated in the Criminal Code of BiH. Furthermore, NGOs active in the field of preventing and combating human trafficking, especially members of the RING Network, have worked intensively on raising the awareness of the public, and especially young children and young adults, on the human trafficking phenomenon, emphasising the problem of begging and importance of mobilising citizens, competent institutions, judiciary, police and schools in the joint fight against the abuse of children in begging as well as crime and violation of human rights.

¹⁸ The RING network for combating human trafficking is made up of 11 NGOs in BiH

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

Support to the victims of sexual violence and other forms of suffering during war is realised by improving the legal framework and mechanisms for victims' rights, and through the availability of compensations and benefits. The surviving victims generally do not realise their rights to compensation for the suffered damages through criminal proceedings. Courts and prosecutor's offices generally redirect the victims to civil lawsuits, as opposed to having their damages compensated in criminal proceedings which would be in line with the existing legal base. This leads to the situation where the survivors ultimately give up their basic rights to compensations because the procedure of realising compensation through a civil lawsuit requires the revealing of their identities which in criminal procedures often remain protected. Besides, civil lawsuits imply additional financial costs that many victims are not able to afford.

Today, over 20 years since the war ended, there are still no official data relating the number of women victims of rape and torture. Various sources agree on several important points: (1) mass rapes included several thousand victims; (2) there have been many cases of rapes of girls ages 7 to 14; (3) rapes were often carried out in the presence of the victim's parents/children and the victim was raped by several attackers.

In the past year the competent institutions, international and non-governmental organisations in BiH implemented activities and initiatives to define the real needs of the surviving victims, improve the legal and institutional framework and mechanisms for the realisation of the rights of survivors, including compensations and benefits to which they are entitled. However, in its comments and recommendations for BiH from 2013, the UN CEDAW Committee averted attention to the slow resolution of many problems experienced by the victims of sexual violence during the war in BiH, underlining the incompliance of the criminal judiciary in BiH with international standards and insufficient implementation of strategies, action plans and programmes for the protection of victim survivors and witnesses.

Harmonisation of the existing and adoption of new laws in line with international standards was aimed at improving the approach to the realisation of rights for the victims of war crimes of sexual violence and torture, including the right to compensation and rehabilitation.

- **Amendments to the Criminal Code of BiH¹⁹** were adopted wherein the definition of sexual violence as a war crime and crime against humanity was harmonised with the standards of international criminal law and judicial practice of international courts and tribunals. This law is applied in all war crime cases regardless of the judicial authority before which the proceedings are conducted.
- The adoption of the **Law amending the Criminal Code of FBiH²⁰ from 2014** stipulates a prison sentence for causing national, race and religious hate, disruption or bigotry by publicly denying or justifying genocides, crimes against humanity or committed war crimes as defined by the final judgments of the International Court of Justice, the International Court for ex-Yugoslavia or domestic courts. **The amendments to the Criminal Code of FBiH²¹** from 2016 stipulate a definition of a hate crime as any other criminal offence perpetrated in connection with race, skin colour, religious beliefs, national or ethnic background, language, disability, gender, sexual orientation or gender identity of the other person. Such conduct shall be deemed as aggravating circumstance, unless the law provides for a more severe punishment of the qualified form of hate crime. Severe punishments are prescribed for the qualified forms of the criminal offences of

¹⁹ „Official Gazette of BiH“, number 40/15

²⁰ „Official Gazette of FBiH“, number 76/14

²¹ „Official Gazette of FBiH“, number 46/16

murder, heavy bodily injury, rape, damaging property of others, which are committed out of hate.

- Furthermore, the **Criminal Code of RS**²² imposes fines or imprisonment of up to three years for any invitation to, incitement or encouragement of violence and hate directed to a certain individual or groups due to their national, racial, religious or ethnic background, skin colour, gender, sexual orientation, disability, gender, origin or any other characteristics.
- The court practice and penal policy of the **Appellate Court of the Brčko District BiH** are harmonised with the Criminal Code of BiH and international standards including the notions of rape and war crimes against humanity.

The implementation of the **National Strategy for War Crimes Processing** is helping resolve cases that include sexual violence by ensuring that the processing burden be distributed among the judicial authorities at state and entity levels, i.e., cantonal levels, if they are related to the Federation of BiH. Procedures are currently ongoing for a certain number of cases pertaining to this category before the Court of BiH, which according to the Strategy is competent for processing the most complex cases, whereas a significant number of unfinished cases is still in the phase of investigation before the Prosecutor's Office of BiH.

- There has been a significant increase in the number of completed cases in 2016, when compared to previous years, which is the result of a significant increase of the number of war crimes indictments with elements of sexual violence. In 2011, 13 persons were processed and this number rose to 22 in 2016, and in 2017 the Court of BiH had 46 cases ongoing wherein the accused were held accountable for the criminal offences containing elements of sexual violence committed during the war.
- In 2016, the Prosecutor's Office of BiH had the total of 181 most complex cases of war crimes in the application stage and 147 cases of war crimes in the investigation stage. In the same year there were 61 proceedings before the Court of BiH relating the most complex war crimes cases. Since the Court BiH started its work in 2002 and until the end of 2016 proceedings against the total of 70 persons were ended in a final judgment before this Court (67 men and three women) for criminal offences of war crimes with elements of sexual violence committed against women. Out of this total number, 53 persons (51 men and two women) were convicted and 17 persons (16 men and one woman) were acquitted of all charges. The convicted persons were pronounced with prison sentences/long-term imprisonment in the total duration of 695 years.

The new **Witness Protection Law of BiH**²³ was adopted in 2014 with the main aim of ensuring an efficient witness protection before, during and after criminal proceedings to provide the witnesses with free and open testimonies. This law is applied only in proceedings before the Court of BiH, and in the taxation of criminal offences to which the witness protection programme may apply. The programme is implemented only for the witnesses who are, due to their testimonies, exposed to serious danger of life, health, freedom and property. A Special Commission for the programme implementation is in charge of deciding whether a witness should enter the witness protection programme, and it is made up of a judge from the Criminal Department of the Court of BiH, prosecutor from the Prosecutor's Office of BiH, and head of the Witness Protection Department of the State Agency for Investigation and Protection. The organisation and implementation of the witness protection programme at an operative level is the duty of the Witness Protection Department.

The Witness Support Departments are established in the Court of BiH, the Prosecutor's Office of BiH, district prosecutor's offices and district court in RS, cantonal courts and

²² "Official Gazette of RS", number 64/17

²³ "Official Gazette of BiH", number 36/14

persecutor's offices in FBiH²⁴, and in the Basic Court in the Brčko District. The Witness Support Departments employ psychologists who are in charge of providing psychosocial, informational and organisational support and aid for witnesses before, during and after court procedures (including the victims of war crimes, domestic violence etc).

With the goal of creating a **support network for the victims and witness in cases of war crimes, sexual violence and other criminal offences**, nine out of ten cantons in FBiH signed mutual cooperation protocols among the competent ministries, institutions and NGOs for the provision of a comprehensive and efficient support to the victims and witnesses in the cases of war crimes, sexual violence and other forms of criminal offences. The established networks provide a better access to information and help in getting acquainted with the steps, procedure and the type of support that the witness can receive from the protocol signatories.

MHRRBiH prepared a **Programme Proposal for the Victims of War Rape, Sexual Violence and Torture and their families in BiH** (2013 – 2016) aimed at securing measures for a full protection of and support for the victims (including psychological and health support). However, even though this Programme was a comprehensive framework with clear roles of all institutions involved in the system for resolving this particular issue, it was not adopted by the CMBiH lacking support from all levels of government in BiH. Moreover, the Transitional Justice Strategy and the Law on the Rights of the Victims of Torture in BiH have not been adopted as of yet regardless of being put numerous times on the CMBiH agenda. The issues concerning the victims of torture and civilian war victims in terms of their equal status and access to rights and protection are regulated at the level of the RS and FBiH entities and the Brčko District BiH, and the access to their rights depends heavily on the place of residence. The RS Government presented in 2016 a **Preliminary Draft Law on Victims of War Torture of RS** aimed at resolving the status of and providing the social aid for the survivors, including women victims of sexual violence in the war. The legislative procedure is expected to be completed during 2017.

At the level of BiH, there is no integrated law that regulates the realisation of rights of the survivors, compensation, rehabilitation and access to services by victims, regardless of their place of residence. These issues are regulated at the level of the entities and the Brčko District BiH. BiH does not have a damage compensation fund or any other mechanism for compensating the victims of the criminal offences in cases when the perpetrators are not able to pay the damages.

- **The Law on Protection of Civilian Victims of War in RS²⁵** does not recognise victims of sexual violence and rape as a special category of civilian war victims. This law grants rights to individuals who suffered physical trauma of at least 60% during the wartime violence, including rape. The RS Government and the National Assembly adopted in 2015 the **Information of the RS Gender Centre regarding the findings and recommendations of the study on the status of Serb women victims of war crimes of sexual violence in BiH²⁶**. This study is important as this was the first time that the highest legislative authority of RS deliberated on these issues and indicated the status of women victims of the war, as well as all the shortcomings in the legislation and in practice. Concrete recommendations were given for the action of competent authorities which were adopted by the RS National Assembly. The first Association of Women War Victims in RS was established, and now it carries a special interest association status.

