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Moving towards the Gender Equality Index

Bosnia and Herzegovina 2022



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The Gender Equality Index report is based on the methodology of the Gender Equality Index developed by the European Institute for Gender Equality (<http://eige.europa.eu/>) for the European Union and its Member States. The data used for the calculation of the Gender Equality Index for Bosnia and Herzegovina refers to data from 2019, 2020 and 2021 as well as 2015.

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**Moving towards the
Gender Equality Index**
Bosnia and Herzegovina 2022



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Abbreviations and acronyms

AGE BiH	Agency for Gender Equality of Bosnia and Herzegovina
BAM	Bosnian convertible mark
BD	Brčko District of Bosnia and Herzegovina
BHAS	Agency for Statistics of Bosnia and Herzegovina
BiH	Bosnia and Herzegovina
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
COVID-19	Coronavirus disease 2019
CRSV	Conflict-related sexual violence
EC	European Commission
EIGE	European Institute for Gender Equality
EQLS	European Quality of Life Survey
EU	European Union
EWCS	European Working Conditions Survey
GEF	EU funded Gender Equality Facility
FBiH	Federation of Bosnia and Herzegovina
FIGAP	Financial Instrument for Implementation of the Gender Action Plan
GAP	Gender Action Plan
GBV	Gender-based violence
GC FBiH	Gender Centre of the Federation of Bosnia and Herzegovina
GC RS	Gender Centre of Republika Srpska
GDP	Gross Domestic Product
ICT	Information and Communication Technology
ILO	International Labour Organization
IPA	Instrument for Pre-Accession
LGAP	Local Gender Action Plan
LGBTQI	Lesbian, gay, bisexual, transsexual, queer, intersexual
MISP	Minimum Initial Service Package
RS	Republika Srpska
SAA	Stabilization and Association Agreement
SES	Structure of Earnings Survey
SILC	Survey on Income and Living Conditions
SRH	Sexual and reproductive health
UN	United Nations
UNDP	United Nation Development Programme
UNFPA	United Nations Population Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNSCR 1325	United Nations Security Council Resolution 1325
TUS	Time Use Survey
WB	World Bank

Foreword

The Gender Equality Index, developed by the European Institute for Gender Equality (EIGE) in 2013, is recognised in the European Union as an important tool for analysing the state of gender equality in a society as well as for comparing current trends and the current situation at the EU level. Since 2016, the Agency for Gender Equality of Bosnia and Herzegovina within the Ministry of Human Rights and Refugees of Bosnia and Herzegovina, together with the Agency for Statistics of Bosnia and Herzegovina, engaged in activities that have led to the development of a Gender Equality Index for Bosnia and Herzegovina.

Through our work on improving gender equality in Bosnia and Herzegovina the gender institutional mechanisms have recognised the importance of reliable data as evidence for the development of policies. Effective policymaking in the field of gender equality requires empirical data collected and analysed in line with sound methodologies and an indispensable reliance of gender-segregated data. The Agency for Gender Equality of Bosnia and Herzegovina and other gender institutional mechanisms and statistical agencies as its partners have continuously advocated for the collection of gender-disaggregated data in all spheres of life. Such data is necessary for full implementation of the existing international obligations of Bosnia and Herzegovina, adoption of European standards and implementation of EU directives in the field of gender equality. This data is also one of the key assumptions for regular improvement of the legislative framework in the country and for expanding the rights and bases for equality and protection against discrimination.

The combined efforts of the Agency for Statistics of Bosnia and Herzegovina and the Agency for Gender Equality of Bosnia and Herzegovina within the Ministry for Human Rights and Refugees of

Bosnia and Herzegovina, under the invaluable guidance of EIGE and supported by UN Women, have resulted in the development of this Gender Equality Index. The Gender Equality Index for Bosnia and Herzegovina 2022 presents full index scores for two full domains, Knowledge and Power, and partial index scores for the domains of Work and Health. The data used to calculate the index scores by domains and subdomains refers largely to the years 2019, 2020 and 2021 and to 2015 in the case of health data. Because of a lack of available data the index scores for the domains of Time and Money were not calculated on this occasion, but we remain committed to achieving the goal of developing a full Gender Equality Index for Bosnia and Herzegovina in the near future.

