



A Report on the Implementation of Security Council Resolution 1325 on Women, Peace and Security in Bosnia and Herzegovina

1 August 2015 – 1 August 2016

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ACCRONYMS

BiH GEA	Gender Equality Agency of Bosnia and Herzegovina
BHMAC	Mine Action Centre of BiH
CP	Civilian persons
DCO	Diplomatic and Consular Offices
DCPB	the Directorate for Coordination of Police Bodies of BiH
EUFOR	European Union Forces
FBD	Framework Budget Document
FBiH	Federation of Bosnia and Herzegovina
FIGAP	Financial Mechanism for the Implementation of BiH Gender Action Plan
FMol	FBiH Ministry of the Interior
FPA	FBiH Police Administration
BiH GAP	2013.-2017 Gender Action Plan of Bosnia and Herzegovina
RS GC	Gender Centre of Republika Srpska
FBiH GC	Gender Centre of the Federation of Bosnia and Herzegovina
BP	Border Police
ICITAP	International Criminal Investigative Training Assistance Program
CC	Coordination Committee
NGO CG	Non-Governmental Organization Coordination Group
CC	Criminal Code
IFS - EMMAUS	International Forum of Solidarity – EMMAUS
BiH MHRR	Ministry of Human Rights and Refugees of Bosnia and Herzegovina
BiH MoD	Ministry of Defence of Bosnia and Herzegovina
BiH MoS	Ministry of Security of Bosnia and Herzegovina
RS Mol	Ministry of the Interior of Republika Srpska
BiH MoFA	Ministry of Foreign Affairs of Bosnia and Herzegovina
NATO	North Atlantic Treaty Organization
NGO	Non-Governmental Organization
BiH AF	Armed Forces of BiH
OSCE	Organization for Security and Cooperation in Europe
BiH PA	Parliamentary Assembly of BiH
PSOTC	Peace Support Operations Training Centre
PMP	Professional Military Persons
RS	Republika Srpska
SIPA	State Investigation and Protection Agency
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNSCR	UN Security Council Resolution 1325 on Women, Peace and Security
USAID	United States Agency for International Development
WPON	Women Police Officers Network in South East Europe
BiH GEL	Gender Equality Law of Bosnia and Herzegovina
BiH AF HQ	Headquarters of Armed Forces of Bosnia and Herzegovina

SUMMARY

The Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina prepared the Annual Report on the Implementation of the Action Plan for the Implementation of UN Resolution 1325 "Women, Peace and Security" in Bosnia and Herzegovina (AP UNSCR 1325). The report was made on the basis of information collected from the competent institutions represented in the Coordination Committee (CC) for the implementation of AP UNSCR 1325 in BiH and covers the period from 1 August 2015 to 1 August 2016. Below is a summary of the Report in line with the strategic and medium-term goals of UNSCR 1325 in BiH. At the end of some sections, there is information on the results achieved, containing references to the page of the Report or the Annex to the Report, which contains more details on the information provided.

- There is a clear progress **in the systemic approach to the introduction of the principle of gender mainstreaming in competent institutions**, in accordance with Article 24 of the Gender Equality Law of BiH (BiH GEL), which prescribes the obligations of institutions at all levels of government. Some institutions and agencies (the Ministry of Defence of BiH, the Ministry of Security of BiH, SIPA) have adopted a decision or a procedural decision on measures to achieve gender equality and the implantation of these measures. Members of the CC are the main initiators of changes within the institutions they represent. However, this process is still not uniform in all institutions.
- There was a significant increase in the number of initiatives to align **laws, bylaws, strategies, policies and programs with the BiH GEL** by competent institutions. The BiH MoD has it as a continuous and regular process as part of the overall effort to introduce the principle of gender equality. An exceptional progress was made by the BiH MoS because the number of regulations regularly submitted to the BiH Agency for Gender Equality/BiH MHRR for giving opinion increased very much and all the suggestions for harmonization with the BiH GEL were included.
- **For capacity-building and awareness raising**, gender equality training was regularly included in the PSOTC curricula and programmes, where regular five-day training on "Gender Issues in Peace Support Operations" is regularly held. Other types of training, seminars and specialist courses are also held, contributing to the continuous awareness raising and understanding of the gender equality concept in defines and security sectors. In addition, in-house professional capacities for training and further transfer of knowledge and skills are built and employed.
- **The designated contact persons** convey knowledge to new contact persons for gender issues in BiH MoD and BiH AF, as well as in BiH MoS. Efforts are being made to further strengthen and train these contact persons and to better define and evaluate their duties and responsibilities. Trainers for Gender Equality in BiH MoD do the training and apply the Handbook for Training developed last year.
- Basic **databases are classified by sex** and are regularly updated in all institutions and further enhanced and expanded so that statistics on gender equality can be generated and analyzed in specific areas identified by AP UNSCR 1325 in BiH (e.g. participation of women in training and courses for professional development, participation in commissions and committees, working groups, negotiating groups etc.). An analysis of the collected statistics shows the following:
 - **The ratios of women and men employed in BiH MoD** (38%) and AF (6.8%) show a slight increase in female representation.
 - **The percentage of women applying for military service is 9.9%**, which points to the trend of women's incessant interest in military service, which showed a steady rise in previous years as a result of the promotion of military service.
 - In the **total number of employees in the security sector and law enforcement agencies**, the proportion of women is 50.5% on average. The representation of women in the police force at all levels of government is about 7.5% and there is no significant change in the situation compared to the previous reporting period.
 - There was a significant increase in the **number of women in the total number of peacekeepers** deployed by the BiH MoD (from 3.5% to 6.7%). The percentage of women in the police peacekeeping missions increased slightly by more than 6% (from 24% to 30%), which is a result of, *inter alia*, the adoption of an affirmative action which was introduced by the BiH AF with a view to reducing the number of years of work experience required for women's joining peacekeeping missions.

- An analysis of **women's participation in decision-making** in the defence and security sectors generally shows some progress, but it is far from the expected. Women are, generally, represented at the middle management level. However, in BiH AF, the percentage of women holding senior managerial positions is still very low (2.5%). The same goes for police structures where the percentage of women with high rank is very low (of the total number of female police officers, 3.3% are independent inspectors and 0.3% are chief inspectors).
- A much smaller percentage of women than men attend specialized training and courses aimed at professional development in the defence and security sectors.
- BiH is a country of origin, destination and transit for women, children and men **victims of trafficking**. Thirty five potential victims of trafficking (27 female and 8 male) were identified or assisted in cases of prostitution and / or sexual exploitation, begging and selling for the purposes of marriage / informal marriage with a minor. Begging was the most frequent.
 - BiH MHRR awarded grants to non-governmental organizations for **support programs for victims of trafficking in persons**.
 - **Training aimed at capacity building and other activities aimed at awareness raising of the professional and general public on the issue of trafficking in persons**, mainly funded by international organizations, were also carried out.
 - **Promotional activities and campaigns**, mostly carried out by NGOs, were mainly focused on the issue of child abuse for begging
- **Support for women and girls victims of sexual violence during and after the war** and victims of torture is sought through the improvement of the legal framework and mechanisms for the exercise of rights by victims and the availability of compensation and benefits. Survivors continue to face difficulties with access to justice and administration of justice, access to medical treatment and assistance, ranging from health care to psychological assistance.
 - Victims generally do not exercise their right to compensation for damage suffered in criminal proceedings. Victims are referred to civil lawsuits, which are usually relinquished because they are long-lasting and costly, revealing victim's identity at the same time.
 - In the past period, responsible institutions and international and non-governmental organizations in BiH carried out activities and initiatives to define the real needs of survivors, to improve the legal and institutional framework and the mechanisms for survivors to exercise their rights, including the compensation and benefits they are entitled to.
 - Acquiring the rights and the official status of survivors of rape and torture implies the existence of **multisectoral approaches, coordination and institutional support networks** that were established in the past period within various initiatives, programs and projects.
- The BiH Gender Equality Agency / BiH MHRR provides regular professional support to the competent institutions in the process of introducing and applying the principle of gender equality and advances cooperation with other actors at the local, regional and international level.
 - Within the **local level cooperation**, in the reporting period, three more local action plans (LAPs) for the implementation of UNSCR 1325 were initiated.
 - **Cooperation and information exchange with non-governmental organizations** was improved through more active participation in planning, monitoring and reporting on the implementation of UNSCR 1325.
 - **Regional co-operation** was focused on the exchange of good practices in BiH in the UNSCR 1325 localization and the LAP for the city of Niš was adopted in line with local action plans in BiH, which is a good example of regional cooperation resulting in concrete actions.

Although a progress is evident, challenges in the implementation of UNSCR 1325 continue to exist. The lack of financial and human resources is an obstacle to the continued application of the principle of gender equality in the competent institutions. The CC for monitoring AP UNSCR 1325 is a key actor in mobilizing competent institutions and individuals to implement the Action Plan in BiH. The BiH Gender Equality Agency / BiH MHRR has a coordinating and advisory role to ensure effective monitoring of the implementation of UNSCR 1325. The BiH GEA and Entity Gender Centres will continue to provide expert and financial support to the implementation of this Plan in accordance with available resources.

NARRATIVE PROGRESS REPORT

I. INTRODUCTION

I.1. Background information on the Action Plan

At its 104th meeting held on 8 July 2014, the Council of Ministers of Bosnia and Herzegovina adopted the **Decision on the Adoption of the 2014-2017 UNSCR 1325 Implementation Plan for Bosnia and Herzegovina**¹. At the proposal of the BiH Gender Equality Agency, the BiH Ministry of Human Rights and Refugees, at its 121st meeting held on 29 January 2015, the Council of Ministers of Bosnia and Herzegovina adopted the **Decision on Appointing Members of the Coordination Committee for Supervision of Implementation of Activities under the 2014 – 2017 UNSCR 1325 Implementation Plan for Bosnia and Herzegovina**², while the **Decision on Amendments to this Decision**³ adopted at the 58th meeting of the Council of Ministers of BiH, held on 3 June 2016. Representatives of several new institutions were appointed to the CC and members who had retired were replaced.

The Action Plan was developed in full cooperation of the BiH GEA and the competent institutions represented in the Coordination Committee for Supervision of Implementation of AP UNSCR 1325 and in consultation with non-governmental organizations. This Action Plan contains three strategic goals and eight midterm goals as shown in the table below:

STRATEGIC GOAL 1		STRATEGIC GOAL 2		STRATEGIC GOAL 3	
Increased participation of women in decision making position in the military, police and peace missions		Increased level of human security		Improved condition and access to implementation of AP UNSCR 1325	
MIDTERM OBJECTIVES		MIDTERM OBJECTIVES		MIDTERM OBJECTIVES	
1.1	Key laws and policies enable increasing of participation of women in decision making, in the police, military and peace missions	2.1	Reduced rate of trafficking in BH	3.1	Improved mechanisms and instruments for implementation of AP UNSCR 1325
1.2	Women have the capacities for participation in decision making, in the military and police forces and peace missions	2.2	Improved support and help for women and girls victims of sexual violence during and after the war	3.2	Improved cooperation with other stakeholders
1.3	Awareness about importance of participation of women in decision making and achieving peace and security	2.3	Decreased danger from mines in BH		

After the adoption of the Action Plan, an Action Plan for Monitoring and Evaluation of the Action Plan was designed to contain quantitative and qualitative indicators for each strategic and medium-term goal and expected result. The objective was to improve the annual operational planning, implementation and annual reporting on the Action Plan guided by the indicators. In this way, 2015 and 2016 annual operational plans for the implementation of AP UN SCR 1325 were developed.

I.2. Methodology of the annual report

With a view to improving the reporting methodology for implementation of AP UNSCR 1325, i.e. the annual operational plans, a new format of reports was introduced that, in addition to the narrative part, also contains an Annex with a progress assessment table according to the indicators defined in the AP UNSCR 1325 Monitoring and Evaluation Plan. This table also contains a column with information from the previous

¹ Official Gazzete, 89/14 of 17 November 2014

² Official Gazzete, 20/15 of 9 March 2015

³ Official Gazzete 55/16 of 29 July 2016

reporting period, which provides a more comprehensible comparison and assessment of progress in this reporting period in certain areas, depending on the submitted data.

A new format of the report was introduced to meet a need to improve the content of information submitted by competent institutions and non-governmental organizations so that, in addition to indicating specific activities, it can also give an overview of the impact of initiated and implemented activities and initiations, i.e. whether there was a change compared to the previous reporting period.

All the relevant institutions represented in the Coordination Committee for Supervision of the AP UNSCR 1325 submitted the information for the Report. The member of the Coordination Committee from U.g. Vive Zene representing the non-governmental sector gathered information from the Coordination Group of NGOs dealing with the implementation of UN SCR 1325 in BiH.

The Gender Equality Agency of Bosnia and Herzegovina prepared an Annual Report on the Implementation of the Action Plan for the Implementation of UN Resolution 1325 "Women, Peace and Security" in Bosnia and Herzegovina on the basis of the collected information from the institutions and non-governmental organizations for the period from 1 August 2015 to 1 August 2016. The narrative part of the Report contains a summary overview and an analysis of the information collected, while a more detailed overview of the activities carried out and statistics are presented in the progress assessment table according to the indicators set, which table is attached to the Report.

II. RESULTS OF THE ACHIEVED STRATEGIC GOALS AND MIDTERM OBJECTIVES OF THE ACTION PLAN

This section of the Report provides an overview of the most important results achieved in the reporting period compared to the planned strategic goals and midterm objectives.

II.1. STRATEGIC GOAL 1: Increased participation of women in decision making position in the military, police and peace missions

This strategic goal is achieved through midterm goals related to **aligning key laws and policies, strengthening women's capacity, and raising public awareness**, all aimed at increasing of participation of women in decision making in police, military and peace missions.

II.1.1. Laws are harmonized with international and domestic gender equality standards

In the reporting period there was a significant increase in the number of initiatives to **align laws, bylaws, strategies, policies and programs with the Gender Equality Law of BiH (BiH GEL)** by competent institutions.

- In the BiH Ministry of Defence (BiH MoD), the harmonization of secondary legislation and other regulations is a continuous and regular process as part of the overall efforts to introduce the principle of gender mainstreaming in this institution.
- An exceptional progress was made by the BiH MoS because the number of documents (laws, strategies, action plans and programs) **regularly submitted to the BiH Agency** for Gender Equality/BiH MHRR for giving opinion increased very much. All the suggestions for harmonization with the BiH GEL were included in these documents. According to the information in possession of the BiH MoS, only the Law on Amendments to the Law on Police Officers was withdrawn from Parliament.
- However, **a monitoring system of the implementation of harmonized documents** within individual institutions has not been set up yet. It is necessary to establish and harmonize a single monitoring system that all institutions will apply as part of the overall process of monitoring of the introduction and implementation of gender mainstreaming, in accordance with the principles defined in the Gender Action Plan of BiH.

- In order to increase the capacity for harmonization of laws and internal regulations, organized training on harmonization of legislation, with the support of UN Women. Approximately 30 participants (persons working on the drafting of legal regulations) - from all institutions represented in the CC. The pilot initiative that followed the aforementioned training is the harmonization the Rulebook on Enlisting in Military Service. It can be noted that this training resulted in an increase in the number of documents that incorporate gender mainstreaming and which are regularly submitted to the ARS BiH / MLGA BiH opinion.

II.1.1.1. Affirmative action

In this reporting period, there were no significant **affirmative actions to increase the participation of women in defence and security sectors**, including participation in decision-making at all levels. However, efforts are made to ensure that affirmative actions previously introduced are adequately implemented and applied, so that their effect are visible and can already be measured. For example, the affirmative action of the BiH Ministry of Security related to reducing the number of years of work experience from eight to five years for women to participate in peacekeeping missions has contributed to the continuous increase in the number of women in peacekeeping missions, which currently stands at 30%, which has been the highest percentage since BiH started deploying policemen and policewomen in UN peacekeeping missions.

In order to pursue the adoption of concrete, affirmative measures to increase the participation of women in defence and security sectors, including decision-making positions, the institutions first sought to identify obstacles in order to address their elimination. The obstacles listed in the previous annual report are of a largely long-standing character as they relate to stereotypes and prejudices in understanding gender roles. Their removal requires a patient, systemic and multidisciplinary approach. However, certain specific obstacles have been identified, such as obstacles to participation in education that would enable women's capacity to be strengthened. Institutions have taken various initiatives and measures to overcome these obstacles, as discussed in the next section of this report (Annex, p. 8-10).

II.1.2. Strengthening of capacities for participation in decision making, in the military and police forces and peace missions

Strengthening of capacities of women through various forms of professional development as well as networking of women are crucial for increasing the participation of women in the defence and security sectors. According to the data of institutions, it can be concluded that women participate in various seminars and courses, but when it comes to specialist training intended for professional training in police and military forces, the ratio of men is much higher.