²⁴ Cantonal Court in Sarajevo (including the Municipal Court), Cantonal Prosecutor's Office in Sarajevo, Cantonal Court in Novi Travnik, Cantonal Prosecutor's Office in Middle Bosnia Canton, Cantonal Court and Cantonal Prosecutor's Office in Bihać, Cantonal Prosecutor's Office in Herzegovina Neretva Canton, Mostar (including the Court), Cantonal Court in Zenica, Cantonal Prosecutor's Office of Zenica Dobož Canton, Cantonal Prosecutor's Office of Tuzla Canton.

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

²⁶ Conclusion of the National Assembly of Republika Srpska, number 02/1-021-492/15 dated 21 April 2015 ("Official Gazette of Republika Srpska", number 32/15).

- In FBiH, surviving victims exercise their rights to material compensation in line with the provisions of the **Law on Fundamentals of Social Protection, Civilian War Victims Protection and Protection of Families with Children FBiH**²⁷. This law recognises the status of a special category of civil war victims of rape and sexual violence and prescribes an obligation to prove that sexual violence took place in the war, but there is no obligation to provide proof of bodily injury. By way of **Amendments to this Law**²⁸ adopted in 2016, an independent expert commission was introduced in charge of issuing certificates to the survivors.
- In line with **cantonal regulations**, individuals who survived sexual violence pertain to a special category of civilian war victims, and in addition to their right to monthly financial compensation, they are also entitled to other rights including health protection, psychological assistance, aid in treatment expenses and procurement of orthopaedic aids, professional rehabilitation, prequalification and further qualification, and in some cantons they have access to assistance with employment, priority housing and legal aid.
- The amendments to the **Decision on Protection of Civilian War Victims in the Brčko District BiH** from 2015 repealed the earlier discriminatory provision which recognised the sexual violence survivor's status only to those who, in addition to the proof of bodily damage, could prove that the perpetrator was found and convicted. The current provisions are less restrictive and acknowledge the psychological trauma as the basis of the status, but also require a verification that the victim suffered sexual violence and a medical report on lasting psychological trauma issued by an independent expert commission. This commission did not start its work in the time of the preparation of this report.
- Civilian war victims in both entities, including the survivors of war sexual violence, continue to receive treatment different to those reserved for the war veterans. This is manifested in significantly lower compensation which is often 70% of the maximum monthly compensation for war veterans. The impact of the stigma on the overall effort to provide assistance and support for the surviving victims is also extremely relevant.

The decisions of the Courts in BiH on the allocation of financial compensation to the victims of war sexual violence in criminal proceedings were recorded. However, the compensation requests for non-material damages are subject to the statute of limitations, and such requests may only be directed towards the perpetrators, and not the country or entities, thus eliminating the subsidiary responsibility of the country to compensate the damages. Most victims still continue to seek compensation in separate lawsuits before local courts that do not apply the same standards and do not have adequate witness protection capacities. When seeking compensation in civil courts, the victims must assume the burden of proof, hire a lawyer and are held accountable for court expenses.

The UN Agencies in BiH (UNDP, UNFPA, UN WOMEN and IOM) have, in cooperation with the institution of BiH, entities and Brčko District BiH, prepared a joint support programme under the name **“Seeking Care, Support and Justice for Survivors of Conflict Related Sexual Violence in BiH”** (2014 – 2017). The goal of this programme was to improve the status and position of all women victims of conflict related sexual violence, including the stigma reduction, compensations, rehabilitations and victims' access to services regardless of their residence. Programme also included conduction of research **“Social and Economic Rights of Conflict related Sexual Violence Survivors in BiH”** and **“Stigmatisation of Conflict related Sexual Violence Survivors in BiH”**. Preparation of laws and bylaws was initiated, economic and psychosocial empowerment of women was supported, and sector analyses of institutions' capacities were undertaken, in terms of services for the victims in the field of health care, social protection, free legal aid, education, work and employment. Resource packages for the health sector in FBiH and

²⁷ “Official Gazette of FBiH”, numbers 36/09, 54/04, 39/06, 14/09 and 45/16

²⁸ “Official Gazette of FBiH”, number 45/16

RS for the support of victims of gender-based violence were prepared through the cooperation among the entity health ministries and UNFPA, which include the handling of victims who are survivors of war related sexual violence and rape.

However, reports of NGOs confirm that the requirements in the field are much greater than can be realistically fulfilled given a series of obstacles for the provision of assistance and support. A great number of victims lives in remote communities and are not able to attend treatments regularly and seek the realisation of their rights.

NGOs in BiH such as “Vive Žene” from Tuzla, “Medica” from Zenica and others, offer psychological and legal aid to the victims of war-related rapes, sexual violence and torture. The support programme includes a psychotherapeutic treatment, social and legal counselling, provision of findings and opinions for the realisation of the civilian war victim status rights. The “Local Democracy Foundation” offers legal aid to the victims and witnesses before, during and after trials and in the course of regulating their status issues. The psychological support exists within the framework of mental health centres, but their capacities are not big enough and the availability of their service is limited to bigger cities. It is important to emphasise here the fact that there are victims who have not still sought help, and that special attention needs to be given to the question of access to and support for this extremely vulnerable category.

The realisation of rights and an official status for all the rape and torture survivors implies the existence of a multi-sector approach, coordination and institutional support networks. Many various initiatives, programmes and projects endeavoured to establish the aforementioned in the past period. The project “Ensuring access to Justice for witness/victims through strengthening existing and establishing new witness support networks across BiH” (2015 – 2017), financed by the European Union and implemented by NGOs “Vive Žene”, Tuzla, “Medica”, Zenica, “Udružene žene”, Banja Luka and “ACED”, Banja Luka, contributed to the formation of 11 networks of competent institutions and provided for the signing of cooperation protocols in the FBiH cantons, RS regions and the Brčko District BiH.

Networking and coordination of key stakeholders – social work centres, mental health centres, competent municipal services, and competent cantonal and entity ministries, the engaged institutions and organisation implement all practical measures more efficiently, aimed at the realisation of basic human rights of all women victims of conflict related rape and torture.

3.2.3. Landmine hazard reduction

Danger from landmines and explosive remnants of war (ERW) are still posing an obstacle to the creation of a safe environment for the citizens of BiH, for sustainable income and the socio-economic development in the local communities and municipalities under threat from landmines. Activities relating the reduction of landmine danger within the implementation of AP UNSCR 1325 in BiH are directed towards the gender aspect in certain segments of anti-landmine activities, including the reduction and elimination of risk, i.e., reduction of landmine risk to an acceptable level.

According to the latest official data from BHMACH, the current mine suspected area in BiH is covering 1,091 km², 2.2% of the total BiH surface area. BHMAIS database has information on the victims of landmines and they are classified according to gender, type of injury, age and means that caused the accident. Since 1992, landmines/cluster munition (ERW) have killed 8,358 persons, out of which 608 women (9.5%). The total of 1735 persons were killed in the post-war

period, out of which 164 women (9.51%) and 249 children (14%). Since 1996, 123 deminers were injured during humanitarian demining, and 74 cases resulted in death.

Eight landmine and one demining accident were recorded in 2014, injuring 18 men with the total of six deadly outcomes. In 2015 there was one landmine accident that killed one man. In 2016 twelve persons were injured among which six died. In 2017 five persons were injured among which 2 persons were killed, and one woman was among the injured.

Regardless of the mine warning signs, due to the poor economic situation in the country, the BiH citizens are willingly entering the suspicious risk zones to collect firewood or secondary raw material. For example, in 2014 two persons were injured while collecting secondary raw materials, eight persons were injured while collecting firewood and three persons were injured when an antivehicle mine exploded during construction works. The other three persons were injured by ERW while working on private properties.

Within the landmine warning activities carried out in 2014, it was estimated that danger of landmines was eliminated for approximately 13,000 directly endangered citizens who are using the demined surfaces. Implementation phase II of the project "Land Release", financed from EU funds (IPA 2011), included an additional aspect comprising of the collection and check of available data on mine casualties. BHM MAC representatives took active participation in the workshops aimed at strengthening the sub-coordination in the mine casualties' domain and other persons with disabilities. However, besides classifying one part of statistical data according to gender, there were no indicators or initiatives to integrate the gender component in BHM MAC documents, programme measures, analyses, reports, projects and activities, i.e., to define an approach considering various experiences, needs and interest of men and women, whether the subject matter be mine casualties, victims' families or users of demined surfaces.

According to BHM MAC information submitted for the purpose of this report, one of the projects aimed at assisting mine victims called "**Victim's alternative is independence**", realised by the organisation of amputees "UDAS", included an educational programme for women victims of mines and women heads of households whose members are mine victims, aimed at increasing their competitiveness in the labour market.

Increasing awareness and mined areas reduction capacities is realised through ongoing activities aimed at spreading warnings about mines with the basic goal to raise awareness of mine danger through education, information through media or direct contact with risk target groups, to reduce the possibility of new accidents and indicate the long-term danger of mines and explosive remnants of war. These activities are conducted by accredited organisations for mine action in BiH with expert monitoring provided by BHM MAC. There are data on the number and profile of persons that underwent the education, such as, primary and secondary school students, inhabitants of rural areas, returnees, and persons under additional risk: hunters/fishermen, scouts, construction works, forest keepers and farmers. The submitted data is not organised by gender.