Despite the fact that we were not able to develop a full Gender Equality Index, the development of two domains is a big step forward! This is the first time that Bosnia and Herzegovina can rely on a statistically legitimate, objective and up-to-date statistical tool for comparison of the state of gender equality in the country with countries of the region and the EU. This will help us considerably in establishing the evidence base for our future efforts in achieving gender equality in Bosnia and Herzegovina and combining forces with countries of the region and the EU in meeting the EU gender equality standards.

Samra Filipović-Hadžiabdić

Director of the Agency for
Gender Equality of Bosnia and Herzegovina
Ministry of Human Rights and Refugees
of Bosnia and Herzegovina

Key findings

This document represents a pioneer attempt by the institutions of Bosnia and Herzegovina (BiH) to calculate the Gender Equality Index in line with the methodology developed by the European Institute for Gender Equality (EIGE) in cooperation with and under the support of the European Union (EU). The Gender Equality Index for Bosnia and Herzegovina 2022 was produced by the Agency for Statistics of Bosnia and Herzegovina in cooperation with the Agency for Gender Equality of Bosnia and Herzegovina within the Ministry of Human Rights and Refugees of Bosnia and Herzegovina, in cooperation with the European Institute for Gender Equality (EIGE) under the Instrument for Pre-Accession funded by the European Union and the EU funded Gender Equality Facility project implemented by UN Women in BiH.

The Gender Equality Index for Bosnia and Herzegovina 2022 has been developed in line with the EIGE methodology and all data has been validated by EIGE. The Index provides information for two full domains, namely Knowledge and Power, and two partial domains, Work and Health, out of a total of six domains envisaged by the EIGE methodology: Knowledge, Power, Work, Health, Time and Money. Given that the lack of relevant data sources, most notably surveys and gender-disaggregated data, meant that the calculation for all six domains was not possible, it was therefore not possible to present the overall Gender Equality Index score for BiH. This represents a limitation in terms of a comparison of the Index scores for BiH in relation to the EU, individual EU Member States and aspirant countries from the region of the Western Balkans. The Index scores are presented on a scale of 1 (full inequality) to 100 (full equality).



Domain of Work

In the domain of **Work** it was only possible to calculate BiH's index score for the sub-domain of participation but not for the sub-domains of segregation and quality of work. Therefore, the full index score for the domain of Work could not be calculated. In the sub-domain of participation BiH scored 62.8 in comparison with the EU average of 81.3. When compared to other Western Balkans countries in this sub-domain BiH scored lower than North Macedonia (68.2), Montenegro (75.2), Serbia (77) and Albania (78.3).



Domain of Money

The index scores could not be calculated for the domain of **Money** due to the lack of relevant data sources and gender-disaggregated data.



Domain of Knowledge

The Gender Equality Index score for BiH in the domain of **Knowledge** was 58.7, which was 4 points lower than the EU average. In the sub-domain of attainment and participation BiH had an index score of 54.9, compared to the EU average score of 72.5. In the sub-domain of segregation BiH had an index score of 62.9,

which was 8.8 points higher than the EU average (54.1). Compared to the four Western Balkans countries that issued their Gender Equality Index reports, BiH scored higher in the overall domain of knowledge than Montenegro (55.1), Albania (55.6) and Serbia (56) but 0.9 points lower than North Macedonia (59.6).



Domain of Time

The index scores could not be calculated for the domain of **Time** because of a lack of relevant data sources and gender-disaggregated data.



Domain of Power

The Gender Equality Index score for BiH in the domain of **Power** was 51.2, which was 3.8 points lower than the EU average. In the sub-domain of political power BiH had an index score of 40.8 compared to the EU average score of 58.5. In the sub-domain of economic BiH had an index score of 64.1, which was 15.3 points higher than the EU average (48.8). In the sub-domain of social power BiH scored an index of 51.3 compared to the EU at 58.2. Compared to the other Western Balkans countries, BiH scored similarly to North Macedonia (52.6) in the overall domain of Power, higher than Serbia (46.5) and Montenegro (35.1) and lower than Albania (60.9).