- As in the previous reporting period, data from the Ministry of Defence on participation in training indicate a very low percentage of women's participation, which even has a downward trend. The selection of candidates for training in BiH and abroad was done depending on the requirements of the organizer of training, as well as the necessary qualifications of the candidates (rank, level of knowledge of a foreign language, army branch, etc.), which are most often are not adjusted to women.
- The BiH MoS takes care of equal numbers of men and women participating in training and other types of professional development in BiH and abroad. A particular obstacle to deployment in peacekeeping missions is the lack of knowledge of English. The BiH MoS regularly, through written and oral correspondence, draws attention of law enforcement agencies in BiH to the need for a systematic approach to women's learning foreign languages, as well as acquiring other knowledge and skills necessary for performing certain jobs and tasks. Foreign language learning opportunities have been opened in the centres for learning foreign languages of the AF BiH, but this requires long-term, full-time leaves of absence, which institution's management often does not allow either for women or men.
- In the Directorate for Coordination of Police Bodies of BiH (DCPB), policewomen do not meet the statutory requirements for managerial positions envisaged for police officers.
- Bearing in mind the above obstacles, more efforts should be made to adapt **the requirements for participation in training and professional development in police and military structures, as well as the requirements for participation in decision-making positions, to the status and needs of both genders.**

Networking of women in the defence and security sectors contributes to easier (joint) action in the promotion of gender equality and the protection of women's rights in institutions and agencies. For the time being, such a network exists within the police structures, but there is an interest in starting a similar kind of networking within the armed forces.

- **The Women Police Officers Network of BiH / FBiH** Association has been initiated or involved in various activities and projects. In the reporting period, the implementation of the project "Implementation of Domestic Violence Legislation" started with the support of the OSCE. Data entry into the database at the Police Academy of the FBiH was completed, after which 350 police officers and social workers were trained to use the database. However, the insufficient financial resources for the Network remains an outstanding issue.

II.1.3. Awareness about importance of participation of women in decision making and achieving peace and security

Awareness raising of the professional and general public on the importance of women's participation in decision-making and the achievement of peace and security included training in gender equality and the implementation of UNSCR 1325 as well as promotional activities related to gender equality in achieving sustainable peace and security. However, the effect of the **training held** in the competent institutions is not easy to monitor and evaluate in terms of the application of acquired knowledge and skills.

- In BiH MoD and BiH MoS, efforts are being made to further strengthen and train contact persons for gender equality issues, as well as to better define and evaluate their status and responsibilities while performing their regular tasks. In the reporting period, in cooperation with the OSCE Mission to BiH, the BiH Gender Equality Agency / BiH MHRR held a two-day joint workshop on the implementation of UNSCR 1325 for contact persons from the AF of BiH and security / police structures. The aim is for these persons to initiate and propose gender equality issues in line with their identified needs and interests of individual divisions / units within their responsibilities.
- In BiH MoD, trainers trained in gender equality carry out trainings and practically apply the Training Manual developed last year. The appointed contact persons in the MO BiH and the AF of BiH transfer knowledge to newly designated contact persons for gender issues. In order to achieve the timely discharge of the tasks specified in the SOP (standard operating procedures for the contact person), these tasks were accommodated to the regular duties of the nominated contact persons. Testing is planned before nominating and designating a contact person, as well as monitoring and evaluation of the work of contact persons and trainers according to established criteria. These measures are introduced with the aim of improving and evaluating the work of contact persons and trainers, and applying the acquired knowledge and skills to various training courses they attend.
- Policemen and policewomen acquire new knowledge and skills that enable them to discharge regular tasks and assignments and tasks in peacekeeping missions. Many of them face the topic of gender equality for the first time, which reflects a lack of continuity in the provision of training on gender equality issues. After advanced courses of training planned to be held by the end of 2016, gender focal points in MoS are expected to be trained to monitor, report and give practical advice on how to integrate gender mainstreaming in all documents prepared within individual divisions, and monitor their application.
- The topics on gender equality, which were included in the previous years' curricula of PSOTC, the Ministry of Defence and the BiH Armed Forces, are regularly implemented. The Ministry of Security of BiH participates in the implementation of the five-day PSOTC training: "Gender Issues in Peace Support Operations".
- These courses of training contribute to the continuous raising of awareness and understanding of the importance of including and applying gender equality standards in the defence and security sectors. In addition, they strengthen and use professional capacities within institutions for training and further transfer of knowledge and skills.

Institutions responsible for the implementation of AP UNSCR 1325 and non-governmental organizations in BiH actively promote UNSCR 1325 "Women, Peace and Sustainability" themes either through targeted **promotional activities, events and materials** or by including these topics in other promotional actions within the defence and security sector. The campaigns focused on the affirmation and promotion of the military call, the promotion of the participation of women in peacekeeping missions, and the strengthening of the role and capacities of women in the local context, especially in the context of the upcoming local elections.

- Most targeted promotional activities have been supported by international organizations, however, there has been an increase in the engagement of competent institutions, which initiate and promote these themes. It is very important to emphasize the action and activities that these women take in order to promote gender equality and the impact that their authority can achieve in terms of creating equal opportunities and preconditions for greater participation of women in the defence and security sectors are very important.
- The impact of promotional activities is easier to measure in local communities, where, in certain cases, NGOs may assess the specific impact on the target population. U.G. Viva Žene from Tuzla stated that promotional and educational activities carried out in the municipalities of Bratunac and Tuzla had an impact on strengthening the role of women in rural communities. Women have joined, associated, exchanged knowledge and experiences, received a clearer picture of how and in what way to use resources of the local community and take active part in the local context. In a wider context, women involved in activities communicate a positive message to other women about concrete opportunities for economic empowerment. Also, these actions contribute to the strengthening of personal and social security of women, which is a prerequisite for their demonstrating and realizing their full potential.

- In the reporting period, the support by the BiH Defense Minister through active participation in various gender-related events, and the promotion of these issues at high-level meetings is particularly tremendous.
- Also, the BiH Minister of Human Rights and Refugees promoted on various occasions the importance of women's participation in decision-making, and showed real commitment in activities of BiH MHRR, where three women were appointed assistant ministers.

II.2. STRATEGIC GOAL 2: Increased level of human security

This strategic objective includes medium-term goals that relate to specific areas in the context of Bosnia and Herzegovina, especially in the post-war period: trafficking in persons, support for women and girls victims of sexual violence during and after the war, and the reduction of mine risk, but from the aspect of gender equality.

II.2.1. Trafficking in human beings

BiH is a country of origin, destination and transit for women, children and men **victims of trafficking**. A bad economic and social situation contributes to the commission of criminal offenses related to human trafficking. The data submitted by the BiH MoS relates to the period January - December 2015. According to the annual report on human trafficking situation in BiH, thirty five potential victims of trafficking (27 female and 8 male) were identified or assisted in cases of prostitution and / or sexual exploitation, begging and selling for the purposes of marriage / informal marriage with a minor. Begging was the most frequent .

- Of the total of 35 potential / identified victims, there were 27 women and 8 men. Of 27 women, 6 were recorded as cases of sexual exploitation, 16 were recorded as beggars and 4 were recorded as cases of sales for forced marriage / informal marriage with a minor and 1 was case of instigation of prostitution. All 8 men were involved in cases of begging. In 2015, courts pronounced 10 convictions against 14 persons.
- With regard to **programs for victims of trafficking in human beings**, the Ministry of Human Rights and Refugees allocated grants in the amount of BAM 60,000.00 in the reporting period, which were primarily spent on the rehabilitation and reintegration of women and girls victims of trafficking in persons

in the local community. Additionally, by the end of 2016, BiH MHRR will grant to non-governmental organizations an amount of BAM 60,000.00 intended for direct assistance, care and housing of victims of trafficking in BiH.

- **Training for capacity building and other awareness-raising activities on the issue of trafficking in persons**, mainly financed by international organizations, were carried out. Over 10 courses of training and expert meetings focused on improving investigation and work of investigative teams, increasing the expertise of judicial institutions, topics related to the rights of victims of trafficking in human beings, interviewing techniques (including interviewing children) and techniques of financial investigations in cases of trafficking in human beings and border management related to trafficking in human beings.
- Within **promotional activities**, the BiH MoS regularly celebrates the European Day against Trafficking in Human Beings. Non-governmental organizations such as "Lara" Bijeljina, KULT Sarajevo etc. conducted campaigns and street actions that were mainly focused on the problem of begging in order to raise public awareness and mobilize citizens, relevant institutions, judiciary, police and educational institutions about the necessity of a joint fight against the abuse of children in begging as a dangerous crime and human rights violations.

II.2.2. Support and help for women and girls victims of sexual violence during and after the war

Support and help for women and girls victims of sexual violence during and after the war and victims of torture is sought through the improvement of the legal framework and mechanisms for the exercise of rights by victims and the availability of compensation and benefits.

Victims generally do not exercise their right to compensation for damage suffered in criminal proceedings. Victims are referred to civil lawsuits instead of being awarded damages in criminal proceedings, in accordance with the valid legislation. This leads to a situation where survivors relinquish their basic rights to compensation, because the procedures for obtaining compensation in a civil lawsuit imply disclosure of their identities, which are often protected during criminal proceedings. In addition, civil lawsuits produce additional financial costs that many victims cannot afford.

In the past period, responsible institutions and international and non-governmental organizations in BiH carried out activities and initiatives to define the real needs of survivors, to improve the legal and institutional framework and the mechanisms for survivors to exercise their rights, including the compensation and benefits they are entitled to:

According to the Information Paper on Findings and Recommendations of the Study on the Position of Serbian Women Victims of War Crimes of Sexual Violence in BiH:

- Almost 20 years after the war, there are no official figures on the number of women victims of rape and torture. The number of rapes that can be proven and the number of rapes that really happened may never be known.
- Various sources agree on several important points: (1) mass rape involved several thousand victims; (2) there were a lot of cases of raping a girl from 7 to 14 years of age; (3) rape is often committed in the presence of the victim's parents / children and, generally, victim of rape was raped by several rapists.

- **Alignment of valid legislation and passing new legislation** in accordance with international standards (the Law on Amendments to the Criminal Code of BiH, a working text of the Law on the Rights of Victims of Torture in BiH, the Draft Law on Protection of Victims of Torture of RS, the Amendments to the Law on the Fundamentals of Social Protection, Protection of Civilian Victims of War and Protection of Families with Children of the FBiH) sought to improve the enjoyment of the rights of victims of war crimes of sexual violence and torture, including the right to compensation and rehabilitation.
- In the reporting period UN agencies in BiH (UNDP, UNFPA, UN WOMEN) and IOM in cooperation with the relevant institutions of BiH, the Entities and the Brčko District of BiH (represented in the Project Steering Committee) implemented developed a **support program entitled "Seeking Protection, Support and Justice for Survivors of Sexual Violence during the Conflict in BiH"**. Within this

program, a study was made on "Social and Economic Rights of Survivors of Sexual Violence during the War in Bosnia and Herzegovina: Obstacles and Challenges". The Gender Centre of Republika Srpska supported the "**Economic and Psychosocial Strengthening of Women Victims of War and Women from Marginalized Groups in the Municipality of Bratunac**" program, which is funded from the FIGAP of BiH. The funds for direct support to economic schemes for empowerment of 26 women.

- "Vive Žene" Tuzla, "Medica" Zenica non-governmental organizations and other NGOs provide **psychological and legal support to victims of war rape**, sexual abuse and torture. The support program includes psychotherapeutic treatment, social and legal counselling, as well as giving findings and opinions for exercising the right to civilian victim status. The "Local Democracy Foundation" provides legal assistance to victims and witnesses before, during and after trial as well as in resolving status issues. Psychological support is provided in Mental Health Centres, but MHC capacities are insufficient and, in addition, the availability of MHC services is limited to larger towns. It is also important to emphasize the fact that we still have a number of women victims who have not sought help and the question is how to approach that particularly vulnerable group.
- In addition to direct support and victim assistance programs, NGOs also organized training for professionals involved in providing support and services to victims within their projects. "Vive Žene" Tuzla, "Medica" Zenica, "United Women" Banja Luka and "ACED" Banja Luka NGOs were partners that organized and conducted training of 20 groups and 328 professionals from various witness support / victim support institutions within the "Ensuring Access to Justice for Witnesses / Victims through Strengthening Existing and Establishing New Witness Support Networks in BiH" Project. When marking 26 June - International Day for the Support to Victims of Torture, street campaigns of various content, distribution of promotional materials, round tables, working meetings, featuring in the media etc. were organized in 16 towns across BiH. All these training and promotional activities contributed to raising awareness and building capacity of the professional and general public about the necessity of more effective provision of services to victims and witnesses of sexual violence and torture.
- The exercise of rights and official status for all survivors of rape and torture implies the existence of a **multisectoral approach, coordination and institutional support networks** that have been established over the past period in various initiatives, programs and projects. Within the aforementioned "Ensuring Access to Justice for Witnesses / Victims through Strengthening Existing and Establishing New Witness Support Networks in BiH" project, the strengthening of existing and the establishment of new networks were supported. 11 networks of competent institutions in the cantons of the FBiH, RS regions and the Brčko District were established. In 2016, a total of 22 network meetings was held and protocols on cooperation were signed. "Vive Žene" Tuzla and the FBiH Judicial Police signed a Memorandum of Understanding. This contributed to better cooperation and coordination of relevant institutions and organizations in the provision of assistance to victims / witnesses.

II.2.3. Decreased danger from mines in BH

Decreased danger from mines in BH is the third medium-term goal that contributes to a greater degree of security of citizens of Bosnia and Herzegovina. Based on the information provided by the Mine Action Centre in BiH (BHMACH), the following is noted:

- Although there was a certain progress in the previous reporting period, there were no initiatives or activities related to mainstreaming in programs and measures to reduce mine risk or gender-disaggregated data in this reporting period.
- BHMACH regularly implements mine risk / UXO-awareness training projects for different target groups, including those that are particularly at risk. However, data on trained individuals are still not gender-based. The lack of gender-disaggregated data, which is an obligation under the Law on Gender Equality in BiH, is one of the obstacles for gender mainstreaming in the work and activities of BHMACH.
- The above indicates a lack of capacity in BH MAC to implement obligations under GEL and AP UNSCR 1325 in BiH, as well as a lack of interest and support within the managerial structures.

II.3. STRATEGIC GOAL 3: Improved condition and access to implementation of AP UNSCR 1325

Strategic goal 3 refers to the **improvement of mechanisms and instruments for implementation of AP UNSCR 1325** (mechanisms for co-ordination of implementation of AP and instruments for introducing gender mainstreaming in the competent institutions), and the **improvement of cooperation with other stakeholders** (cooperation with local authorities and non-governmental organizations, and regional and international cooperation). The main stakeholders in charge of achieving this strategic goal are the Coordination Committee for Monitoring the Implementation of AP UNSCR 1325 and the Gender Equality Agency of BiH within the Ministry of Human Rights and Refugees of BiH.

II.3.1. Improvement of mechanisms and instruments for implementation of AP UNSCR 1325

Members of the Coordination Committee for Monitoring UNSCR 1325 are becoming more and more the initiators of changes in gender mainstreaming in the institutions they represent. The credit goes to this coordination mechanism, together with the BiH Gender Equality Agency, for the progress made in understanding this issue and the systemic approach to the application of Article 24 of the Law on Gender Equality of BiH, which prescribes obligations of institutions at all levels of government. Some new members are slowly introduced into the obligations under AP UNSCR 1325 in BiH.

Although an **evident progress has been made in the systematic approach to gender mainstreaming**, this process is still uneven in all relevant institutions. Some institutions and agencies, such as the Ministry of Security and SIPA, adopted guidelines for gender mainstreaming in the form of a decision / procedural decision signed by the Minister / Director. The Ministry of Defence made this decision in order to commit to the implementation of activities of AP for the implementation of UN Resolution 1325 adopted in 2011 and all organizational units of the MoD and BiH AF HQ act accordingly.

- This Coordination Committee continues to be one of the best examples of inter-institutional coordination and cooperation on the implementation of the UNSCR 1325, both regionally and internationally.
- Some members are also members of the newly formed Coordination Committee for the implementation of the Gender Action Plan of BiH, which proved to be very important because they transfer knowledge, experiences and practices to the representatives of the institutions represented in this committee, as responsible authorities for individual areas of BiH GAP.

II.3.1.1. Gender-sensitive databases

One of the most important instruments for monitoring the situation, strengthening and promoting gender equality are gender-sensitive databases. In accordance with the Law on Gender Equality of BiH, all institutions are obliged to keep gender-sensitive basic databases and regularly update them. Analyzing the information provided in relation to the participation of women in decision-making, in the police, military and peace missions the following was ascertained:

- The **total participation of women in the legislative branch** at all levels is about 20%. It is similar to the executive branch if all levels of government are taken into account. The change, if any, will only be established after the 2018 General Election. An assessment of Local Elections (October 2016) will be included in the next Annual Report.
- There has been an increase in the number of **women in the judiciary** in general, by more than 7% compared to the previous reporting period. The total participation of women in leadership positions in the judiciary and the prosecution is slightly below prescribed 40%.
- An analysis of **the participation of women in the diplomatic and consular network** does not show significant changes in relation to the previous reporting period. In general, there is a larger number of female civil servants with diplomatic status than men. About 23% are female ambassadors, about 17% are female general consuls and 40% of female chiefs of permanent missions.