Although some progress has been made, there is an obvious lack of statistics sorted by gender and analyses of mine action activities, which is one of the obstacles for the introduction of the gender equality principle in the work of BHM MAC. This is indicative of a lack of capacities in BHM MAC, lack of interest and support within the governing structures of BHM MAC to apply the obligations from the Law on Gender Equality of BiH. Additional effort should be invested in the implementation of a gender accountable approach to the mine danger reduction activities, including the socio-economic reintegration of mine victims in the society, encouragement of development and sustainable return to the vulnerable local communities which would benefit the creation of a safer environment for BiH citizens.

3.2.4. Current security threats and challenges from the gender equality aspect

3.2.4.1. Natural disasters

Almost daily, the world is a witness to various natural and other disasters that inflict damage on millions of people and result in numerous human casualties and the destruction of material and cultural goods, the destruction of infrastructure, degradation of environment with significant damages made to the economy of the country leaving serious economic and social consequences. The area of Southeast Europe, where Bosnia and Herzegovina is located, is frequently the place of large scale natural and other disasters.

The obligation to integrate gender perspective in the policies and activities relating the prevention and reduction of risk of natural and other disasters is established by recent international documents: the **Beijing Declaration and Platform for Action (K.3.258.II)** wherein the member state governments are requested to develop databases by gender, gender analysis policies, gender accountable monitoring systems and reporting across areas and topics, including the impact of natural disasters on women, “**Hyogo Framework for Action**” from 2005 which gives instructions that “gender perspective be integrated in all policies, plans and decision making processes in the field of accident risk management”, as well as UNISDR “**Beijing Agenda for Global Action on Gender-Sensitive Disaster Risk Reduction**”.

In May 2014 Bosnia and Herzegovina was impacted by heavy floods that caused significant damage in certain parts of the country. Institutional mechanisms for gender issues in BiH reacted immediately by indicating the complex and various consequences of floods on men and women, boys and girls, and underlined the importance of considering the gender aspect during the planning and implementation of preventive interventions and the solution for the disaster consequences. Also, attention was averted to the issue of insufficient understanding of various roles, needs, capabilities and interests of women and men, boys and girls of all ages, and the importance of equal participation of both genders in terms of protection and rescue.

Due to the extraordinary situation, MHRRBiH managed to secure 30,000 KM from the FIGAP funds **to aid women, children and old people in BiH municipalities** that suffered the greatest damage in the floods: Dobož, Maglaj and Orašje. The RS Gender Centre prepared an **Action Plan for Gender Equality in Disasters in RS** for the period May-December 2014 which was adopted by the RS Government. All activities planned for the mitigation and rehabilitation of the natural disaster consequences for the heavily marginalised groups of women and men were implemented in coordination and cooperation with competent institutions, local self-government authorities, including gender equality committees in cities and municipalities and women’s NGOs. F BiH Gender Centre prepared **Guidelines for Intervention Action of F BiH Government** during natural disaster in order to secure that the intervention action was as gender sensitive as possible. In the period October – December 2014, with the support of the OSCE Mission to BiH, a **gender sensitive post-flood state analysis** was conducted in three of the seven most vulnerable municipalities in F BiH: Žepče, Maglaj and Orašje. The recommendations of the Analysis showed the importance of sensitising the staff included in the reconstruction and rehabilitation programmes for vulnerable groups, such as rural women, persons with disabilities, older women, single mother and Roma women.

A theme session “Gender and Disasters” was organised in 2015 through the cooperation between the Committee on Gender Equality of the HRPABiH and GEA of MHRRBiH during which the results of intervention and gender analysis of institutional mechanism and NGOs during the Floods of 2014 in BiH were presented. The main message was that the gender approach has the power to improve the response to disaster consequences since gender inequality is the

very cause of greater vulnerability of women in these conditions. Women show exceptional skills and capabilities in immediate disaster response, but are often perceived of as helpless victims and their capacities remain unnoticed and insufficiently used.

Due to the importance and the need to reduce the risk and the negative impact of natural or other disaster, as one of the key security issues, the MSBiH has developed the **Protection and Rescue System Development Program at the level of institutions and authorities of BiH** for the five-year period 2018-2022. By applying a gender-sensitive approach to risk mitigation, protection and rescue of people and material assets during natural and other disasters, the Program recognises the fact that in BiH, which is a *“predominantly rural country with still traditional views on the socio-economic role of women in the function of household and community conservation, natural and other disasters strike women and men unequally.”* This program also emphasizes that *“The humanitarian response follows the analysis and assessment of people’s needs, existing weaknesses and abilities as a whole, taking into account different needs, interests, vulnerabilities and abilities of women and men, girls and boys, and various impacts that disasters or conflict may have on them.”*

The Program also stressed that it was important that all subjects at all levels in the protection and rescue system have a clear understanding of the overall potential dangers that could occur in the form of natural or other disasters in Bosnia and Herzegovina as well as an elaborate methodology of action when those should occur. A timely and effective response to disasters often requires the involvement of not only the institutions and authorities of Bosnia and Herzegovina, but also of the neighbouring countries, countries of the region and the wider international community.

Extraordinary but timely interventions, in the floods that hit BiH in 2014, are examples of a good practice of a timely action to include gender perspective in flood consequences mitigation activities. This is an innovative example of this type of intervention in the region. However, it can be concluded that, due to the lack of regulatory framework and expertise in the field of gender and disaster management, the impact of these interventions, when dealing with the different needs of women and men, boys and girls, was limited, and it is necessary to carry on with the capacity building activities and raising awareness of gender aspects of natural disasters.

3.2.4.2. Migrations and refugee crisis

Ongoing war conflicts in various parts of the world, instabilities and violations of human rights, including gender-based violence and rape used as a weapon of war have resulted in an increased number of men, women and children who are seeking international protection in the European Union. The refugee crisis will be a serious security challenge for Europe in the years to come. The European Parliament Women’s Rights and Gender Equality Committee (FEMM) drew attention to the needs of women and children refugee arriving in greater numbers and making up 50% of refugees and migrants. They are often the victims of physical and mental violence, prostitution and human trafficking and comprise the highest percentage of those that go missing during their transfer to Europe.

During the inflow of refugees from Syria to Serbia and Croatia, the GEA of MHRRBiH indicated in 2015 the specific needs and vulnerabilities of women and children during migration, and the importance of targeted actions and measures of their protection and integration into society. The Co-ordination Board for Monitoring the implementation of AP UNSCR 1325 initiated the action to collect aid for Syrian refugees on the territory of the Republic of Serbia. The Co-ordination Board pointed to the fact that the migrant crisis represented a new security challenge,

especially for women and children, and that attention should be paid to this issue when creating future policies and measures for the implementation of UN Resolution 1325 “Women, Peace and Security”.

Among refugees are women traveling alone or with children, sometimes newly born babies, pregnant women and breastfeeding women, adolescent girls, unaccompanied girls, LGBT women, and women with disabilities. One of the reasons for the vulnerability of asylum-seekers and refugee women is related to the difficulties they often encounter in proving their grounds for recognizing refugee status because women often do not want to claim to be victims of sexual violence or gender-based persecution or have no awareness that they were victims in their country of origin. Gender-based violence is often a result of gender inequality in the country of origin and often serves male members of the family with whom women travel as a threat mechanism or may be the result of forced displacement due to conflicts in the country of origin.

Strategy in the field of migration and asylum of the BiH Ministry of Security for the period 2016-2020 recognizes vulnerable categories and risk groups. Gender-responsible approaches to the implementation of the strategy and in particular the activities and procedures related to the identification, assistance and protection of vulnerable categories of aliens have to be ensured, as well as the definition of methodology for data collection and information on immigration crisis situations with a view to timely information and action. This will provide for a better understanding and addressing of the needs of both sexes in the preparation and implementation of a plan of urgent action measures in case of crisis situations in the field of immigration.

The Plan of Emergency Measures to Provide Additional Capacity, Control and Management of the Influx of a Large Number of Migrants / Refugees in BiH is an integral part of the Information on Assessment and Opportunities of Bosnia and Herzegovina in the Refugee Crisis in the region and the European Union adopted by the CMBiH in September 2015. The plan includes an overview of measures to ensure that people are treated in a humane manner and in accordance with the legislation in the field of immigration and asylum. **The action plan for operational action in case of mass influx of migrants / refugees in BiH, resulting from the mentioned emergency plan**, takes into account the needs of identified categories of vulnerable migrants, as well as their treatment by the competent organizations and international organizations.

Although BiH is currently not facing an increased inflow of migrants and refugees, it is necessary to continue the development of regional and international cooperation, to fulfil the obligations in the European integrations process and use all existing resources for the purpose of a timely response of BiH to a possible refugee crisis, from a security as well as humane aspect, considering various needs and interests of women and men.