Domain of Health

In the domain of **Health** it was possible to calculate BiH's index score for the sub-domains of status and access but not for the sub-domain of behaviour and therefore the full index score for the domain of Health could not be calculated. BiH scored 89.8 for the sub-domain of status, compared to the EU at 92.1. Compared to other Western Balkans countries BiH scored higher than Serbia (88.3) and Montenegro (87.4) in the sub-domain of status but lower than Albania (91.6) and North Macedonia (93.3). BiH's index score for the sub-domain of access was 97.7, which was comparable with 98.2 in the EU. In this sub-domain BiH scored the highest in relation to the other four countries of the region, compared to North Macedonia (97.2), Serbia (93.1), Montenegro (92.5) and Albania (89.1).

The metadata, provided in annex explains the sources and years of information used to calculate the index scores. The data used to calculate the index scores mostly refers to the years 2019, 2020 and 2021 as well as 2015 in the case of health data. The Gender Equality Index for Bosnia and Herzegovina 2022 suggests possible data sources that could be used to calculate future scores in the development of a full Gender Equality Index.

1. Introduction

Equality between women and men is a fundamental value of the European Union (EU) that is guaranteed by EU treaties and the EU Charter of Fundamental Rights. Gender equality is a necessity for the economic growth and social development of every country. The Constitution of Bosnia and Herzegovina (BiH) guarantees gender equality and the enjoyment of the rights and freedoms provided to all persons in the country without discrimination on any ground, including sex.¹ The BiH Gender Equality Law² stipulates gender equality in all spheres of life, including education, employment, labour and access to resources, social protection, healthcare, culture and sports, public life and the media.

The EU plays an essential role in guaranteeing that the principles of gender equality are integrated into the EU Member State policies and that candidate and potential candidate countries strive to achieve the same principles and standards. In order to measure the degree of gender equality at the EU level as well as at the level of individual Member States the European Institute for Gender Equality (EIGE) undertook the task to create a complex composite indicator that reflects the multidimensional reality of gender equality specifically adapted to the political framework of the EU.

The Gender Equality Index was therefore created with the following aims:

- ▶ to provide synthetic measurement of gender equality that is easy to understand and communicate,
- ▶ to provide an adapted complex indicator for measuring gender equality in the EU and its Member States,

- ▶ to provide a tool for the for policymakers in the assesment of in the assessments of the level of achievement of gender equality and the need for further measures,
- ▶ to ensure relevant comparisons between different priority domains on gender equality,
- ▶ to measure and compare the progress over time in the area of gender equality.

Apart from EU Member States, countries in the accession process have adopted the EIGE approach in order to measure their progress in the area of gender equality by different priority domains and to improve their policies toward achieving gender equality in the individual areas of work, money, knowledge, time, power and health. Countries of the Western Balkans, namely Serbia,³ Montenegro,⁴ North Macedonia⁵ and Albania,⁶ have produced and published one or more Gender Equality Index report. There reports have served as models for the development of the Gender Equality Index for Bosnia and Herzegovina 2022. Additionally, BiH benefited from peer exchange with institutions of Western Balkans countries during the development of its Gender Equality Index.

This report represents the first attempt of the Agency for Statistics of Bosnia and Herzegovina (BHAS) and the Agency for Gender Equality of

1 Article II.4 of the Constitution of BiH. Available at <https://bit.ly/3c7PPbu>.

2 Zakon o ravnopravnosti spolova u BiH („Službeni glasnik BiH“, broj: 16/03, 102/09 i 32/10).

3 Gender Equality Index for the Republic of Serbia 2016 (available at <https://bit.ly/3yY9tzv>), Gender Equality Index for the Republic of Serbia 2018 (available at <https://bit.ly/3u1xcBj>) Gender Equality Index for the Republic of Serbia 2021 (available at <https://bit.ly/3AJsVBA>).