- The Ministry of Security has provided data on **the ratio of women and men in negotiation delegations** regarding the conclusion of international conventions, agreements and protocols within competence of the MoS (on police cooperation, readmission, protection of classified information, protection and rescue, etc.). The data confirms the efforts of the MoS to ensure equal representation of men and women in these delegations, which women in decision-making positions in the MoS contribute to in certain cases, by their actions and influence.
- **The ratio of women and men employed in MO BiH and OS BiH** shows a slight increase trend in favour of women. 38% of women are employed in MO BiH, and 6.8% in the OS BiH; 24% of CPs; 5.5% of PMPs.
- An analysis of **the participation of women in police forces** at all levels of government shows a percentage of 7.5% women, mainly in positions of police officers and senior police officers, inspectors, junior and senior inspectors). However, the analysis shows that in the total number of employees in the security sector institutions: the Ministry of Security, the law enforcement agencies and the organizational units of the MoS, entity and cantonal ministries and the Brčko District Police, the representation of women is 50.5% on average.
- In BiH MoD, there has been a significant increase in the number of women in the total number of **the deployed in peacekeeping missions**. The percentage has increased from 3.5 to 6.7, so almost doubled. A progress was made as well with 1 female officer and 1 female non-commissioned officer.
- In BiH MoS, **the ratio of women in police peacekeeping missions** increased slightly over 6% (from 24% to 30%). The increase in the number of policewomen in peacekeeping missions was due to a continuous and systematic approach to gender mainstreaming. The first precondition is enactment of by-laws⁴ where sexual representation was identified as one of the basic criteria for deployment in peacekeeping missions.

It is important to emphasize that all institutions are working on further improvement of the databases in order to generate and analyze data on gender equality situation in individual and specific areas within the scope of institution's work, identified through the application of UN Resolution 1325 and the Action Plan of BiH. Below are the examples of **extended statistical records** kept by institutions, which are the basis for further analysis, planning or proposing specific / concrete measures.

- The MS BiH annually seeks information on the representation of women from the ministries of the interior and other law enforcement agencies at all levels of government in BiH. These data are merged, analyzed and transmitted to all relevant bodies, including the BiH GEA (BIH MHRR). The analysis identifies the actual situation and changes that have been made in comparison to the previous year, noting the obligations undertaken by the institutions in the context of increasing the number of women, in particular their promotion in higher positions..

An analysis of **women's participation in decision-making in the police, army and peacekeeping missions** generally shows some progress compared to the previous reporting period, but that progress is far from anticipated..

- In addition to the fact that a woman is the Minister of Defense of BiH, in the reporting period, three women were appointed as head of the department, which indicates a trend of increasing the participation of women in leadership positions. However, in the Armed Forces of BiH, the percentage of women in management positions is still very low (2.5%).
- The same trend is observed in security sector institutions at all levels of government. Women are mainly represented at the level of middle management, that is, in the positions of the heads of the departments / sub-departments, then in the positions of assistant ministers / directors, while the minimum representation is in the top managerial positions of ministers / directors, where there are only 3 women (the Agency for Forensic Testing and Expertise and the Una-Sana Canton Mol). In police structures, women are highly underrepresented in the highest leadership positions (out of the total number of policewomen at all levels, only 1.8% are independent and chief inspectors).

⁴ For example, the Rulebook on the Procedure of Deploying Members of the Police Services of BiH to Peacekeeping Operations and Other Activities Abroad, Selection and Training, Rights, Obligations and Responsibilities, Acting of Members of the Police Services during the Peace Support Operation and after Return, and the Rights, Obligations and Responsibilities of the Deputy Commander of the Contingent, issued by the Ministry of Security (Official Gazette of BiH, No. 93/2006).

- Available data on the percentage of women applying for specific positions, including managerial positions in the defence and security sectors, as well as the percentage of women sitting on various commissions and committees, shows that existing databases are enhanced and expanded so that it is already possible to monitor the trend on certain issues:
 - The data shows **a trend of maintaining women's interest in military service** as well as a trend of maintaining interest and participation in peacekeeping missions. As stated in the previous section, a lack of knowledge of English is an obstacle.
 - **A progress has been noted with regard to involving women in various commissions and committees** in the defence and security sectors. The obstacle continues to be when women do not meet the legal requirements for membership in commissions related to the ranks of commission members.
 - In the BiH MoS, **the ratio of male and female participation** in working groups varies from division to division. While there are significantly more women than men in the Immigration Division, the Working Group for the Development of the Strategy for the Fight against Organized Crime of BiH has 16 members of which only one member is a woman. The low representation of women in this Working Group, which is taken as an example, points to, still, the underrepresentation of women in expert working groups that develop key policy documents in the field of security. In order to increase the number of women in these and similar working bodies in the future, it is recommended that, **when requesting representatives to be appointed to working groups, the particular institution should be asked take into account equal representation of men and women**, referring to the Law on Gender Equality of BiH, which all BiH authorities have to apply.

II.3.1.2. Gender responsible budgeting

Although understanding of institutions on the importance of gender mainstreaming has increased. gender responsible budgeting has not been introduced yet because program budgeting as a prerequisite for gender-responsive budgeting has not really been put in place yet. In the second half of 2015, the Gender Equality Agency of BiH / BiH MHRR, with the support of UN Women, organized training on the introduction of gender responsive budgeting as an important instrument for achieving gender equality. The training was attended by representatives of all institutions represented in the CC, who participated in the preparation of the budget and work programs of the institutions. After the training, a pilot analysis of the budget of the International and European Cooperation Division of the Ministry of Security of BiH was made and its findings and recommendations were presented to other divisions of BiH MoS. It was agreed that AP UNSCR 1325 will be listed as legal grounds in the FBD, and that in the future the purpose of certain funds that the BiH MoS invests in the implementation of certain activities from the Action Plan will be more visible. It is important to note that certain institutions (BiH MoS and BiH MoD, in particular) allocate certain funds for the implementation of the Action Plan or it is implemented through the implementation of other, relevant program activities, which contribute to the implementation of AP UNSCR 1325.

- For example, through a proposal for a program of work for the International Co-operation Division, the BiH MoS regularly plans funds in the amount of BAM 10,000 for the implementation of UNSCR 1325. The MoS budget also funds training of policemen and policewomen and, in the reporting period, about BAM 40,000 was spent for two pre-mission courses of training. Furthermore, the MoS spends BAM 10,000 on marking the European Anti-Trafficking Day. The amount of BAM 100,000 is provided in the 2015 and 2016 budgets for accommodation and legal aid provided to foreign victims of trafficking in human beings and legal aid provide to foreigners in the Immigration Centre. All these activities and spent funds contribute to the implementation of the AP for UNSCR 1325.

II.3.2.Cooperation with other stakeholders

The Gender Equality Agency of BiH /BiH MHRR provides regular professional support to relevant institutions in the processes of introducing and implementing gender mainstreaming and improved **cooperation with other stakeholders** from the local, through the regional, to the international level of cooperation.

- In **cooperation at the local level**, in addition to the already adopted 5 local action plans for the implementation of UNSCR 1325, in this reporting period, activities were undertaken on the preparation of local action plans in Maglaj, Prnjavor and Ljubuški (in cooperation with the OSCE Mission to BiH). However, municipal budgets are insufficient to implement local action plans. Nevertheless, in some municipalities such as the municipalities of Istočna Ilidža and Rogatica, activities were carried out by municipalities and local NGOs, which resulted in economic empowerment of women in these municipalities (for which there are concrete indicators). Activities at the local level are carried out in cooperation with local institutions and non-governmental organizations. Bosnia and Herzegovina is a state recognized internationally as an example of good practice in applying the UN SCR 1325 at the local level.
- Efforts to improve **cooperation with non-governmental organizations** resulted in the establishment of an NGO Coordination Group (NGO CG), in which representatives of 17 NGOs of BiH are represented. In the reporting period, information exchange through enhanced involvement of some NGOs in planning, monitoring and reporting on the implementation of AP UNSCR 1325 was improved. In the reporting period, a meeting was held with NGO CG; for more frequent meetings, they need financial resources. Therefore, other forms of cooperation (formal and informal) should be strengthened in order to achieve continuous communication and exchange of information.
 - There is an increased number of projects and activities implemented in partnership of several NGOs, which is an indicator of the improvement of their mutual cooperation. The number of NGOs seeking partnership with the Agency, Gender Centres and other institutions, especially BiH MoD and BiH MoS, has been increased. NGOs should continue to act together with institutions and decision-makers at all levels of government in BiH.
 - In the reporting period, the Agency focused a great deal of activities on new projects and finding donor funds. Funds for NGOs are also planned in the funds to be provided for the implementation of the Gender Action Plan of BiH and sectoral policies (such as AP UNSCR 1325).
- Regional co-operation is continuous and is being carried out between interested legislative, executive and independent bodies of BiH and countries of the region, who expressed their commitment to strengthening regional cooperation through the exchange of good practices, professional and financial resources. A regional meeting was on the UNSCR 1325 localization. The LAP for the city of Niš was adopted in line with local action plans in BiH, which is a good example of regional cooperation resulting in concrete actions.

II.4. Lessons learned, good practices and challenges in the implementation of Action Plan

Concrete results achieved by Bosnia and Herzegovina are all the more visible and there is a growing understanding of the professional and wider public about the importance of Resolution 1325 "Women, Peace and Security". The promotion at the international level has resulted in an increasing number of calls for the implementation of experiences and practices of BiH, especially in the countries that are in the process of adopting national action plans (invitation for participation in the National Action Plans Academy in Vienna with over 20 countries from all over the world, and the invitation of the Ministry Foreign Affairs of Finland to support the drafting of the National Action Plan according to the structure of AP UNSCR 1325 of BiH).

The international exchange of experience and practice pointed to the fact that the success of this Action Plan, as well as other policy and action plans in BiH related to gender

- BiH GEA received an invitation to participate in the Academy of National Action Plans in Vienna with more than 20 countries from all over the world (September 2016) organized by the OSCE and the Institute for Inclusive Security.
- BiH GEA also accepted the invitation of the Ministry of Foreign Affairs of Finland for a two-day workshop in October 2016, with the aim of supporting the drafting of the National Action Plan, applying the BiH AP UNSCR 1325 structure.

equality in different areas, derives from the real partnership of gender institutional mechanisms and relevant institutions, reflected in the systemic approach, exchange of professional capacities and learning from one another.

It is important to emphasize that **the Coordination Committee (CC) is a key player** in mobilizing competent institutions and individuals for the implementation of the Action Plan of BiH. Coordinating and advisory role and activities of **the Gender Equality Agency of BiH / BiH MHRR** ensure effective supervision over the implementation of the Action Plan. The Agency and Entity Gender Centres will, as appropriate, continue to provide professional and financial support.

Although a progress is evident, **challenges in the implementation of Action Plan** remain. A lack of financial and human resources constitutes an obstacle to the continued application of gender mainstreaming in relevant institutions. The information provided indicated a progress in the approach to reporting. There are fewer institutions in which gender equality is perceived only as gender-disaggregated statistics. However, there is still an uneven level of understanding and implementation of gender mainstreaming within competent institutions.

As UNSCR 1325: "Women, Peace and Security" and its accompanying resolutions, including the most recent Resolution 2242, are becoming more and more relevant in the context of various political developments in BiH and the world, a systemic and coordinated approach, and the cooperation of all actors are of paramount importance. GEA's approach „Global-Regional-Local“ has proved to be very useful for the progress in the implementation of UNSCR 1325 at all levels of government in BiH, regional cooperation and exchange of experiences and practices, and promotion and recognition at the global level. The application of these resolutions opens the possibility of action at all levels, as well as **action on new security challenges and threats** (violent extremism, migration, natural disasters, etc.).

For example, the BiH MoS plans to pay more attention to gender mainstreaming in the implementation of strategic documents in the near future, such as the Strategy for Prevention and Combating Terrorism. By familiarizing the expert and general public with all the goals of this strategy, an emphasis will be placed on the role of women and youth (especially in local communities) in preventing both violent extremism and terrorism. To this end, it is necessary to plan a joint meeting of the Monitoring Authority on the implementation of the Strategy for Prevention and Countering Terrorism and the Coordination Committee for Monitoring the Implementation of UNSCR 1325, at which future co-operation will be agreed. The OSCE Mission to BiH expressed its interest to support joint activities in this area, with special support from Melanne Verbeke, Special Representative of the OSCE Chairperson for Gender Equality, during a meeting with the Deputy Minister of Security in July 2016.

II.5. Specific story and examples

II.5.1. Good practices in Bosnia and Herzegovina in the UN Global Study

In October 2015, a **Global Study on the Implementation of UN Resolution 1325 "Preventing Conflict, Transforming Justice, Securing the Peace"**⁵ was promoted. The Study was requested by the Secretary General of the UN Security Council with a view to comprehensively assessing the progress at global, regional and national level, 15 years after the adoption of this resolution. The Study also presents positive practices of Bosnia and Herzegovina in the implementation of the UNSCR 1325 Action Plan. In particular, the BiH example is highlighted in the implementation of the concept of human security and the way in which the Action Plan served as a platform for significant initiatives in local communities, through the adoption of local action plans for implementation of UNSCR 1325. These initiatives place an emphasis on and draw attention to security issues and threats faced by citizens on a daily basis in private and public spaces, including gender-based violence and discrimination, limited access to natural and economic resources, threats to security related to natural disasters, such as recent floods in BiH, inadequate street lighting and public transport, etc.

⁵ The Global Study is available at: <http://arsbih.gov.ba/wp-content/uploads/2015/12/UNW-GLOBAL-STUDY-1325-2015.pdf>

An example of good practice in BiH is the establishment of the Financial Mechanism for the Implementation of the Gender Action Plan of BiH (FIGAP Program), within which the implementation of AP UNSCR 1325 was supported. Since the funding of national action plans is cited as one of the problems in most countries covered by the Study, this has confirmed BiH's efforts to provide additional funding for the implementation of strategies and policies for achieving gender equality in BiH due to insufficient funds from regular budgets of governments.

II.5.2. „Gender Revolution“ in the Ministry of Security

With long-term activities and initiatives to implement the Action Plan for the implementation of the UNSCR 1325 in the BiH Ministry of Security, gender understanding has departed from a stereotypical linking to "women's issues and topics" and gender-disaggregated statistics that illustrate gender equality by almost 50% of employed women in BiH MoS, masking the fact of the extremely low percentage of women in the top management positions.

The understanding of gender has also expanded to recognize the benefits that women and men can have if gender mainstreaming is applied in the work of the Ministry, especially financial and other benefits, taking into account the equal representation of women in training, working groups, negotiation teams, official travels abroad etc. In the BiH MoS, the story of the "Gender Revolution" began to spread, with a better understanding of what in practical terms means taking into account the needs of both sexes and the integration of these principles into Ministry documents, and especially *de facto* application. The "Gender Revolution" phrase has also provoked fear in the context of possible changes that could disrupt established positions and benefits. The positive side of this "story" is that gender and consequences of the "gender revolution" began to be discussed in the offices and halls.

The results of the implemented activities, as well as the submission of legal and other documents of the BiH GEA for giving opinion, have caused all divisions of the BiH MoS to consider the ways and possibilities of gender mainstreaming. The focus finally shifted from peacekeeping missions, that is, the contribution of policewomen to peacekeeping missions and gender aspects of early pre-deployment training. These are areas where BiH MoS has made a great progress and which are recognized not only in BiH but also wider. The future focus will be on other priority activities of the BiH MoS, that is, the "thematic gender", in the context of the scope of work of individual sectors.

A comprehensive approach, with the support of key actors, such as the BiH GEA, and international organizations, is certainly a good and instructive example of how joint work is eroding the stereotypes and barriers that still exist in institutions. In these activities, contact persons for gender issues within the Ministry were involved, and experiences and practices were exchanged with contact persons for gender issues of the Ministry of Defence of BiH and the Armed Forces of BiH. This inter-institutional cooperation plays an important role in the process of gender mainstreaming, the identification of common challenges and obstacles, and good practices and lessons learned. This approach has shown the results and should be applied in the implementation of strategies and policies.