3.2.4.3. Violent extremism

The issue of women’s role in the context of violent extremism and terrorism remains an insufficiently explored area. The role of women is closely connected to the gender prejudice with respect to their “natural” roles of mother and housewives, as well as their inclination towards peace, dialogue, cooperation and non-violent behaviour. It is often shown by example that this image of “a peaceful woman”, i.e., her non-violent disposition, is often used by terrorist groups to recruit women in their organisations.

Within the implementation of the **Strategy for Prevention and Combating Terrorism (2015-2020)**, with significant support from the OSCE, IOM and other international partners, the

MSBiH is conducting activities to raise awareness of threats of violent extremism and terrorism with particular emphasis on taking preventative measures aimed at preventing radicalization in society. In the past and the current year, a number of workshops in Bosnia and Herzegovina were held for a large number of social stakeholders, such as youth, religious communities, non-governmental organizations, including women's non-governmental organizations, academic community etc.

One part of these workshops was devoted exclusively to the gender aspects of this phenomenon, while the second, more significant part referred to a comprehensive approach to the challenges of combating violent extremism and terrorism, including a gender perspective. The MSBiH will also encourage greater involvement of women in preventing and combating terrorism in the forthcoming period. Significant attention will be devoted to the issues of abuse of women and children in violent extremist and terrorist purposes. Special focus will be on the reintegration of women and children of returnees from the Iraqi and Syrian battlefield as well as on communication with the women in the so-called "closed radical communities in Bosnia and Herzegovina". With this aim the MSBiH will initiate appropriate activities, in cooperation with international partners, the non-governmental sector, the academic community and religious communities in BiH.

The BiH Delegation to the Council of Europe Committee of Experts on Terrorism (CODEXTER) supported the Report of the Council of Europe Reporter on Counter-Terrorism and Gender Issues with proposals for integrating gender perspective into the priority activities of CODEXTER over the next two years and to organise and international conference of the Council of Europe on this topic during 2018 / 2019.

This is also the subject of the latest UN Security Council Resolution 2224, adopted in October 2015, concerning women, peace and security, with an emphasis on the importance of gender integration as a transfer theme in UN areas and actions concerning current global security threats and challenges such as radical extremism and terrorism, increased number of refugees and internally displaced persons, consequences of climate change, various pandemics, etc. This resolution points to the various consequences that terrorism and violent extremism may have on the human rights of women and girls in terms of their health, education and participation in public life, and how women and girls are a frequent target of terrorist groups. Apart from the UN Resolution 2224 and the Action Plan of the UN Secretary General for the Prevention of Violent Extremism in 2015, the integration of gender perspectives into all activities aimed at preventing violent extremism is required, inter alia.

Bearing in mind the abovementioned, it is necessary to continue work on the implementation of a comprehensive approach in the context of prevention and combating of violent extremism and terrorism, which includes the gender component. It is necessary to support activities of citizens and civil society organizations targeting hate prevention and promotion of positive narratives (countering violent extremist narratives by highlighting positive examples of social values, tolerance, openness and peaceful conflict resolution).

3.2.4.4. Small arms and light weapon

In Article 46 "Aggravating Circumstances" of the Council of Europe Convention on combatting and preventing violence against women and domestic violence, ratified by Bosnia and Herzegovina on 7 November 2013, the parties shall take the necessary legislative and other measures to ensure that **the use of weapons, i.e., threat of a weapon (item g) shall be considered as an aggravating circumstance when determining punishment for the criminal offences from**

the Convention. Furthermore, in Article 51 “Risk assessment and risk management” of the Convention the parties commit to taking the necessary legislative and other measures to ensure that an assessment of the lethality risk, the seriousness of the situation and the risk of repeated violence duly takes into account, at all stages of the investigation and application of protective measures, the fact that **perpetrators of acts of violence covered by the scope of this Convention possess or have access to firearms.**

Bearing in mind the impact of illegal possession of small arms and light weapons on the phenomenon of violence against women and domestic violence, the GEA of MHRRBiH has **submitted suggestions** on the draft of the revised **Small Arms and Light Weapons Control Strategy in BiH (2016-2020)**, with a view to aligning it with the Law on Gender Equality in BiH and International Equality Standards. It is necessary to address the issue of armed domestic violence more explicitly in the Strategy as expressed in this opinion.

The MSBiH participates in the ‘Gender Equality Mentoring’ programme implemented by the Belgrade-based Centre for Small and Light Weapons Control in the Southeast and East Europe (SEESAC). The programme covers individual (formal and informal) meetings of the Assistant Minister of Security with the SEESAC Gender Issues Advisor, discussing the implementation of the objectives set out in the **Strategy for Small Arms and Light Weapons Control in Bosnia and Herzegovina (2016-2020)** through the prism of gender equality. Particular emphasis is placed on activities related to the abuse of weapons in the context of gender-based violence and the various effects of SALW on women and men. Throughout the Programme, the mapping and consideration of the changes needed to be made in the legislative and strategic framework will be addressed in order to improve the gender sensitivity of SALW control measures. The MSBiH has collected data from all relevant institutions and agencies as a contribution of Bosnia and Herzegovina to the “Gender and small calibre weapons in Southeast Europe” study, which contains recommendations for action in this area.

4. Lessons learned during the implementation of Action Plan UNSCR 1325 in BiH (2014-2017)

Lessons learned, good practice and challenges during the implementation of AP UNSCR 1325 in BiH were defined based on the findings and recommendations of the independent evaluation carried out after the completion of the first Action Plan in 2013 and on the basis of an ongoing exchange of experiences and comparisons with other states that adopt and implement national action plans for the implementation of UNSCR 1325. Good practices of BiH are often cited as an example of a successful and innovative approach to the implementation of UNSCR 1325. The Report continues to present several key factors of success and challenges in the implementation of the Action Plan:

- **The Coordination Board for Monitoring the Application of AP UNSCR 1325 has become a key stakeholder in mobilising competent institutions** and individuals for the implementation of AP. The reason for this is the long-term engagement of the majority of members the CB involved in this process since 2010 when the first action plan for BiH was drafted and adopted. Constructive cooperation and exchange of knowledge between all institutions represented in the CB and institutional mechanisms for gender equality have been established, with emphasis on the GEA of BiH which manages and coordinated the process of preparation, implementation and reporting on the implementation of AP.
- **Coordinating and advisory role of the GEA of MHRRBiH**, as the bearer of this policy, stands out as one of the success factors compared to other countries where the role of institutional mechanisms for gender equality is largely neglected. The implementors of National Action Plans are often the ministries of defence and security that lack the capacity to introduce gender issues, which results in poor implementation of plans.
- It was noted that the implementation of UNSCR 1325 in BiH was **more efficient in institutions that had the support of senior management**. However, it is very important to emphasize the **role of individuals** who, thanks to their personal, actual commitment and expertise, have been able to introduce changes in their institutions.
- **The introduction of human security concept as one of the three strategic goals of AP UNSCR 1325** enabled the initiation of initiatives at local levels aimed at improving daily security of citizens with consideration of various positions, needs and interests of men and women. This introduced the possibility of a more concrete and preventive action even in certain unplanned situations or events that pertain to the domain of security issues or threats (natural disasters, migrations, violent extremism etc.) With this approach BiH has taken a big step forward in the implementation of UNSCR 1325 which is globally recognised as good practice used by other countries in the region and the world.
- **Regional cooperation** in the implementation of UNSCR 1325 and national action plans proved to be highly efficient through the sharing of good practices, experiences, expert and financial resources with the neighbouring countries, that is, within similar historical cultural and socio-economic contexts. Mutual cooperation between the gender equality institutional mechanisms and security sector institutions of the countries in the region is also contributing to the process of reconciliation, strengthening and sustainability of peace and stability in countries that were part of the war conflict as opposing sides from 1992 to 1995.
- The concrete results achieved by Bosnia and Herzegovina are increasingly visible and there is a growing understanding of the professional and general public about the importance of the UN Resolution 1325 “Women, Peace and Security”. **Promotion at the international level** has resulted in an increasing number of calls to present and

apply BiH experiences and practices, especially in the countries that are in the process of adopting national action plans (invitation to participate at the Academy of National Action Plans in Vienna with over 20 countries and calls from competent Ministries of Finland, Moldova and Albania to support the development of the National Action Plan under the structure of AP UNSCR 1325 in BiH). **The international exchange of experiences and practices** has shown that the success of this action plan, as well as other strategic and action plans in BiH related to gender equality in various areas, stems from the real partnership of institutional mechanisms for gender equality and competent institutions, reflected in systemic access, exchange of professional capacities and learning from each other.

- **AP UNSCR 1325 Monitoring and Evaluation Plan (M&E Plan)**, developed with the support of the Institute for Inclusive Security, served to operationalise and supervise the implementation of the Action Plan. On the basis of the M&E plan and the set indicators, tabular formats for the annual operational plan of the institution's activities were prepared, and for the annual report on the results achieved. This approach to annual planning and reporting, coordinated by the GEA of MHRRBiH, is a significant simplification of how information is provided from competent institutions, concrete actions defined and progress in achieving results measured. This is a positive example of the practical application of the M&E Plan for Effective Supervision of Public Policy Implementation.
- Insufficient resources from regular budgets of competent institutions is a challenge for the implementation of AP UNSCR 1325. However, the importance of the GEA of MHRRBiH is underlined in this segment as well in the sense of an ongoing effort to secure the funds for a partial financing of the AP activities. Moreover, other institutions represented in the CB, such as the MDBiH and the MSBiH are making efforts in overcoming the issue of finding additional donor funds. In addition to the FIGAP resources earmarked for the support of AP implementation, it is important to emphasise the preparedness of international organisations, such UN agencies, OSCE and others to support certain activities in line with the needs of institutions.