III. OTHER STUDIES, REVIEWS AND ASSESMENT

The Gender Equality Agency of Bosnia and Herzegovina, in cooperation with the Institute for Inclusive Security of Washington, has developed a brief review of the implementation of UN Resolution 1325 at the local level in BiH through the adoption of local action plans. This article on Localization of "Women, Peace and Security"⁶ - A case study in six local communities in Bosnia and Herzegovina describes the process of introducing and applying the concept of human security through the prism of gender equality in BiH, which has opened the way to local initiatives to improve security of citizens in everyday life and environment.

⁶ The article is available at the web page of the Gender Equality Agency BiH: http://arsbih.gov.ba/wp-content/uploads/2016/11/Localization-1325_BiH.pdf

IV. RESOURCES

The lack of financial resources for the implementation of the Action Plan is a persistent issue, especially after having spent the funds of the FIGAP program⁷, to which the Gender Equality Agency of BiH, in previous years, allocated certain funds to support the implementation of activities of AP UNSCR 1325. Generally, the competent institutions do not plan funds for this purpose within the regular budgets, which is an obstacle in prioritizing the activities for which they are responsible under the Action Plan. However, some institutions such as the BiH MoS and the BiH MoD allocate certain funds or funds are raised through the implementation of other, relevant program activities that contribute to the implementation of AP UNSCR 1325.

Most of the implemented activities either did not require funds or were supported by international organizations and donors, such as UN Women, UNDP, OSCE, etc. In the reporting period, at the initiative of the Gender Equality Agency in BiH, UN Women supported the organization of training and mentoring for harmonization of legislation and introduction of gender-responsive budgeting, meetings of the Coordination Committee of Institutions and the Coordination Group of Non-Governmental Organizations. The OSCE supported a meeting of contact persons for gender issues in defence and security sector institutions. Other international organizations have also funded certain educational and promotional activities and events, as outlined in the previous section of the report.

The preparation of the FIGAP II program proposal for the period 2017-2021, which draft the Gender Equality Agency of BiH has already presented to potential donors, is in progress. Within the Program, funds will be planned for the implementation of AP UNSCR 1325, which would enable timely planning and funding, whereby the effectiveness and impact of the Action Plan would be increased.

V. RECOMMENDATIONS

- Heads of the institutions and agencies represented in the Coordination Committee for Monitoring AP UNSCR 1325 should **adopt a gender mainstreaming program of measures** (in accordance with Article 24 of the Law on Gender Equality, which prescribes obligations of competent authorities) modelled on the internal legislation (decisions / recommendations) issued by the Ministry of Defence of BiH, the Ministry of Security of BiH and SIPA. These measures will contribute to more effective implementation of the UN SCR 1325 Action Plan in BiH.
- **To harmonize laws, delegated legislation, strategies and policies** with the Law on Gender Equality of BiH and submit them for opinion of the Gender Equality Agency / BiH MHRR.
- **To support the work of the Women's Police Network of BiH / FBIH** through the allocation of budgetary funds for activities that are implemented with the aim of improving the position of women in the police.
- The BH Mine Action Centre (BHMAC) leadership is urged to more effectively take over the commitments of the UNSCR 1325 Action Plan, **because incorporating gender mainstreaming into programs and measures to reduce mine risk** is one of the medium-term goals and expected results of this action plan.

⁷ FIGAP program – Financial Instrument for implementation of Gender Action Plan BiH (2010-2015)

ANNEX: Progress assessment measured by the indicators defined in the AP UNSCR 1325 Monitoring and Evaluation Plan

The table below contains information on the implementation of the indicators from the Monitoring and Evaluation Plan of AP UNSCR 1325 in BiH. The information was provided by the competent institutions and non-governmental organizations, and it was used to create the narrative part of the Annual Report on the Implementation of the AP UNSCR in BiH for the period 1 August 2015 – 1 August 2016. In order to better compare and evaluate the progress, information from the previous reporting period are included in a separate column.

STRATEGIC GOAL 1: Increased participation of women in decision making, in the military, police and peace missions			
Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Ratio of women and men in the legislative branch (at all levels of government)	19,90% F	-	The total participation of women in the legislative branch at all levels is about 20%. It is similar to the executive branch if all levels of government are taken into account. The change if any, will only be established after the 2018 General Election. An assessment of Local Elections (October 2016) will be included in the next Annual Report.
Ratio of women and men in the executive branch (at all levels of government)	19,75% F	-	
Ratio of women and men in the judicial branch (at all levels of government)	52,25% F (56% judges and 48,5% prosecutors) Female president of the Court of BiH	59,64% F Managerial positions are taken by: 42,8% F in the judiciary, 31,6% F among prosecutors	There has been an increase in the number of women in the judiciary in general, by more than 7% compared to the previous reporting period. The total participation of women in leadership positions in the judiciary and the prosecution is slightly below prescribed 40%.
Ratio of women and men in the diplomatic and consular service	70 F/ 56 M, civil servants with diplomatic status 11 female ambassadors and one female general consul	BiH MoFA Women's participation in certain positions in the Ministry of Foreign Affairs and the diplomatic-consular service: <ul style="list-style-type: none"> • Minister Counsellor: M-11, F-16 • Counsellor: M-25, F-21 • I-III Secretary: M-21, F-22 • Consul: M-5, F-3 • Vice Consul: M-1, F-2 • Ambassador: M-34, F-10 • General Consul: M-5, F-1 • Chief of permanent mission: M-3, F-2 	An analysis of the participation of women in the diplomatic and consular network does not show significant changes in relation to the previous reporting period. In general, there is a larger number of female civil servants with diplomatic status than men. About 23% are female ambassadors, about 17% are female general consuls and 40% of female chiefs of permanent missions.
Ratio of women and men in negotiation delegations /groups	No data available	BiH MoS There are 34% women in negotiation delegations of Bosnia and Herzegovina under the agreements / protocols within	The BiH Ministry of Security has provided data on the ratio of women and men in the negotiation delegations of Bosnia and Herzegovina under the agreements /

		<p>competence of BiH MoS.</p> <p>There is at least one woman in each of the negotiation delegations. In the readmission agreements / protocols, there is a parity, i.e. equal representation of women and men.</p> <p>In 2016, as part of the negotiation delegation on forensic testing and expertise, the number of women increased in the ratio of two women and one man. This is related to the fact that only the Agency for Forensic Testing and Expertise among the seven administrative organizations within the MS, is headed by woman.</p>	<p>protocols within competence of BiH MoS, which follow the legal procedure of conclusion of international agreements / protocols on police cooperation, readmission, protection of classified information, protection and rescue, etc.</p> <p>The data confirms the efforts of the BiH MoS to ensure equal representation of men and women in these delegations, to which, in certain cases, contribute women who are in decision-making positions in the MoS by their actions and influence.</p>
Ratio of women and men employed in BiH Armed Forces (employed in MoD, servicewomen of AF, CP in AF, PMP in AF)	MoD - 36 % women AF - 6,6% F; 24% F CP; 5,4% F PMP	BiH MoD -38 % employed women BiH AF - 6,8 % F; 24% F CP; 5,5% F PMP	The ratio of women and men employed in BiH MoD and BiH Armed Forces shows a slight improvement, i.e. a slight increase in favour of women.
Ratio of women and men in police forces at all levels (BP, DCPB,SIPA, FBiH Mol; Cantons, RS Mol)	SIPA -13,47% F BP -12,16% Incomplete data	<p>DCPB - 37 or 5.0% (policewomen mainly in positions of police officers and senior police officers)</p> <p>SIPA - 73 or 14.52% (policewomen, mostly police officers and junior inspectors)</p> <p>BP - 136 or 7.03% (mostly in positions of police officers and junior inspectors)</p> <p>RS Mol -407 or 7.8% (mostly in positions of police officers, inspectors and senior inspectors)</p> <p>Brcko District Police (BD) -12 or 4.8% F</p> <p>Cantonal Mols in the FBiH -515 or 7.3% (mainly in the positions of police officers and junior inspectors)</p> <p>FBiH PA - 41 or 7.8% (mainly in positions of senior police officers and senior inspectors)</p> <p>46.06% of the employees in the police administration in the FBiH Mol and the Mols of the cantons are women.</p>	<p>An analysis of the participation of women in police forces at all levels of government shows a percentage of 7.5% women, mainly in positions of police officers and senior police officers, inspectors, junior and senior inspectors).</p> <p>However, the analysis shows that in the total number of employees in the security sector institutions: the Ministry of Security, the law enforcement agencies and the organizational units of the MoS, entity and cantonal ministries and the Brčko District Police, the representation of women is 50.5% on average.</p>
Ratio of women and men in peace support missions (from MoD, DCPB, MoS, BP, SIPA)	MoD 3,5% F	BiH MoD 6.7% of the number of deployed personell	In the BiH Ministry of Defence there has been a significant increase in the number

	<p>MoS 23,68 F (SIPA 10% F)</p>	<p>in peacekeeping missions are women</p> <p>BiH MoS The current number of women in police peace missions is 30%</p> <p>DCPB Five police officers from the BiH DCPBH, of which one is a woman, which is 20%, are currently participating in the UN peacekeeping mission in Southern Sudan,</p>	<p>of women in the total number of deployed personell in peacekeeping missions. The percentage has increased from 3.5 to 6.7, so almost doubled. A progress was made as well with 1 female officer and 1 female non-commissioned officer.</p> <p>In the BiH Ministry of Security, the ratio of women in peacekeeping missions has increased slightly more than 6% (from around 24% to 30%). The increase in the number of policewomen in peacekeeping missions has been due to the continuous and systemic approach of the MoS to gender mainstreaming. The first precondition is the existence of a legal framework defined by internal regulation, i.e. the Rulebook on the Procedure of Deploying Members of the Police Forces of BiH to Peacekeeping Operations and Other Activities Abroad, on the Selection and Training, Rights, Obligations and Responsibilities and Acting of Members of the Police Forces during Peacekeeping Operations and upon Return and on the Rights, Obligations and Responsibilities of the Deputy Commander of the Contingent (BiH Official Gazette, No. 93/2006). Sexual representation is identified as one of the basic criteria for deployment in peacekeeping missions.</p>
<p>Ratio of women and men in managerial positions in defence and security sectors</p>	<p>MoS 26% F, 0,5% F with high ranks in police forces</p>	<p>BiH MoD In the BiH MoD, out of 44 managerial positions 10 or 22% are taken by women. In the BiH MoS, out of a total of 2254 managerial positions 57 or 2.5% are taken by women.</p> <p>In the BiH MoS, there is one female assistant minister and 9 male assistant ministers. At the Offices of the Minister and Deputy Minister, one advisor is a woman and 7 heads of departments are women, which is 41%. The total percentage of women in the MoS is 47.08%.</p>	<p>An analysis of women's participation in decision-making in the police, army and peacekeeping missions generally shows some progress compared to the previous reporting period, but that progress is far from anticipated.</p> <p>In addition to the fact that a woman is the Minister of Defence of BiH, in the reporting period, three women were appointed as head of the division, which indicates a trend of increasing the participation of women in leadership positions. However, in the Armed Forces of BiH, the percentage of women in management positions is still very low (2.5%).</p>

		In the police structures, of the total number of police officers, 11.3% are women in the positions of higher inspectors, 3.3% are women in the positions of independent inspectors and only 0.3% are women in the positions of chief inspectors.	The same trend is observed in security sector institutions at all levels of government. Women are mainly represented at the level of middle management, that is, in the positions of the heads of the departments / sub-departments, then in the positions of assistant ministers / directors, while the minimum representation is in the top management positions of ministers / directors, where there are only 3 women (the Agency for Forensic Testing and Expertise and the Una-Sana Canton Mol). In police structures, women are highly underrepresented in the highest leadership positions.
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MIDTERM OBJECTIVE 1.1: Key laws and policies enable increase of number of women in decision making, in the military, police and peace missions

EXPECTED RESULT 1.1.1 Laws harmonized with international and domestic gender equality standards

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number of harmonized laws and delegated legislation and other regulations and policies (sorted by type of documents and status in the procedure of adoption)	<p>The following were harmonized:</p> <ul style="list-style-type: none"> • Amendments to the Rulebook on the organization of jobs of civilian persons serving in the AF of BiH • The decision of the SIPA Director on recruitment of incumbents • A number of laws and policies in the defence and security sectors are partially harmonized or in the process of harmonization. 	<p>BiH MoD</p> <p>In the reporting period, the Ministry of Defence harmonized the following:</p> <ul style="list-style-type: none"> • Rulebook on Enlisting in Military Service • Rulebook on Professional Development and Career Management • The Rulebook on Wearing Uniforms is being drafted and it will regulated wearing uniforms by women during pregnancy. <p>BiH MoS</p> <p>In the reporting period, the Ministry of Security submitted to the BiH GEA for giving opinion the following drafts / proposals:</p> <ul style="list-style-type: none"> • the Law on Amendments to the Law on Police Officers of BiH (all recommendations of the BIH GEA were included; According to the information in possession of the BiH MoS, the Law was withdrawn from Parliament) • Revised Strategy for the Small and Light Arms Control in BiH (SALW); BiH GEA's 	<p>There is an increase in the number of initiatives to harmonize laws, by-laws, strategies, policies and programs with the Law on Gender Equality of BiH taken by competent institutions of the defence and security sectors. In the BiH Ministry of Defence, it is a continuous and regular process as part of the overall efforts to introduce gender mainstreaming in the scope of work of the institution.</p> <p>An extraordinary progress has been made in the Ministry of Security of BiH, because the number of documents (laws, strategies, action plans and programs) that are regularly submitted to the Gender Equality Agency of BiH for giving opinion has greatly increased. All comments and suggestions of the BiH GEA are included in these documents. According to the information in possession of the BiH MoS, the Law on Amendments to the Law on Police Officers of BiH was withdrawn from Parliament.</p>

		<p>opinion was taken into account. While achieving objectives of the Strategy, a study was developed in which gender was correlated with possession of small and light weapons (e.g. the use of weapons in cases of gender-based violence). The BiH study was part of a regional study.</p> <ul style="list-style-type: none"> • The 2015-2018 Integrated Border Management Strategy of Bosnia and Herzegovina with the Framework Action Plan (all BiH GEA's recommendations were included). • Action Plan for Combating Trafficking in Human Beings of BiH (2016 - 2019); BiH GEA's suggestions were included. • Program of the Development of the System of Protection and Rescue of Institutions and Bodies of BiH (all BiH GEA's objections and suggestions were included) • The Law on Foreigners in BiH • The 2016-2020 Migration and Asylum Strategy and Action Plan. <p>At the initiative of the FBiH Mol-PA, articles of the Draft Law on Police Officers of the Federation of BiH that regulate gender representation and requirements for promotion related to performance appraisal have been harmonized.</p> <p>DCPB</p> <ul style="list-style-type: none"> • The Rulebook on the Procedure for the Selection and Recruitment of Candidates for Basic Police Training of the First and Second Level in the Directorate for Coordination of Police Bodies of BiH. • Rulebook on duration of basic training and cadets' obligations during training. 	
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Whether and in what way the implementation of harmonized regulations within individual institutions is monitored	The situation is not monitored. Monitoring of the implementation of harmonized laws can be part of job description of contact person for gender equality, but this does not work in practice.	A monitoring system of the implementation of harmonized regulations within individual institutions is not in place.	A monitoring system of the implementation of harmonized regulations within individual institutions has not been set up yet. It is necessary to establish and harmonize a single monitoring system that all institutions will apply as part of the overall process of monitoring of the introduction and implementation of gender mainstreaming within individual institutions, in accordance with the principles defined in the Gender Action Plan of BiH.
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EXPECTED RESULT 1.1.2 Increased capacities for harmonization of laws and internal regulations

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
The number of courses of training, including the number of persons who took part in training on law harmonization (sorted by type of training, profile and gender of participants)	There was no training on this topic	Organized training on harmonization of legislation, with the support of UN Women. Approximately 30 participants (persons working on the drafting of legal regulations) - from all institutions represented in the CC.	It can be noted that this training resulted in an increase in the number of documents that incorporate gender mainstreaming and that are regularly submitted to the BiH GEA/ BiH MHRH for opinion.
Number and type of activities undertaken after the training	-	The pilot initiative that followed the aforementioned training is professional support for the harmonization of delegated legislation of the MoD BiH with the Gender Equality Law, which was in the phase of drafting, more precisely, of the Draft Rulebook on Enlisting in Military Service.	

EXPECTED RESULT 1.1.3 Concrete measures adopted for increasing the participation of women in decision making on all levels and in defence and security sectors

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015		
Weather obstacles for greater involvement of women in decision-making at all levels and participation in defence and security sectors are identified and whether initiatives are taken to remove them.	<p>The society in BiH is still prone to gender stereotypes and still does not perceive female politicians in the same way as male politicians.</p> <p>Women do not receive sufficient political support within their political parties, nor are they sufficiently rewarded for their work and effort.</p> <p>The greatest challenge is considered to be the "dominant position of a man</p>	<p>BiH MoS The Ministry of Security takes care of equal numbers of men and women participating in training and other types of professional development in BiH and abroad.</p> <p>In all training courses related to peace support missions, BiH MoS requires equal representation of the sexes.</p> <p>In the process of selection of candidates for peacekeeping pre-deployment</p>	Barriers to greater participation by women in decision-making at all levels, and participation in the defence and security sectors mentioned in the previous annual report are largely long-standing as they relate to stereotypes and prejudices in understanding gender roles. Their removal requires a patient, systemic and multidisciplinary approach. However, certain specific obstacles have been identified for greater participation of women in the defence and security sectors,

	<p>compared to a woman". Such an environment, traditional understanding and prejudice in understanding gender roles still adversely affect women's self-esteem and decision to engage more actively in political life and decision-making, as well as their representation in defence and security sectors.</p> <p>Low percentage of women's participation in training is due to insufficient adaptation of conditions for participation in training to the status and needs of both sexes</p> <p>Insufficient number of women speak English.</p>	<p>training, the Ministry of Security of BiH takes affirmative action, i.e. gives priority to policewomen who have successfully passed the English language test and computer literacy test, thus fulfilling the requirements to participate in the training that is a prerequisite for deployment in a peace mission.</p> <p>Balanced gender representation is also taken into account when selecting instructors who hold peacekeeping pre-deployment training, as well as other types of training that are held in cooperation with BiH MoD, i.e. in the Peace Support Operations Training Centre (PSOTC) of Butmir.</p> <p>The BiH MoS regularly, through written and oral correspondence, draws attention of law enforcement agencies in BiH to the need for a systematic approach to women's learning foreign languages, as well as acquiring other knowledge and skills necessary for performing certain jobs and tasks.</p> <p>Within cooperation with the Ministry of Defence of BiH, male and female officers of ministries and law enforcement agencies in BiH have foreign language learning opportunities in the BiH AF Foreign Language Learning Centres. However, it is still a small number of men and women who are given by the managers of the institution long-term, full-time leaves of absence to learn foreign languages.</p> <p>Within cooperation with the Department for Defence Cooperation of the British Embassy in BiH, MoS officers are involved in English language programs related to the acquisition of different skills, such as presentations, meeting facilitation, negotiations, etc. An equal number of men and women participate in this training.</p>	<p>such as obstacles to participation in training, whose removal has been intensively worked on through various initiatives taken by the institutions within their scope of work.</p> <p>For example, the BiH Ministry of Security takes care of equal numbers of men and women participating in training and other types of professional development in BiH and abroad. A particular obstacle to deployment in peacekeeping missions is a lack of knowledge of English.</p> <p>The BiH MoS regularly, through written and oral correspondence, draws attention of law enforcement agencies in BiH to the need for a systematic approach to women's learning foreign languages, as well as acquiring other knowledge and skills necessary for performing certain jobs and tasks.</p> <p>Foreign language learning opportunities have been opened in the BiH AF Foreign Language Learning Centres. However, it is still a small number of men and women who are given by the managers of the institution long-term, full-time leaves of absence to learn foreign languages.</p> <p>Furthermore, the Directorate for Coordination of Police Bodies of BiH stated that female DCPB police officers did not meet the statutory requirements for managerial positions envisaged for police officers. It is necessary to further analyze what the requirements are, and whether and how it is possible to adjust them so that police officers can have better access to managerial positions.</p>
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		DCPB Female DCPB police officers did not meet the statutory requirements for managerial positions envisaged for police officers.	
Whether concrete measures / affirmative actions to increase the participation of women in decision-making at all levels were adopted in the defence and security sector.	<p>A recommendation of the BiH Ministry of Defence is that 10% of women should be enlisted at each enlistment, but the priority is given to the most successful candidates from the list of successful candidates.</p> <p>There was at least one woman on each SIPA promotion committee.</p> <p>The Ministry of Security has reduced the number of years of work experience to participate in the selection process for deploying in peacekeeping missions, from eight to five years for women</p>	<p>BiH MoS In the invitations to apply for participation in peacekeeping missions, the Ministry of Security added to long-standing notice that, in the process of selection of candidates, a priority will be given to under-represented sex, that is, women who meet general and special requirements, another notice that at least one woman should be among the nominated candidates.</p> <p>BiH MoD A recommendation of the BiH Ministry of Defence is that 10% of women should be enlisted at each call to join the army, but the priority is given to the most successful candidates in accordance with the list of achievements.</p> <p>FBiH MoI In the Draft Law on Police Officers of FBiH, the FBiH Ministry of the Interior and the FBiH Police Administration regulated the sexual representation (Article 5) and the criteria and requirements for promotion (Article 87), whereby the policewomen were given a more favourable position in terms of performance appraisal.</p>	<p>In this reporting period, there were no significant affirmative actions to increase the participation of women in defence and security sectors, including participation in decision-making at all levels. However, efforts are made to ensure that affirmative actions previously introduced are adequately implemented and applied, so that their effect are visible and can already be measured.</p> <p>For example, the affirmative action of the BiH Ministry of Security related to reducing the number of years of work experience from eight to five years for women to participate in peacekeeping missions has contributed to the continuous increase in the number of women in peacekeeping missions, which currently stands at 30%, which has been the highest percentage since BiH started deploying policemen and policewomen in UN peacekeeping missions.</p>

MIDTERM OBJECTIVE 1.2 Women have the capacities for participation in decision making, in military and police forces and peace missions

EXPECTED RESULT 1.2.1 Capacity building provided

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number or percentage of women in defence and security institutions that participated in various capacity building training (e.g. professional development, training to strengthen leadership skills and other skills, etc.)	In 2014, there were 93.54% of men and 6.46% of women in the total number of participants and members of the AF of BiH in training in BiH (courses, seminars, etc.). In training abroad (academies, courses, seminars, etc.) there were 91.38% of men and 8.62% of	BiH MoD In 2016, there were 95.14% of men and 4.86% of women in training in BiH (courses, seminars, etc.). Training abroad (academies, courses, seminars, etc.) was attended by 94.57% of men and 5.43% of women.	As in the previous reporting period, data from the Ministry of Defence on participation in training indicate a very low percentage of women's participation, which even has a downward trend. The selection of candidates for training in BiH and abroad was done depending on the requirements

	<p>women.</p> <p>BiH GEA, in cooperation with the OSCE, organized a series of seven workshops with over 100 candidates (different profiles) running for the 2014 General Election.</p>	<p>BiH MoS</p> <p>The Rulebook on the Internal Structure of the BiH Ministry of Security does not provide for a training division or a training officer, so no database on the participation of MoS staff in training in BiH or abroad is kept. Within their competence, the divisions refer staff to various training, but no records are kept either on the type of training or on the sex of trainees.</p> <p>In the future, keeping records on participation in courses of training, seminars, conferences and other events will be the task of gender contact persons that are designated by each MoS division. For example, the Protection and Rescue Division recommended to the FBiH and RS Civil Protection Administrations to take into account the balanced representation of men and women in training, as well as in all other activities.</p> <p>DCPB</p> <p>In the reporting period, the female employees of the Directorate for Coordination of Police Bodies attended a total of 42 courses of training (organized by the Civil Service Agency of BiH and the „Interquality“ Agency for Training and Professional Development). Some 20 female civil servants, 5 policewomen and 5 female non-civil servants attended the training.</p> <p>BiH MoFA</p> <p>At 11 international courses of training and seminars, diplomatic personnel participated in the ratio of 7 men and 5 women. At the moment, 58 people are trained / prepared for diplomatic/consular missions, of which 8 are ambassadors and 2 are general consuls.</p> <p>The BiH MoFA does not have information on participation in training organized by BiH CSA given the system of electronic registration of employees.</p>	<p>of the organizer of training, as well as the necessary qualifications of the candidates (rank, level of knowledge of a foreign language, army branch, etc.). An increase as well as a progress are noticeable in the removal of barriers to women's participation in courses (e.g. foreign language learning and foreign language conditioning, etc.), but much more effort is needed to adapt the conditions for participation in training to the status and needs of both sexes.</p> <p>Divisions of the BiH Ministry of Security refer staff to different training but there is no database, that is, no records are kept on the type of training or gender of trainees. It is planned that in the future gender contact points designated by each MoS division make recommendations and take into account gender-disaggregated records of participation in training, seminars, conferences, working groups and other events (in the way already initiated by the Protection and Rescue Division and the Refugee Division).</p> <p>Statistics of other institutions show the ratio of women and men who participated in various training. Based on these statistics, it can be concluded that a much smaller percentage of women participate in specialist training and courses, which are intended for professional development in the sectors of defence and security.</p>
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EXPECTED RESULT 1.2.2 Created conditions for improving cooperation and networking of women in defence and security sectors			
Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Whether a new women's network has been established in the sectors of defence and security (in addition to already existing networks of policewomen in BiH / FBiH and RS Mols)	No	No	In addition to already established networks of policewomen, there have been no new networking in the sectors of defence and security. However, the network of policewomen intensified activities during the reporting period.
Number and type of events, activities, projects implemented by women's networks in the defence and security sector (e.g. Women Police Network of BiH / FBiH and RS Mols ...)	<ul style="list-style-type: none"> • "Be a Policewoman" and "Fight against Gender-Based Violence", "Protecting Girls of Primary School Age from Sexual Exploitation Via the Internet" projects were implemented • A seminar for about 40 policewomen was held at the Police Academy • Collecting aid for refugees from Syria 	<p>In the reporting period, the Women Police Officers Network of BiH / FBiH started the implementation of the "Implementation of Domestic Violence Legislation" Project with the support by the OSCE. Also, with the support by the OSCE, data entry into the database at the Police Academy was completed, after which 350 police officers and social workers were trained to use the database.</p> <p>The number of members of the Network remained the same. The 5th Assembly of the Network was held and a new working body was selected. The network is funded from membership fees and externally funded projects. Only the Trade Union of the Sarajevo Canton Mol supported the network operation with BAM 200,00.</p>	It is evident that the work of the FBiH / BiH Women Police Officers Network, which initiated or was involved in various project activities, is improving. However, insufficient financial resources for the work of the Network remains an issue.
Number of successful activities of advocating by members of the women's network the police of BiH / FBiH and RS Mols in order to improve the position of women in the police	<ul style="list-style-type: none"> • With the support of Viva Zene - Tuzla, the Network successfully lobbied for greater involvement of women police officers from the Tuzla Canton (TC) Mol in the Network, so that the initial number of two policewomen from this canton increased to 60, which is half of the total number of policewomen in TC. • The practice of the Network after internal publication of a vacancy is to write to ministers, police commissioners and directors, as well as to the Promotion 	The network lobbied for deploying policewomen and policemen of the Tuzla Canton Mol to UN peacekeeping missions.	The network continuously conducts advocacy activities.

	Commission, to promote a policewoman in a higher rank in accordance with the Action Plan.		
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MIDTERM OBJECTIVE 1.3: Raised awareness about importance of participation of women in decision making and achieving peace and security

EXPECTED RESULTS 1.3.1 Conducted educations for key decision makers, employees and managerial staff in defence and security sectors about importance of equal participation

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number or percentage of persons who participated in various gender equality training	<ul style="list-style-type: none"> MoS, in cooperation with PSOTC, held two 10-day training courses for policemen and policewomen in BiH who are deployed to peacekeeping missions. Within various projects, 14 trainers for gender equality in MoD and AF were trained, and a Training Manual was produced. MoS, in cooperation with PSOTC, organized a "Train the Trainer" seminar for the security sector contact person (about 50 people), as well as contact persons from MoD and AF. SIPA organized 3 training courses on gender equality Two seminars were held in the Judicial and Prosecutorial Training Centre (JPTC) on "Sexual Violence in Wartime", "War Damage" (compensation for victims). 	<p>BiH MoD</p> <p>In the reporting period, MoD representatives attended the following training courses on gender equality issues:</p> <ul style="list-style-type: none"> Gender Equality in peacekeeping operations Specialist courses for female officer of the AF of BiH were held in the UK and Switzerland as part of the UNDP-supported "Strengthening Regional Cooperation in Gender Mainstreaming in Security Sector Reform in the Western Balkans" regional project. A three-day seminar titled "Equal Opportunities and a Program for the Prevention of Sexual Violence in the Defence System" was held in cooperation with the US Embassy's Defence Cooperation Office. Workshop: Implementation of UN Resolution 1325 "Women, Peace and Security" in Defence and Security Systems in Bosnia and Herzegovina <p>BiH MoS</p> <ul style="list-style-type: none"> In the reporting period, the Ministry of Security organized peacekeeping pre-deployment training, which included topics on international and domestic gender standards. <p>By the end of 2016, in cooperation with the BiH GEA and the OSCE Mission to BiH, practical, advanced training for contact persons for gender equality issues</p>	<p>The effect of training is not easy to monitor and evaluate in terms of the application of acquired knowledge and skills. In the Ministry of Defence, trainers trained in gender equality carry out training and practically apply the Training Manual developed last year. The designated contact persons in MoD and AF transfer knowledge to newly designated gender contact persons. In order to achieve the timely discharge of the tasks specified in the SOP (standard operating procedures for the contact person), these tasks were accommodated to the regular duties of the nominated contact persons. Testing is planned before nominating and designating a contact person, as well as monitoring and evaluation of the work of contact persons and trainers according to established criteria. These measures are introduced with the aim of improving and evaluating the work of contact persons and trainers, and applying the acquired knowledge and skills to various training courses they attend.</p> <p>BiH MoS</p> <p>Policemen and policewomen acquire new knowledge and skills that enable them to discharge regular tasks and assignments and tasks in peacekeeping missions. Many of them face the topic of gender equality for the first time, which reflects the lack of commitment to these topics within the security sector institutions, i.e. the lack of continuous training in gender equality.</p>

		in the MoS, as well as administrative organizations within the MoS will be held.	After planned advanced training, gender focal points in MoS are expected to be trained to monitor, report and also give practical advice on how to integrate gender mainstreaming in all documents prepared within individual divisions, and monitor their application.
Whether the issues of equality between women and men are included in training programs	<ul style="list-style-type: none"> • A framework training program for security sector was developed under the title "Prevention of Sexual Violence in Armed Conflict" (MoD; AF). • The five-day training on "Gender Issues in Peacekeeping Operations", in which the MoS participates, became an integral part of the training program at PSOTC. It is held once a year and is intended for the middle management personnel of the Ministries of Defence, Security and the Interior, the AF of BiH, police agencies as well as police and military officers from the Western Balkans countries who are deployed in peacekeeping operations. BiH is the only country in the region that carries out such training. • The BiH MoD and BiH AF included the topics of gender mainstreaming in the curricula and programs. All peace-keeping courses for officers and non-commissioned officers have a gender module of 1-3 hours, which includes a theoretical lecture and a short practical exercise / discussion. • Regular training programs for civil servants by civil service agencies include modules on the implementation of the Law on Gender Equality and the Law on Protection against Domestic Violence. 	<p>As stated in the previous reporting period, five-day training entitled „Utility of Gender on Peace Support Operations“, in which the BiH MoS participates, has become an integral part of the PSOTC training program. Module "Prevention of Sexual Violence in Armed Conflict" is also included in this training. The training is continuously held once a year with the aim of preparing police and military officers from the Western Balkan countries who are deployed in peacekeeping operations.</p> <p>Also, the previous years' 1-3 hours gender-module (theoretical and practical work) is implemented regularly, within the curricula of the BiH MoD and the AF of BiH, i.e. within officer and non-commissioned officer courses on peacekeeping operations.</p> <p>Amendments to the SOPs (standard operating procedures) for contact persons envisage that, in the preparation phase of the Training Plans, contact persons, in cooperation with gender trainers, plan themes of gender mainstreaming and propose them to be included in the MoD and AF of BiH Training Plans. Also, there is a possibility of carrying out unplanned training for which a need is identified by units.</p> <p>The basic military training of candidates for enlisting in PMS (privats, non-commissioned officers and officers) includes training in gender mainstreaming.</p>	<p>The topics on gender equality, which were included in the previous years' curricula of PSOTC, the Ministry of Defence and the BiH Armed Forces, are regularly implemented. The Ministry of Security of BiH participates in the implementation of the five-day PSOTC training: "Gender Issues in Peace Support Operations".</p> <p>These courses of training contribute to the continuous raising of awareness and understanding of the importance of including and applying gender equality standards in the defence and security sectors. In addition, they strengthen and use professional capacities within institutions for training and further transfer of knowledge and skills.</p> <p>In the MoD and MoS, efforts are being made to further strengthen and train contact persons for gender issues, and to specify and evaluate their duties and responsibilities. The aim is that these persons further initiate and propose, as part of their duties, which is realistic and feasible besides the regular tasks they perform, topics in gender mainstreaming in accordance with identified needs and interests of individual divisions / units.</p>

EXPECTED RESULT 1.3.2 Instruments and mechanisms for strengthening and promotion of equal participation are applied