Although progress is evident, with numerous examples of good practices, **the challenges in implementing AP UNSCR 1325** in BiH still exist. The already mentioned **lack of financial and human resources** is a barrier to the continued application of the principle of gender equality in the competent institutions. The level of **commitment, understanding and application of gender equality principles within the competent institutions is still inadequate**. This depends to a great extent on leadership support, but also on the level of contributions and influence of individual members and members of the CB, as well as contact persons for gender issues. However, there are fewer institutions where gender equality is perceived only as gender-related statistics, and the fact of the extremely low percentage of women in top leadership positions is neglected. There is a growing understanding and recognition of the benefits women and men may have if gender perspectives are applied in the work of ministries, especially financial and other benefits, taking into account the equal representation of women at different levels of decision-making, committees and commissions, working groups, negotiating teams, education, official travels overseas, etc. At the same time, there is still a presence of fear in the context of possible changes that might disrupt the rooted positions and benefits.

The competent institutions represented in the CB assessed the application of AP UNSCR 1325 in BiH as an instructive example demonstrating how comprehensive approach and joint work can disrupt gender stereotypes and barriers that still exist in institutions.

Structure of the AP UNSCR 1325 in BiH (2018-2022)

Action Plan for the Implementation of UNSCR 1325 in BiH in the period from 2018 to 2022 has been made by relying on the structure of the previous report, so that the existing strategic goals are retained and the specific mid-term goals and expected results are revised, especially in Strategic Goal 2, as presented in the table below:

EQUAL PARTICIPATION		
STRATEGIC GOAL 1. Increased participation of women in the military, police and peace missions including participation in decision-making positions		
MIDTERM OBJECTIVES		
1.1. Key policies, laws and other regulations are enabling an increase of women's participation in the military, police and peace missions, including the decision-making positions	1.2. The necessary pre-conditions have been created to improve the position and promotion of women in the military, police, peace missions, including decision-making positions	1.3. Raised awareness of the importance of women's participation in decision-making and the preservation of peace and security
EXPECTED RESULTS		
1.1.1. Policies, laws and other regulations are aligned with international and domestic gender equality standards and concrete measures to increase women's participation in defence and security sectors, including decision-making positions are adopted	1.2.1. Enhanced capacity building for women with a view to greater participation in defence, security and decision-making	1.3.1. Trainings held for key decision-makers, management and staff in defence and security sectors on the importance of equal participation of women and men
1.1.2. Increased capacities for aligning policies, laws and other regulations with international and domestic gender equality standards and adoption of special, affirmative measures	1.2.2. Created conditions for improving mutual cooperation and networking of women in defence and security sectors	1.3.2. Public awareness raising campaigns on the importance of women's participation in decision-making, defence, security and peace processes
PROTECTION AND PREVENTION		
STRATEGIC GOAL 2. Increased level of human security through the gender equality prism		
MIDTERM OBJECTIVES		
2.1. Reduced human trafficking rate in BiH	2.2. Enhanced support and assistance to victims who survived sexual violence and other forms of suffering during the war	2.3. Improved gender-responsible approach and support systems under the conditions of current security threats and challenges
EXPECTED OUTCOMES		
2.1.1. Application of legal mechanisms and appropriate measures to combat trafficking of humans, especially women and girls	2.2.1. Enhanced legal framework and mechanisms for exercising the rights of survivors of sexual violence and other forms of suffering during the war	2.3.1. Application of a gender-responsible approach (or introduction of a gender-responsible perspective) to the programmes and measures for mine danger reduction
2.1.2. Capacity building for combating and fighting human trafficking and raising awareness of the problem of trafficking in women and girls	2.2.2. Compensation and benefits / rehabilitation available to victims of sexual violence and other forms of suffering during war	2.3.2. Preventive measures prepared and conditions established for a gender-responsible approach to current security threats and challenges, and during crisis and emergency situations (natural disasters, violent extremism, refugee / migrant crises)

COORDINATION AND PARTNERSHIP	
STRATEGIC GOAL 3. Improved conditions and approach to the implementation of AP UNSCR 1325	
M I D T E R M O B J E C T I V E S	
3.1. Improved coordination mechanisms and implementation instruments for AP UNSCR 1325	3.2. Improved cooperation with other stakeholders
E X P E C T E D O U T C O M E S	
3.1.1. Stronger institutional mechanisms for coordination, implementation and monitoring of AP UNSCR 1325	3.2.1. Improved cooperation and coordination with civil society organisations, academic community and media
3.1.2. Enhanced instruments for the introduction and application of the gender equality principle in the defence and security sectors (gender-responsible statistics, gender analyses, gender-responsible budgeting)	3.2.2. Improved regional and international cooperation and exchange of information relating the implementation of UNSCR 1325

5. Monitoring and evaluation

The basic mechanism for monitoring implementation of Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina is the **Coordination board**, whose members come from institutions from security sector and one member representing non-government sector in Bosnia and Herzegovina. Coordination board is appointed for the duration of Action plan.

In accordance with the Rules of procedure, Coordination board is responsible for:

- a) Considering and adopting the annual operative plans for the implementation of Action plan
- b) Coordinating the implementation of activities of Action plan in relevant institutions, international organizations and non-governmental organizations;
- c) considering and recommending to the Council of Ministers of BiH annual reports on the implementation of Action Plan;
- d) monitoring other activities aimed at the implementation of UNSCR 1325 in BiH.

The work of the Coordination Board for monitoring the Action Plan for the implementation of UNSCR in BiH has been recognised in both BiH and the region as an example of extremely good practice of action, interest and cooperation among competent institutions in the implementation of strategic documents.

During the independent assessment of the implementation of the first AP UNSCR 1325 the need for a more efficient monitoring and evaluation system was noted. The Action Plan contained too many indicators that were difficult to monitor. This resulted in the lack of a single reporting system in the relevant institutions. Almost all indicators were of a quantitative nature which prevented progress in the achievement of strategic and medium-term goals, as well as qualitative institutional and overall social changes in achieving gender equality in the fields of defence and security.

Following evaluation recommendations, a **Monitoring and Evaluation Plan for the second UNSCR 1325** was created with quantitative and qualitative indicators for each target and expected outcome. The significance of this plan is its concrete application in practice. By using the set indicators as guidelines, a participatory process of annual action plans drafting, monitoring of implementation, and annual reporting has been substantially simplified and improved. This approach to annual planning and reporting, co-ordinated by the GEA of MHRRBiH, significantly simplified the way in which information was provided from relevant institutions, concrete actions defined and progress in achieving results measured, and will be continued during the implementation of AP UNSCR 1325 for 2018-2022 .

6. Glossary

- **Sex / gender**

It refers to social differences between men and women. Sex / gender identifies social, cultural, political and economic relationships between women and men. Gender relations vary from place to place as well as in time; they are changing in relation to changing circumstances. Sex, on the other hand, identifies the biological differences between women and men, which remain constant.

- **Gender budgeting**

Applying gender perspective to financial plans and budget processes, taking into account needs and priorities (of different groups) of women and men, bearing in mind the different roles they have in the family, workplace and society. For the Council of Europe, gender budgeting represents the application of gender mainstreaming in the budget process. This means a gender-based budget estimate, incorporation of a gender perspective at all levels of the budget process and restructuring of revenues and expenditures with a view to promoting gender equality.

- **Gender mainstreaming**

The process of assessing the impact of all planned activities on women and men, including the legal framework, policies and programs, in all areas of social activity and at all levels. Gender mainstreaming is a strategy by which the issues and experiences of women and men are transformed into an integral part of the development, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres. This is done in a way that ensures that women and men profit equally, and that inequality is not supported. The ultimate goal of mainstreaming is to achieve gender equality (the definition of the United Nations Economic and Social Council - ECOSOC, July 1997). For the Council of Europe gender mainstreaming is “(re)organization, promotion, development and evaluation of the policy process so that the gender equality perspective is embedded in all policies at all levels and at all stages by the stakeholders involved in policy making.”

- **Gender-based discrimination**

Gender-based discrimination is any placing at a disadvantage of any person or group of persons on the basis of gender, which fully denies or makes it harder for those persons or groups of persons to exercise or enjoy human rights or freedoms.

- **Human security**

In recent decades, the number of interstate conflicts has decreased, while the number of riots, terrorist attacks and conflicts within state borders has increased. Changes in the nature of conflict require changes in responses. Human security is an overview of the security of the state with an observation of individuals. It emphasizes the importance of everyday human security through the improvement of public services and poverty reduction programs. In 1994, UN introduced the concept of human security, whose basic components are “freedom of fear and freedom from want”. Therefore, key issues related to human security are personal (physical) security, economy, health, environment and community security. Internal empowerment improves national, regional and global stability, which ultimately leads to a reduction in the

frequency of the conflict²⁹.

- **Capacity building**

Implies targeted training for the improvement of knowledge and skills of persons responsible for an efficient implementation of strategies, policies, programmes and projects.

- **Effect**

It implies a long-term effect (positive or negative, intentional or accidental) of certain strategies, policies, programmes or projects on persons responsible as well as current social opportunities.³⁰

- **Indicators (quantitative and qualitative)**

It implies quantitative or qualitative variables that allow simple and reliable measurement of achievements and changes associated with a particular intervention, as well as assistance in assessing the organization / institution's performance in relation to the set goal.³¹

- **Midterm results**

It implies the likely or perceived effects of a programme, policy or project in the middle of its implementation.

- **Monitoring and evaluation plan**

It implies a data collection strategy that provides the necessary information for an efficient monitoring and evaluation system. The plan documents the basic / initial data, projected objectives, data sources, data collection tools, and quantitative and / or qualitative indicators / indicators for assessing progress in implementing a particular strategy, policy, programme, project or activity. The plan also clearly sets deadlines, responsibility holders, and reporting methods.

- **Monitoring and evaluation system**

It involves methods for gathering data, defining the necessary human resources, reporting and evaluation mechanisms, and technology that promptly provides information to those who are implementing a strategy, policy, programme or project. The purpose of this information is to better inform key responsible persons in order to achieve all the set objectives³².

- **Result**

It implies the probable or achieved ultimate effect of products, goods or services as a result of a certain intervention³³.

²⁹ UNDP 2013 „The 2013 Human Development Report – «The Rise of the South: Human Progress in a Diverse World”

³⁰ Gorgens, Marelize and Jody Zall Zusek, „Making Monitoring and Evaluation Systems Work“, World Bank, Washington, DC: 2009

³¹ Kusek Jody and Ray Rist, „A Handbook for Development Practitioners: Ten Steps to a Results-Based Monitoring and Evaluation System. World Bank, Washington, DC: 2004.

³² Gorgens, Marelize and Jody Zall Zusek. Making Monitoring and Evaluation Systems Work. World Bank, Washington, DC: 2009

³³ Kusek, Jody and Ray Rist. A Handbook for Development Practitioners: Ten Steps to a Results-Based Monitoring and Evaluation System. World bank, Washington, DC: 2004

Goals and activities of the Action Plan for the implementation of UNSCR 1325 in BiH for the period 2018 - 2022

STRATEGIC GOAL 1. Increased participation of women in the military, police and peace missions including participation in decision-making positions					
Midterm objective 1.1. Key policies, laws and other regulations are enabling an increase of women's participation in the military, police and peace missions, including the decision-making positions					
Expected results	Activity	Stakeholder	Deadline	Source of funding	
<p>1.1.1. Policies, laws and other regulations are aligned with international and domestic gender equality standards and concrete measures to increase women's participation in defence and security sectors, including decision-making positions are adopted</p>	Continuation of work on the harmonisation of policies, laws, bylaws and other regulations in military and police structures with domestic and international gender equality standards, in particular those related to the reception, career advancement, and the harmonization of professional and family life of women in the defence and security system.	<p>Ministry of Defence BiH (MDBiH), Ministry of Security BiH (MSBiH), State Investigation and Protection Agency (SIPA), Border Police BiH (BPBiH), Directorate for the Coordination of Police Bodies BiH (DCPB), Federal Ministry of Interior (FMI), Federal Police Administration (FPA), Police of the Brčko District BiH (PBDBiH)</p> <p>Partners: Gender Equality Agency of BiH of the Ministry of Human Rights and Refugees BiH (GEA of MHRRBiH), Gender Centre of the Federation of BiH (GCFBiH)</p>	Kontinuirano	Budget funds of competent institutions	
	Development of instruments for monitoring and reporting on the implementation of harmonized regulations (by institutions that implement, implement and monitor harmonized regulations)	MDBiH, MSBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH	Partners: GEA of MHRRBiH, GCFBiH	2018-2019.	Budget funds of competent institutions
	Analysis and identification of obstacles (visible and concealed) for a greater participation and promotion of women in the defence and security system, including decision-making positions (examine the reasons that directly affect employment / recruitment and career guidance of women)	MDBiH, MSBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH	Partners: GEA of MHRRBiH, GCFBiH	Annually	Budget funds of competent institutions
	Creating and adopting special, affirmative measures aimed at removing existing obstacles to a greater participation of women in defence and security sectors, including decision-making positions (quotas, recommendations, guidelines, criteria, institutional programmes of measures etc.).	MDBiH, MSBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH	Partners: GEA of MHRRBiH, GCFBiH	Ongoing	Budget funds of competent institutions, donor funds

<p>1.1.2. Increased capacities for aligning policies, laws and other regulations with international and domestic gender equality standards and adoption of special, affirmative measures</p>	<p>Analysis of the application of harmonized policies, laws, bylaws and other regulations, and adopted affirmative measures, with recommendations for improvement</p> <p>Implementing continuous training of civil servants and officers on harmonization of laws and internal regulations with the Law on Gender Equality of BiH (in accordance with the Work Program of the ADS BiH)</p> <p>Organizing continuous training for staff working on preparing new and harmonising existing policies, laws and other regulations, and proposing and creating affirmative measures in defence and security sectors</p>	<p>GEA of MHRRBiH Partners: MDBiH, MSBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH</p> <p>Civil Service Agency of BiH (ADSBiH) Partners: GEA of MHRRBiH, GCFBiH</p> <p>GEA of MHRRBiH Partners: MDBiH, MSBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH</p>	<p>2019. 2022.</p> <p>Ongoing</p> <p>Annually</p>	<p>Donor funds</p> <p>Budget funds of competent institutions, donor funds</p> <p>Budget funds of competent institutions, donor funds</p>
<p>Midterm objective 1.2. The necessary preconditions have been created to improve the position and promotion of women in the military, police, peace missions, including decision-making positions</p>				
<p>Expected results</p> <p>1.2.1. Enhanced capacity building for women with a view to greater participation in defence, security and decision-making</p>	<p>Activity</p> <p>Organizing training to develop women's leadership capacities for participation in decision-making processes</p> <p>Taking the necessary steps to create equal opportunities in practice for education, employment, professional development, career guidance and promotion of women in defence and security sectors, including military diplomatic missions</p> <p>Support for the Women Police Officers Network (educational, promotional and advocacy activities aimed at improving the position of women in police structures)</p> <p>Initiating further networking of women in the defence and security system, enhancing mutual co-operation, exchange of experiences and positive practices</p>	<p>Stakeholder</p> <p>GEA of MHRRBiH, GCFBiH Partners: NGOs and international organisations</p> <p>MDBiH, MS BiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH Partners: GEA of MHRRBiH, GCFBiH</p> <p>GEA of MHRRBiH, MSBiH, GCFBiH, FMI-FPA Partners: Association "Women Police officers Network" and other NGOs, international organisations</p> <p>MSBiH, MDBiH, FMI-FPA Partners: Association "Women Police officers Network" and other NGOs GEA of MHRRBiH, GCFBiH</p>	<p>Deadline</p> <p>2019. 2021.</p> <p>Ongoing</p> <p>2018. 2021.</p> <p>Ongoing</p>	<p>Source of funding</p> <p>Donor funds</p> <p>Budget funds of competent institutions, donor funds</p> <p>Donor funds</p> <p>Budget funds of competent institutions</p>
<p>1.2.2. Created conditions for improving mutual cooperation and networking of women in defence and security sectors</p>	<p>Support for the Women Police Officers Network (educational, promotional and advocacy activities aimed at improving the position of women in police structures)</p> <p>Initiating further networking of women in the defence and security system, enhancing mutual co-operation, exchange of experiences and positive practices</p>	<p>Stakeholder</p> <p>GEA of MHRRBiH, MSBiH, GCFBiH, FMI-FPA Partners: Association "Women Police officers Network" and other NGOs, international organisations</p> <p>MSBiH, MDBiH, FMI-FPA Partners: Association "Women Police officers Network" and other NGOs GEA of MHRRBiH, GCFBiH</p>	<p>Deadline</p> <p>2018. 2021.</p> <p>Ongoing</p>	<p>Source of funding</p> <p>Donor funds</p> <p>Budget funds of competent institutions</p>