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Whether gender-sensitive databases have been improved (in terms of data types, frequency of collection and storage, level of standardization of collection, frequency of publishing data ...)	<p>Data on the representation of women in military and police forces are regularly updated and available to the public. In the MoS Division of Immigration, databases on foreigners and BiH citizens are kept to disaggregate data by sex.</p> <p>In the MoD and AF of BiH, a database on the representation of women in military structures and databases on participation in peacekeeping missions disaggregating data by sex is regularly updated.</p> <p>A database of persons who have acquired the title of instructor for training of members engaged in peacekeeping missions and databases on persons who are trained experts in gender equality issues have been created.</p>	<p>BiH MoD Earlier established gender-responsive databases in MoD and AF of BiH and MoS on the representation of women in military, police forces and peacekeeping missions are regularly updated and mostly available to the public.</p> <p>In the MoS Division of Immigration, databases on foreigners and BiH citizens are kept to disaggregate data by sex.</p> <p>BP The Police Support Agency within the Ministry of Security has created a single database for all police agencies within the Ministry of Security. This database can generate data on training disaggregated by sex. The Office for Training and Development of the BiH BP keeps records on the professional development of police officers disaggregated by sex.</p> <p>DCPB In the Directorate for Coordination of Police Bodies there is a "Central Record of Employees in Police Bodies of BiH" from which data on sex, rank, rank, status of policewomen and civil servants and non-civil servants can be filtered.</p>	<p>Meeting the obligations under the Law on Gender Equality, all institutions keep gender-sensitive basic databases. However, additional efforts are being made to improve and expand the databases in order to generate and analyze data on gender equality situation in individual and specific areas within the scope of institution's work, identified through the application of UN Resolution 1325 and the Action Plan of BiH.</p> <p>For example, the BiH Ministry of Security annually seeks information on the representation of women from the ministries of interior and other law enforcement agencies at all levels of government in BiH. These data are merged, analyzed and transmitted to all relevant bodies, including the BiH GEA (BIH MHRR). The analysis identifies the actual situation and changes that have been made in comparison to the previous year, noting the obligations undertaken by the institutions in the context of increasing the number of women, in particular their promotion in higher positions.</p>
Number or percentage of women applying for positions in the defence and security sectors	<p>There is a trend of increasing women's joining the Armed Forces of BiH: from 23 candidates in 2008 to 595 candidates in 2014</p> <p>Of the total of 2693 candidates applying under the last advertisement for recruiting privates, 241 candidates were women (slightly more than 10%).</p> <p>In another public competition, for admission of officers to the AF of BiH, 76 candidates were women from the total of 369 candidates (slightly more than</p>	<p>BiH MoD</p> <ul style="list-style-type: none"> • Following an advertisement for recruiting privates, there were 9.9% women in the total number of candidates. • In the public competition for officers, there were 20.59% of women in the total number of candidates. • There were 18.75% of women in the internal advertisement for NCOs • Military academies admitted eleven women which makes 14%. <p>BP</p> <ul style="list-style-type: none"> • Out of the total number of cadet 	<p>Available data on the percentage of women applying for specific positions, including managerial positions in the defence and security sectors, as well as the percentage of women sitting on various commissions and committees, shows that existing databases are enhanced and expanded so that it is already possible to monitor the trend on certain issues.</p> <p>The data shows a trend of maintaining women's interest in military service as well as a trend of maintaining interest and participation in peacekeeping missions. As</p>

	20%).	applicants in the Border Police, approximately 15% were women. After the selection, they were sent to school in the Agency for Training and Professional Development of Police Personnel in Mostar. Of the total number of cadets received (99), 14 were female (about 15%); of which 11 with the rank of "policeman" and 3 with the rank of "junior inspector". This is a good basis for further improvements, since after 3 years of service with one rank, an official can apply for promotion to a higher rank.	stated in the previous section, a lack of knowledge of English is an obstacle as well as the fact that the number of women interested in testing in the English language has decreased.
Number or percentage of women who applied for managerial positions in the security and defence sectors.	No data available	BP Of the 20 candidates for the position of a junior inspector, 3 women (or 15%) were recruited and, after completion of the training, they were assigned to the organizational units in the field, thus increasing the possibility for further promotion. In the reporting period, a number of policewoman have been promoted to a higher rank, which increases the number of women in managerial positions, and at the same time paves the way for the promotion of other policewomen to vacant posts.	Institutions do not own or keep gender-disaggregated statistics on the applicants for management positions. They are likely to be available at the Civil Service Agency of BiH, but it should be checked whether and in what way these statistics can be generated from the database of BiH CSA.
Number or percentage of women represented in different commissions, committees and working groups in the sectors of defence and security.	The representation of women in the commissions for conducting external job competitions in SIPA was taken into account and, in seven commissions, there were 11 women out of 35 members. An issue of the representation of women in commissions for conducting internal job competitions rose due to legal provisions respecting ranks of members of the commission. This was overcome by promoting the women to the rank of senior inspectors.	BiH MoD A progress is evident in the MoD because women are appointed to commissions on a mandatory basis. BiH MoS In the Ministry of Security, the participation of men and women in working groups varies from sector to sector or agency / administrative organization within BiH MoS. • A total of 65 members, representatives of institutions enforcing the Law on Foreigners, participated in the working groups that were established for the adoption of strategic documents, training programs and delegated legislation related to the scope of work of the Sector for Immigration. Of the total number of	A progress has been noted with regard to involving women in various commissions and committees in the defence and security sectors. An obstacle that persists is women's failure to meet the legal requirements for membership in commissions related to the ranks of commission members. In the Ministry of Security of BiH, the participation of men and women in working groups varies from sector to sector. While there are significantly more women than men working in working groups from the scope of work of the Immigration Sector, the Working Group for the Development of the Strategy for the Fight against Organized Crime in BiH has 16 members of which only one is a woman.

		<p>members in the working groups, 47 or 72% were women.</p> <ul style="list-style-type: none"> The July 2016 Decision of the Council of Ministers of BiH established a Working Group for the preparation of the 2017-2020 Strategy for the Fight against Organized Crime in BiH. There are 16 members of this Working Group among which there is only one woman. <p>DCPB Women make a majority in commissions, with the exception of cases when they fail to meet the legal requirements for membership in the commission (appropriate higher rank). No database of the commissions is kept.</p> <p>BP In the BiH BP, as much the regulations or possibilities allow it as much the representation of women in different commissions is taken into account, but it is difficult to express it numerically or percentually.</p> <p>FBiH MoI In FBiH MoI, women make 65% of members in different commissions (in police committee, commissions of the FBiH Government, FBiH MoI negotiating team with FBiH MoI trade union etc.)</p>	<p>The low representation of women in this Working Group, which is taken as an example, points to the underrepresentation of women in the work of expert working groups that develop key strategic documents in the field of security.</p> <p>The BiH Ministry of Security initiates and coordinates the process of establishing working groups where members are experts in specific areas from the relevant MoS divisions, law enforcement agencies in BiH and ministries of the interior, as well as other competent bodies that appoint their representatives, which MoS cannot make decisions on. This is stated as an explanation of the BiH MoS of the underrepresentation of women in these working groups set up by the Council of Ministers.</p> <p>In order to increase the number of women in these and similar working bodies in the future, it is recommended that, when requesting representatives to be appointed to working groups, the particular institution should be asked to nominate more than one representative on behalf of the institution, with a remark that in the final selection of members, competences will be taken into consideration, as well as the equal representation of both gender, which is also an obligation provided for in the Law on Gender Equality of BiH, which all BiH authorities have to apply. It is also possible to include in the invitations for appointment a recommendation that they should take into account the equal representation of men and women in the nomination process.</p>
<p>Number of initiatives / activities (related to the importance of equal participation) taken by women in decision-making places, in the military, police and peacekeeping missions.</p>	<p>No data available</p>	<p>BiH MoD In the reporting period, the Minister of Defence of Bosnia and Herzegovina, Marina Pendeš, contributed to the promotion of gender equality and increased participation of women in the defence and security sectors through the implementation of the UN SCR 1325 and</p>	<p>An increase in the number of women applying for managerial positions or already in decision-making positions is an important indicator of progress in achieving gender equality. However, the action and activities that these women take in order to promote gender equality and the impact that their authority can achieve in terms of</p>

		<p>the Action Plan of BiH:</p> <p>In July 2016, the Minister received a Special Representative of the OSCE Chairman-in-Office on Gender Equality, Ambassador H. E. Melanne Verwee. The meeting exchanged ideas on deepening the cooperation between the OSCE Mission to BiH and the BiH MoD on gender equality issues and the implementation of UN Resolution 1325.</p> <p>In June 2016, a meeting of the member countries of the Initiative of the Defence Ministers of the countries of the Southeastern Europe took place in Sarajevo - SEDM⁸. Minister Pendeš fully supported the project "Women Leaders in Security and Defence" and welcomed the proposal of the SEDM Secretariat that Bosnia and Herzegovina should take over the leading role in this project in 2019.</p> <p>Also, the Minister of Defence with the associates and representatives of the Ministry of Defence and the Armed Forces of Bosnia and Herzegovina took part in the final conference of the "Strengthening of Regional Cooperation on Gender Mainstreaming in the Security Sector Reform in the Western Balkans", held on 15 June 2016 in Belgrade, and organized by UNDP / SEESAC.</p> <p>FBiH MoI At the initiative of the Secretary of the FBiH MoI, training was organized for employees of the FBiH MoI in police acting pursuant to BiH CC in relation to hate crimes in accordance with the Law on Gender Equality and the Anti-Discrimination Law.</p> <p>Also, at the initiative of the FBiH MoI Secretary, a woman was appointed to attend training titled „ Gender</p>	<p>creating equal opportunities and preconditions for greater participation of women in the defence and security sectors are very important.</p> <p>In the reporting period, the support by the BiH Defence Minister through active participation in various gender-related events, and the promotion of these issues at high-level meetings is particularly important.</p> <p>However, it is necessary to further examine whether there are other initiatives taken by women in decision-making positions. According to previous suggestions of individual CC members, the gender equality contact persons should make a survey / conduct interviews to gain an insight into possible activities of women in managerial positions.</p>
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⁸ SEDM inicijativa je fokusirana na promociju i unapređenje stabilnosti i sigurnosti u regionu Jugoistočne Evrope, kao i za postizanje potrebnih standarda za brže i efikasnije približavanje evroatlantskim integracijama.

Development Countries“, to be held in Beijing, China.

EXPECTED RESULT 1.3.3 Campaigns conducted for raising awareness of public about importance of participation of women in decision making and defensive, security and peace process

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number and type of promotional activities / campaigns on the importance of equal participation and who was the target population	<p>Programs, activities and campaigns were aimed at raising awareness about the participation and influence of women in political and public decision-making in the context of BiH 2014 General Election, as well as promotion of the role and participation of women in the defence and security sectors.</p> <ul style="list-style-type: none"> • "Choose Equal – BiH 2014 General Election" Campaign • Marking the Gender Equality Week • Marking 15 years of BiH AF participation in international peacekeeping missions, during which participation of 34 women in peacekeeping missions was promoted. • Days of open doors in which planning and implementation women of BiH AF are involved and in which the role and participation of women is promoted. • The MoS issued the „Peace Support“ brochure in which a special chapter is devoted to the contribution of women to peace and stability and building of post-conflict society. • Announcements and promotion via electronic and written media and web pages of MoS, MoD, GEA ... 	<p>BiH MoD</p> <ul style="list-style-type: none"> • Within the "HeForShe" comprehensive campaign on the occasion of the International Women's Day (with the support of EUFOR), a video was recorded with the Defence Minister and four servicewomen of the AF BiH sending the message of commitment of the MoD and AF of Bosnia and Herzegovina to gender equality. • The BiH MoD prepared a Campaign Action Plan for affirmation and promotion of military service. This activity takes place in coordination and with the support of the Embassy of Great Britain and Northern Ireland. The promotion of military service is focused on public relations, the media, the academic community in BiH and all institutions that can be relevant when it comes to joining the AF of BiH (secondary schools, universities in BiH and employment agencies). The Defence Minister took an active part in this activity. • Male and female candidates can be informed about the requirements, specific characteristics and dangers of this profession on the web site of the BiH MoD (www.mod.gov.ba), as well as in the Regional Recruitment and Transition Centres. • The doors open days on the occasion of the Day of the AF of BiH and the Day of the Regiments are regularly organized in the BiH MoD and AF of BiH. Students' visits are organized and better cooperation with local communities is 	<p>Institutions responsible for the Action Plan actively promote UNSCR 1325 "Women, Peace and Sustainability" themes or through targeted promotional events and materials either by including these themes in other promotional actions in the defence and security sector. Most targeted promotional activities have been supported by international organizations, however, there has been an increase in the engagement of competent institutions, which initiate and promote these themes. However, it is difficult to assess the scope and impact of these promotional activities on groups which were targeted, as this requires additional monitoring and reviewing.</p> <p>The impact of promotional activities is easier to measure in local communities, where, in certain cases, NGOs may assess the specific impact on the target population. U.G. Viva Žene from Tuzla stated that promotional and educational activities carried out in the municipalities of Bratunac and Tuzla had an impact on strengthening the role of women in rural communities. Women have joined, associated, exchanged knowledge and experiences, received a clearer picture of how and in what way to use resources of the local community and take active part in the local context.</p> <p>In a wider context, women involved in activities communicate a positive message to other women about concrete opportunities for economic empowerment. Also, these actions contribute to the strengthening of personal and social</p>

		<p>established. The doors open days are organized in military facilities. Women from the AF of BiH are involved in the planning, presentation and discharging of specific tasks during these visits.</p> <p>BiH MoS On its website, the Ministry of Security publishes all activities related to the promotion of the participation of women in peacekeeping missions, as well as other activities concerning gender mainstreaming and the implementation of AP 1325.</p> <p>RSGC During the regular "Elect on an Equal Footing" campaign, on the occasion of the 2016 local elections, through printed media and the Internet, the Gender Centre of Republika Srpska sent a public invitation to all political entities in pre-election campaign for the presentation and promotion of measures and activities for achieving gender equality. BiH GEA published this public call on the website: http://arsbih.gov.ba/4035-2/</p> <p>Further, NGOs carried out promotional activities. U.G. Vive Zene of Tuzla worked in local rural communities with the aim of strengthening the role and capacity of women in the local context, protecting human rights and gender equality, combating gender-based violence, economically empowering women (by setting up and operating small businesses). Activities will continue until 2019 with the possible extension and inclusion of more women. These promotional and training activities are aimed at creating all the preconditions contributing to improving the safety of women and girls in local communities (personal, economic, social etc.).</p>	<p>security of women, which is a prerequisite for their demonstrating and realizing their full potential.</p>
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STRATEGIC GOAL 2 Increased level of human security

MIDTERM OBJECTIVE 2.1 Reduced rate of trafficking in BH

EXPECTED RESULT 2.1.1 Legal mechanisms and relevant measures for combat against trafficking are being implemented

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number or percentage of identified victims of trafficking in persons (classified by sex)	No data available	<p>BiH MoS The data provided refer to the period January - December 2015. Data for 2016 will be available in the first quarter of 2017 after the adoption of the Report on the Human Trafficking Situation in BiH by the Council of Ministers of BiH.</p> <p>According to the collected data from the prosecutor's offices, law enforcement agencies, social welfare centres and non-governmental organizations, which are necessary for the preparation of an annual report on the human trafficking situation in BiH, a total of 35 potential victims of trafficking / instigation to prostitution and / or sexual exploitation, trafficking in human beings for the purpose of begging, selling for the purpose of marriage / informal marriage with a minor.</p> <p>Out of 35 potential / identified trafficking victims (18 adults and 17 minors), there were 27 women and 8 men. Of the 27 women 13 were adult: 6 cases of sexual exploitation, 6 beggars and 1 instigation of prostitution. Out of 14 underage girls, 10 beggars were registered, and 4 were sold for forced marriage / informal marriage with a minor.</p> <p>All 8 male potential / identified victims of trafficking identified were involved in begging.</p>	BiH is a country of origin, destination and transit for women, children and men victims of trafficking. Thirty five potential victims of trafficking (27 female and 8 male) were identified or assisted in cases of prostitution and / or sexual exploitation, begging and selling for the purposes of marriage / informal marriage with a minor. Begging was the most frequent.
Number of applications submitted and number of trafficked cases (classified by sex)	No data available	<p>BiH MoS According to the High Judicial and Prosecutorial Council of BiH, for prosecution of human trafficking and crimes related to trafficking in human beings, the prosecutor's offices ordered 20 investigations against 30 persons in</p>	