Midterm objective 1.3. Raised awareness of the importance of women's participation in decision-making and the preservation of peace and security				
Expected results	Activity	Stakeholder	Deadline	Source of funding
1.3.1. Trainings held for key decision-makers, management and staff in defence and security sectors on the importance of equal participation of women and men	Continuing work on introducing gender perspective into training programs of police officers and civil servants with aimed at increasing knowledge about introducing and applying the principle of gender equality in the security sector	MSBiH, SIPA, BPBiH, DCPBBiH, Agency for education and professional training (AEPiTM), FMI-FPA, Police Academy FBiH Partners: GEA of MHRRBiH, GCFBiH	Ongoing	Budget funds of competent institutions, donor funds
	Continued inclusion of topics related to the introduction and application of the principle of gender equality (advanced training) in all aspects of training for members of the Armed Forces of BiH	MO and OS BiH Partners: GEA of MHRRBiH, NGO, international organisations	Ongoing	Budget funds of competent institutions, donor funds
	Continuation of inclusion of topics from UN Resolution 1325 and related resolutions on the status and role of women in conflict and post-conflict situations, gender-based violence, etc. and pre-training for members of peace missions as well as diplomatic staff	MSBiH, MDBiH, MFABiH Partners: GEA of MHRRBiH, GCFBiH	Ongoing	Budget funds of competent institutions, donor funds
	Inclusion of gender issues topics in regular and extraordinary training for managing officials, especially in defence and security sectors	ADSBiH, GEA of MHRRBiH Partners: MDBiH, MSBiH	Ongoing	Budget funds of competent institutions, donor funds
	Continuing basic and advanced training to strengthen the capacity of appointed / newly appointed contact persons for gender issues in MD and AFBiH as well as in all police structures at all levels	MO BiH and OS BiH, MS BiH, SIPA, GP BiH, DCPB BiH, FMI-FPA, police of BD BiH Partners: GEA of MHRRBiH, GCFBiH, NGO, international organisations	Ongoing	Budget funds of competent institutions, donor funds

1.3.2. Public awareness raising campaigns on the importance of women's participation in decision-making, defence, security and peace processes	Implementation of a public campaign to promote full and equal participation of women in decision-making, especially in the context of the 2018 General Election.	GEA of MHRRBiH, GCFBiH, parliamentary gender equality commission Partners: NGOs and international organisations	2018.	Donor funds
	Ongoing promotion of military and police profession to raise interest in a larger number of young women to apply for admission to the armed forces and the police.	MDBiH and AFBiH, MSBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH Partners: GEA of MHRRBiH, GCFBiH, NGOs and international organisations	Ongoing	Budget funds of competent institutions, donor funds
	Ongoing promotion of the importance of participation and contribution of women in peacekeeping missions with special emphasis on tolerance and respect for specific needs of women of particular ethnicity	MDBiH and AFBiH, MSBiH Partners: GEA of MHRRBiH, GCFBiH, NGOs and international organisations	Ongoing	Budget funds of competent institutions
	Organizing and / or supporting promotional activities and initiatives that advocate active participation and the role of women in the conditions of current security threats and challenges (terrorism and violent extremism, migration, natural disasters and other crisis and emergency situations) as a participation of women in domestic and international negotiations.	MSBiH, MD and AFBiH, GEA of MHRRBiH Partners: NGOs and international organisations	Ongoing	Budget funds of competent institutions, donor funds
STRATEGIC GOAL 2. Increased level of human security through the gender equality prism				
Midterm objective 2.1. Reduced human trafficking rate in BiH				
2.1.1. Application of legal mechanisms and appropriate measures to combat trafficking of humans, especially women and girls	Expected results	Stakeholder	Deadline	Source of funding
	Ongoing monitoring of the application of the legal framework and penal policy in cases of human trafficking Strengthening mechanisms for early identification and referral of trafficking victims with special focus on trafficking in vulnerable categories	MSBiH, VSTV, Ministry of Justice FBiH, Judicial Commission of the Brčko District BiH Partners: GEA of MHRRBiH, NGO MS BiH Partners: MHRRBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH, NGOs and international organisations	Ongoing Ongoing	Budget funds of competent institutions Budget funds of competent institutions, donor funds

<p>2.1.1.1. Application of legal mechanisms and appropriate measures to combat trafficking of humans, especially women and girls</p>	Continued update and improvement of database on victims of trafficking (sorted by gender, age of victims, citizenship)	<p>MS BiH</p> <p>Partners: MHRRBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH, NGOs and international organisations</p> <p>MSBiH</p> <p>Partners: GEA of MHRRBiH, NGO MHRRBiH, MSBiH</p> <p>Partners: NGOs and international organisations</p>	Ongoing	Budget funds of competent institutions
	Support to programmes / assistance projects for victims of trafficking in the process of their rehabilitation and reintegration into society	<p>MSBiH, SIPA, BPBiH, DCPBBiH, AEPTM, FMI-FPA, PBDBiH</p> <p>Partners: NGOs and international organisations</p>	Ongoing	Budget funds of competent institutions, donor funds
<p>2.1.1.2. Capacity building for combating and fighting human trafficking and raising awareness of the problem of trafficking in women and girls</p>	Continued work on strengthening the capacity of judicial institutions, police and other entities to prevent and protect from trafficking in human beings, especially women and girls, including witness protection and victim compensation in criminal proceedings	<p>MSBiH, SIPA, BPBiH, FMI-FPA, PBDBiH</p> <p>Partners: NGOs and international organisations</p>	Ongoing	Budget funds of competent institutions
	Initiating and securing an appropriate profile and a sufficient number of investigators in investigation teams for trafficking in human beings	<p>MSBiH, SIPA, BPBiH, FMI-FPA, police of BD</p> <p>Partners: NGOs and international organisations</p>	Ongoing	Budget funds of competent institutions, donor funds
<p>2.1.2. Capacity building for combating and fighting human trafficking and raising awareness of the problem of trafficking in women and girls</p>	Continuing and supporting activities to raise awareness among the general public (especially children and young people and groups with special risk) about the forms and consequences of trafficking in human beings, including beggars and other forms of labour exploitation	<p>MSBiH, SIPA, BPBiH, FMI-FPA, police of BD</p> <p>Partners: NGOs and international organisations</p>	Ongoing	Budget funds of competent institutions, donor funds
	Ongoing promotion of crime-telephone line and electronic form for reporting criminal offenses with special accent on anonymous reporting of human trafficking	<p>MSBiH, SIPA, BPBiH, FMI-FPA, police of BD</p> <p>Partners: NGOs and international organisations</p>	Ongoing	Budget funds of competent institutions, donor funds

Midterm objective 2.2. Enhanced support and assistance to victims who survived sexual violence and other forms of suffering during the war				
Expected results	Activity	Stakeholder	Deadline	Source of funding
2.2.1. Enhanced legal framework and mechanisms for exercising the rights of survivors of sexual violence and other forms of suffering during the war	Continuation harmonisation of existing and new regulations, policies and programmes aimed at improving access to the rights of victims of sexual violence and torture during the war, including the right to compensation and rehabilitation.	Ministry of Justice BiH (MJBih), MHRRBiH Partners: NGOs and international organisations	Ongoing	Budget funds of competent institutions, donor funds
	Further develop and adapt the standards to support witnesses and victims of sexual assault and other forms of suffering during the war (including protocols, support departments, resource packs, guidelines, decisions, guidelines to provide psychosocial, informational, procedural and organisational support before, during and after trials, etc.)	MJBih, VSTV Partners: NGOs and international organisations	2018-2019.	Budget funds of competent institutions
2.2.2. Compensation and benefits / rehabilitation available to victims of sexual violence and other forms of suffering during war	Multiple resource and investigative capacity to reduce the number of and resolve residual domestic disputes related to war crimes of sexual violence and other forms of suffering	MJBih, VSTV Partners: NGOs and international organisations	Ongoing	Budget funds of competent institutions
	Support a uniform model for faster and more effective access to survivors' rights, compensation, rehabilitation, and access to services regardless of their place of residence (compensation fund or other victims compensation mechanisms)	GEA of MHRRBiH, GCFBiH Partners: NGOs and international organisations	2018-2019.	Budget funds of competent institutions, donor funds
2.2.2. Compensation and benefits / rehabilitation available to victims of sexual violence and other forms of suffering during war	Continuous support for strengthening multisectoral approach and coordination, and providing assistance to the work of support networks, including capacity building of key stakeholders providing services to victims of sexual violence and other forms of suffering during the war	GEA of MHRRBiH, GCFBiH Partners: NGOs and international organisations	Ongoing	Budget funds of competent institutions, donor funds
	Support to programmes and projects for the psychosocial and economic empowerment of women victims of sexual violence during the war	GEA of MHRRBiH Partners: NGOs and international organisations	2018. 2021.	Budget funds of competent institutions, donor funds

Midterm objective 2.3. Improved gender-responsible approach and support systems under the conditions of current security threats and challenges				
Expected results	Activity	Stakeholder	Deadline	Source of funding
2.3.1. Application of a gender-responsible approach (or introduction of a gender-responsible perspective) to the programmes and measures for mine danger reduction	Performing gender analysis on the impact of mined areas in BiH on the quality of people's lives (taking into account the different roles and needs of women and men, and different impacts both genders)	BH Mine Action Centre (BHMAC) Partners: GEA of MHRRBiH, NGO	2018.	Budget funds of competent institutions, donor funds
	Inclusion of the gender component in demining programs and measures, taking into account the different possibilities, roles and needs of women and men	BHMAC Partners: NGOs and international organisations	Ongoing	Budget funds of competent institutions, donor funds
	Continuous mine risk warnings, especially for girls and boys of school age, women and men in rural areas, and particularly vulnerable groups (hikers, hunters, farmers), taking into account the gender aspect of the problem	BHMAC Partners: NGOs and international organisations, media	Ongoing	Budget funds of competent institutions, donor funds
2.3.2. Preventive measures prepared and conditions established for a gender-responsible approach to current security threats and challenges, and during crisis and emergency situations (natural disasters, violent extremism, refugee / migrant crises)	Analysis of the gender aspect of current security threats and challenges such as: violent extremism and terrorism, increased numbers of migrants, internally displaced persons, consequences of climate change (with reference to global, regional and BiH context)	GEA of MHRRBiH Partners: International organisations	2018-2019.	Donor funds
	Introduction of gender perspective into statistical records, analyses, programmes and measures, and reports on accidents / disaster risk management	MSBiH Partners: GEA of MHRRBiH, NGOs and international organisations	Ongoing	Budget funds of competent institutions, donor funds
	Ensure that human needs assessments, existing shortcomings and abilities that precede the humanitarian responses in potential disasters consider the different needs, interests, vulnerabilities and abilities of women and men, girls and boys and various disaster impact on them	MSBiH, MDBiH and AFBiH Partners: GEA of MHRRBiH, NGOs and international	Ongoing	Budget funds of competent institutions, donor funds
	Provision of legal and psychosocial support to women and girls, especially members of multiple marginalised groups, in cases of crisis and emergency situations	GEA of MHRRBiH Partners: NGO, international organisations	Ongoing	Budget funds of competent institutions, donor funds