		<p>2015. The prosecutor's offices issued a decision to suspend the investigation in 11 cases against 22 persons and filed 9 indictments against 15 persons.</p> <p>In 2015, courts rendered 10 convictions against 14 persons, of which 7 prison sentences were handed down on 9 persons and 3 suspended sentences on 4 persons. One case resulted in an acquittal of 2 persons.</p>	
Number of activities aimed at early identification and referral of victims of trafficking	No data available	<p>NGO</p> <p>Activities of RING network⁹ facilitated the following activities:</p> <ul style="list-style-type: none"> • Analysis and improvement of laws and policies in the area of prevention of trafficking in human beings in BiH • Monitoring the work of institutions dealing with human trafficking • Promotional campaigns • Pre-draft law on victim's compensation 	
Number and type of support programs for victims of human trafficking (number or percentage of women victims covered by these programs)	<p>In support of the care of victims of trafficking in human beings, in 2014, the Ministry of Human Rights and Refugees of BiH awarded grants to non-governmental organizations that provide direct assistance to victims of trafficking who are BiH citizens.</p> <p>The 2014 budget of the Ministry of Security of BiH also appropriated funds for accommodation and legal aid for foreign victims of trafficking and legal assistance for foreigners in the Immigration Centre.</p>	<p>BiH MHRR</p> <p>In the reporting period, the BiH Ministry of Human Rights and Refugees awarded grant funds in the amount of BAM 60,000.00, which were primarily spent for rehabilitation and reintegration of women and girls, victims of human trafficking, in the local community.</p> <p>By the end of 2016, BiH MHRR will allocate grants to non-governmental organizations in the amount of BAM 60,000.00, intended for direct assistance, care and housing for victims of trafficking in BiH.</p>	

⁹ RING Network: Fondacija Lara Bijeljina, Udružene žene Banja Luka, Udruženje žena Derventa, Centar za pravnu pomoć ženama Zenica, UŽ Romkinja Bolja budućnost Tuzla, UŽ Gorazdanke, UG Budućnost Modiča, UŽ Maja Kravica, UŽ Most Višegrad, Žena BiH Mostar, Infoteka Zenica

EXPECTED RESULT 2.1.2 Capacity building for fight against trafficking is ensured			
Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number of persons who participated in capacity building training in more effective prevention and fight against trafficking in human beings	<p>"Improving Investigative Capacities for Combating Trafficking in Human Beings and Reintegration of Victims of Trafficking in Human Beings" project provided training entitled "Training of Professionals from Structures for Fighting Trafficking in Human Beings" held for the Regional Monitoring Teams (Sarajevo, Banja Luka, Tuzla, Mostar). The training was held to strengthen the capacity of anti-trafficking institutions and organizations to adopt and implement more effective policies, laws and regulations to combat trafficking in human beings, provide better protection and assistance to victims and reduce demand for services of victims of trafficking. The training is held continuously throughout the year.</p>	<p>BiH MoS In September 2015, a workshop entitled "The Use of Joint Investigation Teams in the Fight against Human Trafficking in the Western Balkans at the Local Level" was held in Sarajevo within a project involving the countries of South-East Europe and funded by the European Commission. During the implementation of the project "Increasing the Expertise of Judicial Institutions in Trafficking in Human Beings in Albania and BiH: Treatment of Victims and Victim Witnesses of Human Trafficking", in 2015, two expert meetings were held in cooperation with the Helsinki Committee of the Netherlands, the Judicial Academy of the Netherlands and the Judicial and Prosecutorial Training Centres of FBiH and RS for sixty-six (66) participants, with the aim of building the capacity of the judiciary. The professional meetings focused on current topics related to the rights of victims of trafficking in human beings, interviewing techniques (including interviewing children) and financial investigation techniques in cases of trafficking in human beings.</p> <p>Further, in 2015, a new cycle of trial monitoring of the criminal offense of Trafficking in Human Beings was launched, designating 22 students of the Faculty of Criminalistics, Criminology and Security Studies of the University of Sarajevo as monitors, which contributes to their education and strengthening of expertise in this field .</p> <p>DCPB One representative of the DCPB Coordination and Cooperation Division attended a course called "Investigations of Human Trafficking Cases" in Sarajevo</p>	Capacity building training and other activities for raising the awareness of the expert and the general public about the problem of trafficking in persons, which were mainly financed by international organizations, were also conducted.

		<p>organized by ICITAP (International Program of the US Department of Justice for Training and Criminal Investigation Assistance).</p> <p>BP</p> <p>Several border policewomen participated in various courses of training related to different aspects of the fight against human trafficking, such as:</p> <ul style="list-style-type: none"> • A five-day trainer's course in the fight against human trafficking, organized by FRONTEX (European Agency for the Management of Operational Cooperation at the External Borders of EU Member States), was attended by one policewoman from BP • „Train the trainer“ course organized by DCAF (Geneva Democratic Control of Armed Forces) was attended by a policewoman from BP. • Training in humanitarian border management, in connection with human trafficking, organized by IOM, attended by 5 policewomen of GP. • Women's Leadership Course – Female leaders working on border management issues, organized by OSCE/BMSC. • Training in "Profiling of migrants from the aspect of their protection" • Training in "Profiling of people and detection of forged documents by identifying new printing techniques" organized by the Ministry of Foreign Affairs of BiH was organized. 	
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EXPECTED RESULT 2.1.3 Implemented activities for raising awareness about trafficking

Indicator	2015	2016	A comment on the situation compared to the previous reporting period
Number and type of promotional activities for raising the general public's awareness on the problem of trafficking in persons	<p>"People do not have a price", the motto is under which a campaign of the BiH Ministry of Security was launched with the aim of telling BiH citizens the dangers and consequences of trafficking in human beings.</p> <p>NGOs active in the area of prevention of trafficking in human beings are working</p>	<p>BiH MoS</p> <p>The Ministry of Security regularly marks the European Day of Combating Trafficking in Human Beings within the Program for marking significant human rights days in BiH.</p> <p>On this occasion, the "Lara" Foundation conducted the campaign "Five to 12! It is</p>	Promotional activities and campaigns, mostly conducted by NGOs, were mostly focused on the problem of child abuse in begging.

	<p>intensively on raising public awareness, and especially of children and young people, about the phenomenon of human trafficking.</p> <p>One of the important segments is the training of the media how to comply with international standards in order to enable full protection of victim's identity. In June 2015, XY Association organized a basic two-day training for 23 journalists from all over BiH.</p> <p>RING network:</p> <ul style="list-style-type: none"> • Campaign in 12 cities in Bosnia and Herzegovina on the occasion of 18.10. European Day against Trafficking in Human Beings 	<p>time! Protect the children who beg", aimed at raising public awareness and mobilizing citizens and representatives of institutions.</p> <p>Working meetings with representatives of institutions and several-day street actions were organized in Bijeljina, Tuzla, Brcko District, Modrica, Derventa, Banja Luka, Zenica, Kakanj, Bratunac, Višegrad, Gorazde and Mostar. In this way, more than 200 activists from civil society organizations, police officers, social welfare centres, prosecutor's offices, schools and local authorities sent a joint message that people do not have the price and that the abuse of children in begging is a serious crime and a human rights violation.</p> <p>In raising public awareness of human trafficking, the Caritas Bishops' Conference of Bosnia and Herzegovina conducted a media campaign on the issue of begging, which lasted more than a month. Also, students from secondary and elementary schools participated in a competition where they gave their opinion and suggested solutions to the issue of begging.</p> <p>Further, the CULT Organization of Sarajevo conducted campaigns on the topic of human trafficking.</p> <p>BP The Border Police regularly promote "Krimolovce" along with other promotional campaigns.</p>	
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MIDTERM OBJECTIVE 2.2 Improved support and help for women and girls victims of sexual violence during and after the war

EXPECTED RESULT 2.2.1 Legal framework and mechanisms for exercising the rights of victims of sexual abuse during and after the war have been improved

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number and type of new legal measures, programs, policies and guidelines adopted with the aim of protecting witnesses and victims of	The FBiH Government adopted the Information Paper on the Situation of the War Victims of War Rapes in BiH and	BiH MHRR By the Law on Amendments to the Criminal Code of Bosnia and	The surviving victims continue to face difficulties in access to justice and administration of justice, access to medical

<p>sexual violence during and after the war.</p>	<p>the Proposal of the Conclusion on an Initiative to be Sent to the Council of Ministers of BiH to Consider and Approve as Soon as Possible the Program for Victims of War Rape, Sexual Abuse and Torture in BiH, which is one of the recommendation of the UN CEDAW Committee for BiH.</p> <p>The Government and the National Assembly of the Republika Srpska adopted the Information Paper on Findings and Recommendations of the Study on the Position of Serbian Women Victims of War Crimes of Sexual Violence in BiH.</p>	<p>Herzegovina, an amendment that defines war crimes of sexual violence in accordance with international standards was adopted.</p> <p>In the reporting period¹⁰ the working text of the framework law on the rights of victims of torture of BiH was completed.</p> <p>The latest Amendments to the Law on the Fundamentals of Social Protection, Protection of Civilian Victims of War and Protection of Families with Children of the FBiH determined that the procedure of proving the status of a victim of sexual abuse and rape excludes medical expertise and that the procedure is carried out exclusively within the administrative competent body, in cooperation with non-governmental organizations that gather and / or provide psychosocial support to this group of beneficiaries. The amount of compensation paid to the beneficiaries is 70% of the monthly amount of personal disability allowance paid to militaries disabled in wartime falling in the first group, i.e. it is equal to the amount paid to civilian victims of war of the first group.</p> <p>In order to protect a special group of civilian victims of war - victims of torture, especially victims of sexual violence in wartime, according to the 2016 Program of Work of the National Assembly of the Republika Srpska, a pre-drafted Law on the Protection of Victims of Torture was produced to enable the acquisition of status and the exercise of rights of civilian victims of wartime torture, including women victims of sexual violence in wartime.</p>	<p>treatment and help from health care to psychological help.</p> <p>By harmonizing existing legislation and adopting new legislation in line with international standards, efforts have been made to improve the enjoyment of the rights of victims of war crimes of sexual violence and torture, including the right to compensation and rehabilitation.</p> <p>In the past years, the relevant institutions, international and non-governmental organizations in Bosnia and Herzegovina carried out activities and initiatives to define the real needs of survivors, to improve the legal and institutional framework and the mechanisms for exercising the rights of survivors, including compensations and benefits.</p>
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EXPECTED RESULT 2.2.2 Compensation and benefits / rehabilitation available for women and girls victims of rape during and after the war

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number and type of support and assistance	The Program for Victims of War Rape,	BiH MHRR	NGO

¹⁰ „Official Gazette of the Federation of BiH“ 36/99, 54/04, 39/06, 14/09, 45/16

<p>programs for women and girls victims of sexual violence during and after the war.</p>	<p>Sexual Abuse and Torture of BiH (2013-2016) was developed, aiming at ensuring the full protection and support for these victims (including psychological support and health care needs). However, although it would be a comprehensive framework with clear roles of all institutions of the system to play in resolving this issue, the BiH Council of Ministers did not adopt it.</p> <p>Psychosocial support and support are available to victims through community mental health centres or through the civil society sector, i.e. narrowly specialized NGOs.</p> <p>The development of the Resource Package for Support to Victims of Gender-Based Violence in the health sector of the FBiH, which will include treatment of victims who survived sexual abuse and rape during the war is ongoing.</p> <p>For the first time, in 2014, the RS Centre for the Study of War and War Crimes and the Search for Missing RS implemented "Power Is in Us" program for women victims of war.</p> <p>UN agencies in BiH (UNDP, UNFPA, UN WOMEN) and IOM developed a support program entitled "Seeking Protection, Support and Justice for Survivors of Sexual Violence during the Conflict in BiH". The measures envisaged in this program are in line with the above-cited recommendations and this program is expected to contribute to solving difficulties and needs of women victims of war. BiH GEA, RS GC and FBiH GC are actively involved and regularly cooperate with these agencies on the implementation of this program.</p>	<p>In the reporting period, UN agencies in BiH (UNDP, UNFPA, UN WOMEN) and IOM, in cooperation with the relevant institutions of BiH, the Entities and the Brčko District of BiH (represented in the Project Steering Committee) implemented a program of support for women victims of sexual violence entitled "Support and Justice for Survivors of Sexual Violence During the Conflict in Bosnia and Herzegovina". This program contributed to improving access to justice, protection, empowerment and reparation for victims of sexual violence during conflict and their families, in accordance with international standards.</p> <p>RSGC The Gender Centre of Republika Srpska supported the "Economic and Psychosocial Strengthening of Women Victims of War and Women from Marginalized Groups in the Municipality of Bratunac" program, which is funded from the FIGAP of BiH. The funds for direct support to economic schemes for empowerment of 26 women victims of war and women from marginalized groups (rural women, returnees, poor women, women victims of domestic violence etc.) were allocated through start-up activities according to individual needs and possibilities of beneficiaries and their families. A three-day workshop for the psychosocial empowerment of these women was also held.</p> <p>This program is complementary and continues through activities of the above-mentioned Joint Program of UN Agencies in BiH (UNDP, UNFPA, UN WOMEN) and IOM entitled "Seeking Care, Support and Justice for Survivors of Conflict Related Sexual Violence in Bosnia and Herzegovina". The concrete project of economic and psychosocial empowerment of women is implemented by "Maya" Kravica and "Priroda" Bratunac</p>	<p>Needs on the ground are much higher than it is realistically possible to meet because there is a number of obstacles to providing assistance and support. In the first place, a large number of victims live in remote communities and are unable to come to treatment regularly and seek the exercise of their rights.</p> <p>In addition, funds for NGOs to candidate project proposals for rehabilitation of victims are becoming less available, which is why there is a possibility of failure to provide the treatment in the future, as no funds will be provided.</p> <p>Certainly, psychological support is provided in Mental Health Centres, but MHC capacities are insufficient and, in addition, the availability of MHC services is limited to larger towns.</p> <p>It is also important to emphasize the fact that we still have a number of women victims who have not sought help and the question is how to approach that particularly vulnerable group, how to get to them and how to provide the help they need.</p>
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		<p>non-governmental organizations, in cooperation with Bratunac Municipality and other competent local authorities, institutions and business entities, the Gender Centre of RS and the aforementioned international agencies.</p> <p>NGO "Vive Žene" Tuzla, "Medica" Zenica non-governmental organizations and other NGOs provide psychological and legal support to victims of war rape, sexual abuse and torture.</p> <p>The support program includes psychotherapeutic treatment, social and legal counselling, as well as giving findings and opinions for exercising the right to civilian victim status.</p> <p>The "Local Democracy Foundation" provides legal assistance to victims and witnesses before, during and after trial as well as in resolving status issues.</p>	
<p>Number of professionals who were trained to strengthen the capacity to provide effective services to victims.</p>	<p>Only special training programs for health care staff in FBiH were cited.</p>	<p>NGO "Vive Žene" Tuzla, "Medica" Zenica, "United Women" Banja Luka and "ACED" Banja Luka NGOs were partners that organized and conducted training in witness / victim support for professionals from various institutions within the "Ensuring Access to Justice for Witnesses / Victims through Strengthening Existing and Establishing New Witness Support Networks in BiH" Project.</p> <p>The training was organized for 20 groups and 328 professionals from 15 cantons / regions of BiH and Brcko District. This is the first module of training that includes three three-day modules and three one-day supervisory meetings.</p> <p>The other two modules and supervisory meetings will be held by mid-2017.</p>	<p>NGO The training proved to be very useful because it included experts of various professional profiles from different institutions at the levels of cantons, regions and the Brčko District of BiH and contributed to better interconnection and cooperation and understanding of the frame of action of all relevant institutions and individuals. Even a greater progress is expected after implementation of the remaining two modules and supervisory meetings.</p> <p>Cooperation with the High Judicial and Prosecutorial Council (HJPC) was established during the training.</p> <p>When marking 26 June - International Day for the Support to Victims of Torture, street campaigns of various content, distribution of promotional materials, round tables, working meetings, featuring in the media etc. were organized in 16 towns across BiH.</p>

Evaluation of the coordination between the competent institutions in assisting victims of rape during and after the war.	Networking of all key actors - centres for social work, mental health centres, competent municipal services and competent cantonal and entity ministries is of vital importance for improving the program of rehabilitation and resocialization of victims of sexual violence during and after war. Networking/ coordination facilitates more effective implementation of all practical measures by the involved institutions and organizations, which measures are aimed at achieving the basic human rights of all women victims of war rape and torture. Networking and coordination are ensured by signing of MoUs between relevant authorities, institutions and non-governmental organizations.	NGO <ul style="list-style-type: none"> • Within the aforementioned "Ensuring Access to Justice for Witnesses / Victims through Strengthening Existing and Establishing New Witness Support Networks in BiH" project, the strengthening of existing and the establishment of new networks were supported. 11 networks of competent institutions in the cantons of the FBiH, RS regions and the Brčko District were established. • In 2016, a total of 22 network meetings was held and protocols on cooperation were signed. • "Vive Žene" Tuzla and the FBiH Judicial Police signed a Memorandum of Understanding. 	NGO <p>Strengthening existing and establishing new networks certainly contributed to better co-operation and coordination of relevant institutions and organizations in providing assistance to victims / witnesses.</p>
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MIDTERM OBJECTIVE 2.3 Decreased danger from mines in BH

EXPECTED RESULT 2.3.1 Raised awareness and capacities for decreasing the risk of mined areas

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Whether a gender-based review was made on the impact of mined areas on the quality of life of people (socio-economic impact of mines / UXOs on the lives of citizens).	There is a study of the socio-economic impact of mines / UXOs on the lives of citizens (according to the degree of vulnerability of the community) but does not include the aspect of different position and needs of women and men (gender aspect).	-	Although there was a certain progress in the previous reporting period, there were no initiatives or activities related to mainstreaming in programs and measures to reduce mine risk or gender-disaggregated data in this reporting period. This points to the lack of interest, support and capacities in BHMAL's management for fulfilling obligations under the UNSCR 1325 Implementation Action Plan.