2.3.2. Preventive measures prepared and conditions established for a gender-responsible approach to current security threats and challenges, and during crisis and emergency situations (natural disasters, violent extremism, refugee / migrant crises)	Ensure that, when collecting data, analysing, developing and implementing a plan of urgent measures of action in the event of a crisis situation in the field of immigration, the needs and interests of vulnerable categories, especially women and girls are taken into account	MSBiH, GEA of MHRRBiH Partners: NGOs and international organisations	Ongoing	Budget funds of competent institutions, donor funds		
	Ensure that gender perspectives are integrated into activities aimed at preventing violent extremism and terrorism, preventing hate speech, and promoting dialogue and non-violent conflict resolution (promotional and educational activities)	MSBiH, GEA of MHRRBiH Partners: NGO, international organisations	Ongoing	Budget funds of competent institutions, donor funds		
	Analysis and recommendations for amending regulations governing the issuance of weapons possession permits for the purpose of combating and preventing the abuse of small arms and light weapons in the context of gender-based violence (which implies professional and detailed verification of evidence of violent behaviour of the claimants).	MSBiH, GEA of MHRRBiH Partners: NGO, international organisations	2020.	Budget funds of competent institutions, donor funds		
STRATEGIC GOAL 3. Improved conditions and approach to the implementation of AP UNSCR 1325						
Midterm objective 3.1. Improved coordination mechanisms and implementation instruments for AP UNSCR 1325						
3.1.1. Stronger institutional mechanisms for coordination, implementation and monitoring of AP UNSCR 1325	Expected results	Activity	Stakeholder	Deadline	Source of funding	
		Adoption of Decision on the Establishment of Institutions Coordination Board for Monitoring AP UNSCR 1325 (2018-2022)	CMBiH (CMBiH) Proponent: GEA of MHRRBiH		2018.	-
		Support for the work of the Coordination Board for Monitoring AP UNSCR 1325 (professional support, regular meetings etc.)	GEA of MHRRBiH Partners: International organisations		Ongoing	Budget funds of competent institutions, donor funds
		Revision of the Monitoring and Evaluation Plan of AP UNSCR 1325	Coordination Board for Monitoring AP UNSCR 1325 (CB AP-a UNSCR 1325) Partner: GEA of MHRRBiH		2018.	Donor funds
	Izrada i praćenje realizacije godišnjih operativnih planova za primjenu AP-a UNSCR 1325 u institucijama sektora odbrane i sigurnosti	CB AP UNSCR-a 1325 Partner: GEA of MHRRBiH		Annually	Budget funds of competent institutions, donor funds	

3.1.1. Stronger institutional mechanisms for coordination, implementation and monitoring of AP UNSCR 1325	Coordination, drafting and submission of CMBiH annual reports on the implementation of AP UNSCR 1325, based on information from institutions represented in CB AP UNSCR 1325	GEA of MHRRBiH Partner: KO AP UNSCR 1325	Annually	Budget funds of competent institutions, donor funds
	Strengthening the positions of appointed contact persons for gender issues in the defence and security sectors	MD and AFBiH, MSBiH, SIPA, BPBiH, DCPBBiH, FMI-FPA, PBDBiH Partner: GEA of MHRRBiH	Ongoing	Budget funds of competent institutions
3.1.2. Enhanced instruments for the introduction and application of the gender equality principle in the defence and security sectors (gender-responsible statistics, gender analyses, gender-responsible budgeting)	Provide regular expert support to the security and defence sector institutions for the implementation of annual operational plans for the AP UNSCR 1325 and apply the instruments for the implementation and application of the principle of gender equality within the scope of competent institutions	GEA of MHRRBiH, GCFBiH Partner: CB AP UNSCR 1325	Ongoing	Budget funds of competent institutions, donor funds
	Gender analysis of the implementation, results and impact of general and local elections on participation and representation of women in public life and decision making	GEA of MHRRBiH, GCFBiH Partners: Central Election Commission BiH (CECBiH)	2018. 2020.	Budget funds of competent institutions
	Regular updating and promotion of gender-classified databases in armed forces, police and peacekeeping missions (including rankings and roles, professional engagement and participation in decision-making, participation in vocational training and specialist training, rewarding, etc.)	MD and AFBiH, MSBiH, SIPA, BPBiH, DCPBBiH, Agency for Police Support BiH, FMI-FPA, PBDBiH Partners: GEA of MHRRBiH, GCFBiH	Ongoing	Budget funds of competent institutions
	Continuation of the introduction of gender-responsible budgeting within the programme budgeting of all institutions represented in the Coordination Board	MO and AF BiH, MS BiH, SIPA, BPBiH, DCPBBiH, MVP BiH, Ministry of Finance and Treasury BiH (MFTBiH), FMI Partners: GEA of MHRRBiH, GCFBiH	Ongoing	Budget funds of competent institutions,

Midterm objective 3.2. Improved cooperation with other stakeholders					
Expected results	Activity	Stakeholder	Deadline	Source of funding	
3.2.1 Improved cooperation and coordination with civil society organisations, academic community and media	Organising regular meetings of the Coordinating Board and NGOs that signed the Memorandum of Understanding on the Application of AP UNSCR 1325 (Coordination Group of NGOs)	GEA of MHRRBiH Partner: CB AP UNSCR 1325	At least once per year	Budget funds of competent institutions, donor funds	
	Regular exchange of information of the Coordination Group of NGOs with other non-governmental organizations and networks of NGOs	NGO Coordination Group Partner: CB AP UNSCR 1325, GEA of MHRRBiH	Ongoing	NGO funds, donor funds	
	Planning and implementation of joint projects and activities on the implementation of UNSCR 1325 with non-governmental organizations, with the focus on supporting the localisation of UNSCR 1325 (in cooperation with municipalities and cities)	GEA of MHRRBiH, Coordination Board Partners: NGOs and international organisations	Ongoing	Budget funds of competent institutions, NGO funds, donor funds	
3.2.2 Improved regional and international cooperation and exchange of information relating the implementation of UNSCR 1325	Support greater involvement of the academic community in the promotion and implementation of UNSCR 1325 and accompanying resolutions, with a special focus on gender perspective issues under current security threats and challenges.	GEA of MHRRBiH, GCFBiH Partners: NGOs and international organisations	Ongoing		
	Support for the production of media content in the field of public information on the importance of UNSCR 1325 and accompanying resolutions in the construction and preservation of sustainable peace and security	GEA of MHRRBiH, GCFBiH Partners: NGOs and international organisations	Ongoing		
	Organising regional information exchange forums related to the implementation of national action plans for the implementation of UNSCR 1325 and the regional aspects of contemporary security threats and challenges	GEA of MHRRBiH, CB AP UNSCR 1325 Partners: Regional gender institutional mechanisms, international organisations	2018. 2020.	Budget funds of competent institutions, donor funds	
3.2.2 Improved regional and international cooperation and exchange of information relating the implementation of UNSCR 1325	Participation (upon invitation) at regional / international events (conferences, roundtables, public hearings, educational and promotional activities, study visits) related to the implementation of UNSCR 1325	GEA of MHRRBiH, CB AP UNSCR 1325 Partners: Regional institutional mechanisms for gender equality, international organisations	Ongoing	Budget funds of competent institutions, donor funds	
	Lobbying of diplomatic staff, all relevant regional and international bodies and organizations for the implementation of UNSCR 1325 (UN, Council of Europe, OSCE, NATO and others)	MFABiH, GEA of MHRRBiH Partners: International organisations	Ongoing	Budget funds of competent institutions, donor funds	

<p>3.2.2 Improved regional and international cooperation and exchange of information relating the implementation of UNSCR 1325</p>	<p>Planning and implementation of joint regional projects and activities for the implementation of UNSCR 1325 with regional governments and / or regional coordinating bodies as well as with international organisations (one of the most important areas of action is the greater involvement and regional linkage of women as well as local communities in building trust for improving security and stability in the region)</p>	<p>GEA of MHRRBiH, CB AP UNSCR 1325 Partners: Regional institutional mechanisms for gender equality, international organisations, NGOs in and region</p>	<p>Ongoing</p>	<p>Budget funds of competent institutions, donor funds</p>
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