EXPECTED RESULT 2.3.2 Raised awareness and capacities for decreasing the risk of mined areas in BH

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number and type of awareness-raising activities about mines among schoolchildren, women and man in rural areas, taking into account the gender aspect of the problem (including the number of persons covered by these activities, disaggregated by sex, target groups ...)	In the reporting period, three mine /UXO victim assistance projects were implemented, while six projects were under implementation. One of these projects, "Victim's Alternative is Independence", was an a training program for women victims of mines and	BHMAL In the reporting period, 3 projects for mine / cassette ammunition / UXOs warning were implemented or their implementation was in progress, involving 10,577 individuals: children in elementary and secondary schools, individuals living in	BHMAL regularly implements mine risk / UXO-awareness training projects for different target groups, including those that are particularly at risk. However, data on trained individuals are still not gender-based.

	<p>women heads of households where members were mine victims, aiming at gaining competitive advantage in the labour market.</p> <p>35 mine awareness projects were implemented, where 35,397 individuals were educated: children in elementary and secondary schools, individuals living in rural areas, returnees and individuals who are particularly at risk: hunters / fishermen, scouts, construction workers, foresters and farmers.</p> <p>Training for MRE instructors was held. One of the courses was successfully completed by 17 trainees, out of which 6 were women. A total of 28 women completed the basic course for demining, mostly working as healthcare staff.</p>	<p>rural areas, returnees, as well as individuals who are especially exposed to risk: hunters, fishermen, fire-fighters, scouts, foresters, farmers. One course of training for MRE instructors was held, with 24 trainees: 22 men and 2 women.</p> <p>There were no assistance / support projects for mine / UXO victims.</p>	<p>The lack of gender-disaggregated data, which is an obligation under the Law on Gender Equality in BiH, is one of the obstacles for gender mainstreaming in the work and activities of BHMIC.</p>
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STRATEGIC GOAL 3 Improved condition and access to implementation of AP UNSCR 1325

MIDTERM OBJECTIVE 3.1 Improved condition and access to implementation of AP UNSCR 1325

EXPECTED RESULT 3.1.1 Improved mechanisms for coordination of implementation of AP UNSCR 1325

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
<p>Number and type of activities aimed at coordination, planning and reporting on AP implementation (consultations, meetings, fora for information exchange) initiated by the Agency</p>	<p>Three meetings were held by CC The Plan of Monitoring and Evaluation of AP was finalized. Annual operational plans were developed.</p>	<p>Two CC meetings were held with the aim of agreeing on the methodology of reporting and preparation of regular annual operational plans.</p> <p>BiH CoM adopted the Decision on Amendments to the Decision on the Establishment of the CC for monitoring the implementation of AP for UNSCR 1325 in BiH.</p>	<p>Members of the Coordination Committee (CC) are becoming more and more the initiators of changes in gender mainstreaming in the institutions they represent. Significant progress has been made in understanding this issue and systemic approach to the application of Article 24 of the Law on Gender Equality of BiH, which prescribes obligations of institutions at all levels of government. Some new members are slowly introduced into the commitments under the Action Plan.</p>

			<p>This Coordination Committee continues to be one of the best examples of inter-institutional coordination and cooperation on the implementation of the UNSCR 1325, both regionally and internationally.</p> <p>In addition, some members are also part of the newly formed Coordination Committee for the implementation of the Gender Action Plan of BiH, which proved to be very important because they transfer knowledge, experiences and practices to the representatives of the institutions represented in this committee, as responsible authorities for individual areas of GAP.</p>
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EXPECTED RESULT 3.1.2 Improved instruments for introducing gender equality principles in defence and security institutions

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number and type of adopted guidelines for gender mainstreaming in accordance with the needs and mandate	The Gender Agency and Gender Centres provide continuous professional support to the implementation of the AP through formal and informal adoption of guidelines for gender mainstreaming (for harmonization of laws, introduction of gender-responsive budgeting, strategic and operational planning related to UNSCR 1325, monitoring and evaluation and result reporting.	<p>Some institutions and agencies, such as the Ministry of Security and SIPA, adopted guidelines for gender mainstreaming in the form of a decision / procedural decision signed by the Minister / Director. The Ministry of Defence made this decision in order to commit to the implementation of activities of AP for the implementation of UN Resolution 1325 adopted in 2011 and all organizational units of the MoD and BiH AF HQ act accordingly.</p> <p>BiH MoD</p> <ul style="list-style-type: none"> • The annual activity plans of the Ministry of Defence include program activity "Monitoring, analysis of the situation and implementation of activities in the field of gender mainstreaming". • The BiH MoD (Personnel Division) is also responsible for the implementation of Partnership Goal G 0013 - "Gender Equality Perspectives" within the PARP 2013 Assessment 2013 at the level of the North Atlantic Council. • A standard operating procedure (SOP) 	There is a progress in the systematic approach to gender mainstreaming, but this process is still not uniform in all institutions.

		<p>for contact persons designated for gender issues have been adopted</p> <ul style="list-style-type: none"> • SOP on gender equality issues in the BiH AF BiH is in the phase of development <p>FBiH MoI The Federation Ministry of the Interior made instructions for designating a contact person for gender issues.</p>	
<p>Whether any training for introducing gender-responsive budgeting (GSB) was held and what is the effect of training (general assessment of GSB in defence and security sector institutions)</p>		<p>In the second half of 2015, training on introducing gender-responsive budgeting (supported by UN Women) was held. The training was attended by representatives of all institutions represented in the CC, who participate in the preparation of the budget and work programs of the institutions.</p> <p>After the training, a pilot review of the budget of the International and European Cooperation Division of the Ministry of Security was made and the findings and recommendations were presented to other MoS divisions, which gained a better insight into the development of a gender-responsive program budget, through practical examples. It was agreed that AP UNSCR 1325 would be listed as the legal basis in the FBD and that, in the future, purpose of certain funds that MS invests in the implementation of certain activities of Action Plan would be more visible.</p>	<p>BiH MoD Although awareness is raised in the institution about the importance of gender equality in the defence sector, in the Ministry of Defence and the Armed Forces of BiH, gender-responsive budgeting has not been introduced yet, but gender mainstreaming activities are being implemented through spending of the budget for other activities.</p> <p>The same applies to all other institutions in BiH because program budgeting as a prerequisite for gender-responsive budgeting is not yet really in place.</p> <p>However, it is important to note that certain institutions appropriate certain funds for the implementation of this Action Plan or certain activities of AP are funded through the implementation of other relevant program activities. For example, in the proposal of the program of work of the International Cooperation Division, BiH MoS regularly plans BAM 10,000 for the implementation of AP UNSCR 1325.</p> <p>The BiH MoS budget funds pre-mission training for police officers and, in the reporting period, about BAM 40,000 were spent on two pre-mission courses of training. Furthermore, the MoS spends BAM 10,000 on marking the European Anti-Trafficking Day. The amount of BAM 10,000 is provided in the 2015 and 2016 budgets for accommodation and legal aid provided to foreign victims of trafficking in human beings and legal aid provide to foreigners in the Immigration Centre.</p>

MIDTERM OBJECTIVE 3.2 Improved cooperation with other stakeholders			
EXPECTED RESULT 3.2.1. Improved cooperation with local authorities			
Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number and type of initiatives to implement UNSCR 1325 at the local level (special local action plans or integration into existing ...)	In the reporting period, the Ilijas Municipal Council adopted the Local Action Plan (LAP) for the implementation of UNSCR 1325 (the fifth LAP adopted). In Rogatica Municipality, UNSCR 1325 and security issues are integrated into the Local Gender Action Plan.	Activities were initiated for the preparation of local action plans in Maglaj, Prnjavor and Ljubuski (in cooperation with the OSCE Mission to BiH).	Municipal budgets are insufficient to implement local action plans. Nevertheless, in some municipalities such as the municipalities of Istocna Ilidža and Rogatica, activities were carried out by municipalities and local NGOs, which resulted in economic empowerment of women in these municipalities (for which there are concrete indicators).
EXPECTED RESULT 3.2.2. Improved cooperation with NGO			
Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number and type of information exchange activities including the number of participants covered by these activities	The NGO Coordination Group appointed an NGO that would represent the non-governmental sector in the Coordination Committee, which NGO is "Vive Zene" of Tuzla. The deputy is a representative of "Lara" NGO of Bijeljina. Coordination with the non-governmental sector and information exchange are carried through various forms of formal and informal cooperation.	In the second half of 2015, a meeting of NGO CG and CC was held with the aim of exchanging information on current and planned projects and activities. Members of NGO CG provided inputs for annual operational plans.	The establishment of NGO CG (on which representatives of 17 NGOs sit) and appointment of representatives to the CC improved information exchange and more active participation in planning, monitoring and reporting on the implementation of AP. CG meetings should be held more often in order to achieve even better cooperation and exchange of information, but financial resources are needed. However, other forms of formal and informal cooperation are becoming increasingly important, but they need to be further improved.
Number and type of joint projects and activities with NGOs on the implementation of UNSCR 1325	Cooperation with NGOs is realized through the planning and implementation of joint projects and activities. In the reporting period, the Agency funded seven projects of non-governmental organizations that were focused on the implementation of the UNSCR 1325 from the FIGAP funds.	The "Women for Gender Responsible Authority" Project involves strengthening of leadership skills of women from the Town of Bijeljina and the development and adoption of local policies for the promotion of gender equality. A Women's Lobby was established, which has occasional meetings with representatives of local government. The Lara Foundation, the Women's Lobby and the Administration of the Town of Bijeljina work on the development of the Local Plan for the Promotion of Gender Equality and the Operational Plan for the implementation of UN Resolution 1325 and both documents should be adopted	The number of projects and activities that are implemented in the partnership of several NGOs increased, which is an indicator of the improvement of their cooperation. The number of NGOs seeking partnership with the Agency, gender centres and other institutions, especially MoD and MoS, increased. NGOs should continue to act together with institutions and decision-makers at all levels of government in BiH. In the reporting period, the Agency focused a lot of activities on new projects and fundraising. Within the funds that will be provided for the implementation of the

		by the end of 2016. BiH MoD The BiH Ministry of Defence gave full support to the implementation of the "Women, Peace and Security in the Republika Srpska" project, implemented by the "Women's Centre" NGO of Trebinje. Two servicewomen of the AF of BiH participated in round tables and media events in order to affirm and promote military service.	Gender Action Plan of BiH and sectoral policies (such as AP UNSCR 1325), funds for NGOs are also planned.
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EXPECTED RESULT 3.2.3. Improved regional and international cooperation

Indicator	Reporting period		A comment on the situation compared to the previous reporting period
	01/08/2014 – 01/08/2015	01/08/2015 – 01/08/2016	
Number and type of organized regional and international events for the exchange of information on the implementation of UNSCR 1325	Five regional meetings were held, during which a joint Action Plan was prepared, that is, the Project Proposal, in accordance with joint priorities. The "Balkan region" regional network of NGOs was established and it increasingly takes over the role of secretariat to the informally established regional coordinating body.	Regional cooperation continued between interested representatives of the legislative, the executive and independent bodies in BiH and countries of the region, which expressed their commitment to strengthening regional cooperation through the exchange of good practices, professional and financial resources. A regional meeting dedicated to the localization of UN SCR 1325 was held. Following the example of local action plans in BiH, the LAP of the Town of Nis was produced, which is an excellent example of regional cooperation that results in concrete actions.	Since UNSCR 1325: "Women, Peace and Security" and its accompanying resolutions, including the last Resolution 2242, are becoming more and more relevant in the context of various political developments in BiH and the world, co-operation and coordinated approach by all actors are of paramount importance. The application of these resolutions opens a possibility of acting at all levels, as well as of acting on the issue of new security challenges and threats (violent extremism, migration, natural disasters etc.). The Agency's "global-regional-local" approach has proved to be very useful for progress in the implementation of UNSCR 1325 at all levels of government in BiH, regional cooperation and exchange of experiences and practices, and promotion and recognition at the global level. Concrete results achieved by Bosnia and Herzegovina are all the more visible and there is a growing understanding of the importance of Resolution 1325 "Women, Peace and Security" by the professional and wider public.
Number and type of joint projects / activities / initiatives with regional partners and international organizations	A key role in assessing the implementation, development and promotion of AP at a global level was played by the Institute for Inclusive Security from Washington, which provided expert support to the Gender Equality Agency of BiH for many years in the application of UNSCR 1325. The Memorandum of Understanding between the Institute and the Gender Equality Agency of BiH. The BiH Delegation, composed of the representatives of CC and NGO CG, presented the best practices of BiH at the Academy of National Action Plans in Washington. The Institute deserves	Representatives of CC participated in a regional workshop in Istanbul on Women, Peace and Security, where they discussed progress in the implementation of UNSCR 1325, 15 years after adoption. The UN Global Study on the Implementation of this Resolution was presented, in which the good practices of BiH were also presented. The Agency had continuous cooperation with the Washington Inclusive Safety Institute, which continues to support the implementation of UN Resolution 1325 in Bosnia and Herzegovina and action plans for its implementation and promotes example and practices of BiH at the global	Global promotion has resulted in an increasing number of invitations for presentation and application of the

	<p>most of thank you for the presentation of best practices from BiH in the Global Study on the Implementation of UN Resolution 1325, which was published in 2015.</p> <p>The BiH Ministry of Defence, together with the defence ministries of Macedonia, Montenegro and Serbia, participates in a regional project: "Supporting the Integration of Gender Equality in the Security Sector Reform in the Western Balkans" organized by UNDP / SEESAC. Within this project, regular meetings of representatives of gender equality mechanisms of the Ministries of Defence and the Armed Forces of the Western Balkans (eight meetings so far) were held twice a year, as well as meetings of gender equality trainers (three meetings). These meetings are a form of sharing experiences and lessons learned. Within this project, representatives of the MoD of BiH and the AF of BiH participated in study visits to MoDs and AFs of Switzerland, the Netherlands, Sweden and Spain with the aim of exchanging experiences in the field of gender equality.</p>	<p>level.</p> <p>In the reporting period, numerous activities with international organizations in BiH were carried out. In cooperation with the OSCE Mission to BiH, the BiH Gender Equality Agency held a two-day workshop on the implementation of UN Resolution 1325 "Women, Peace and Security" in BiH's defence and security sector. The workshop was attended by contact persons for gender issues from the AF of BiH and security / police structures.</p> <p>BiH MoD Within the final phase of the regional project "Support to the Integration of Gender Equality in the Security Sector Reform in the Western Balkans" supported by the UNDP / SEESAC, in which MoD participated, two trainers for gender equality participated in the regional meeting of trainers in Vrdnik with the aim of developing gender equality cards, which were distributed to BiH AF units.</p> <p>With the support of UNDP, a project entitled "Provision of sports equipment for the Gym for psycho-physical capacitating of servicemen and servicewomen of the MoD and AF of BiH" was implemented to enable a donation of 30 pieces of sports equipment for "Rajlovac" barracks.</p>	<p>experiences and practices of BiH especially in the countries that are in the process of adopting national action plans. The international exchange of experience and practice pointed to the fact that the success of this Action Plan, as well as other strategic and action plans in BiH related to gender equality in different areas, results from the real partnership of gender institutional mechanisms and relevant institutions, reflected in the systemic approach, exchange of professional capacities and learning from one another.</p>
<p>Number and type of activities advocating the implementation of UNSCR 1325 by members of diplomatic missions</p>	<p>No data available</p>	<p>BiH MFA The MFA of BiH worked on the promotion of UNSCR 1325 Action Plan through the training of its staff in serving in the DC network, as well as on the preparations of appointed ambassadors and general counsellors. Also, the promotion of the UNSCR 1325 is included in addresses of senior BiH officials to the UN General Assembly, the UN Human Rights Council, as well as to the UN Security Council, the Council of Europe, OSCE conferences and similar multilateral meetings, as well as to bilateral meetings of BiH officials with officials from all over the world.</p>	