4 Gender Equality Index for Montenegro 2019. Available at <https://bit.ly/3ytaRsy>.

5 Gender Equality Index for North Macedonia 2019. Available at <https://bit.ly/3lxSIhV>.

6 Gender Equality Index for the Republic of Albania 2020. Available at <https://bit.ly/3lxS6J3>.

Bosnia and Herzegovina (AGE BiH) to calculate the Gender Equality Index scores. These efforts have been supported by EIGE under the EU IPA funded project 'Increase capacity of EU candidate countries and potential candidates to measure and monitor the impact of gender equality policies (2018-2021)' and the project 'Gender Equality Facility' (GEF), which is also funded by the EU and implemented by UN Women.

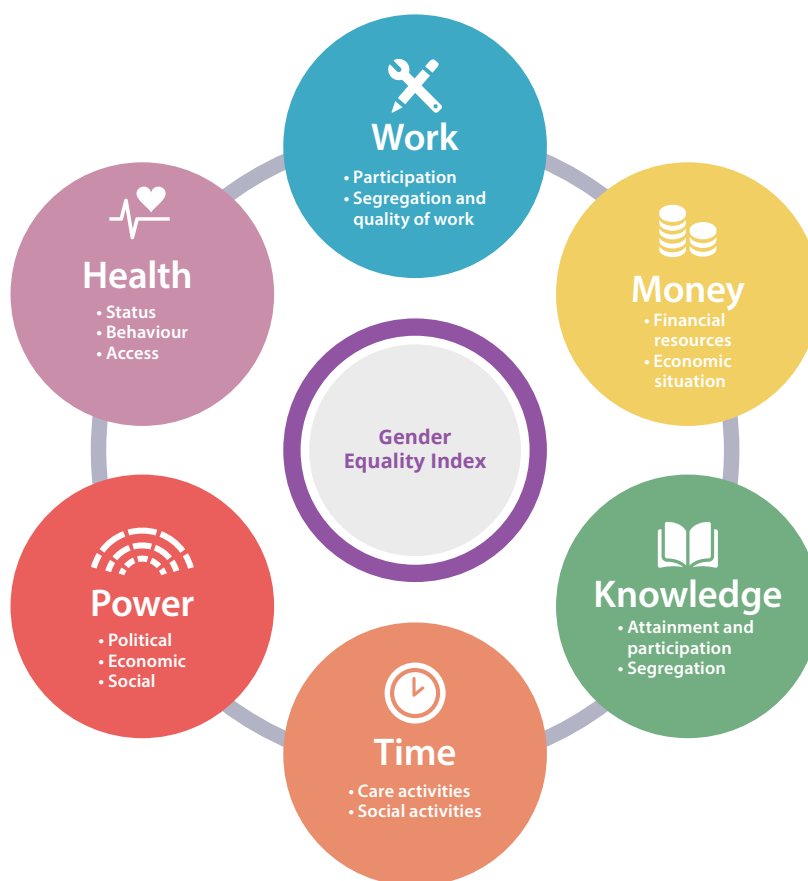
The EIGE methodology envisages the calculation of Gender Equality Index scores for six domains, including Knowledge, Power, Work, Health, Time and Money, with each domain consisting of sub-domains. The report presents information for two complete domains, Knowledge and Power, and two partial index domains, Work and Health, out of the total of six domains envisaged by the EIGE methodology. The data used to calculate the index scores by domain and sub-domain refers largely to the years 2019, 2020 and 2021 as well as 2015 in the case of health data. Given that it was not possible to make the calculation for all six domains, it was not possible to present the overall Gender Equality Index score for BiH.

1.1. Conceptual framework

The Gender Equality Index is an aggregate indicator developed by EIGE that enables the measurement of the complex concept of gender equality. It is rooted in a gender perspective that reflects the most important areas of EU policy and is conceptually shaped to be based on the view that gender equality contributes to the transformation of societies. Hence, the values of the index primarily reflect the gender gap rather than the specific status of women and men individually.

The index tracks achievement levels and gender equality in six key domains of gender equality policy: Work, Money, Knowledge, time, power, health. It also includes two additional domains: intersecting inequalities and violence against women. The first six domains form the core of the index. The two additional domains complement the core index but are not part of it. This is because they only apply to parts of the population: violence against women refers only to the female population, while in the case of intersecting inequalities the gender gap is measured but within specific social groups. Each domain consists of several sub-domains that represent key aspects of the given areas (Diagram 1).

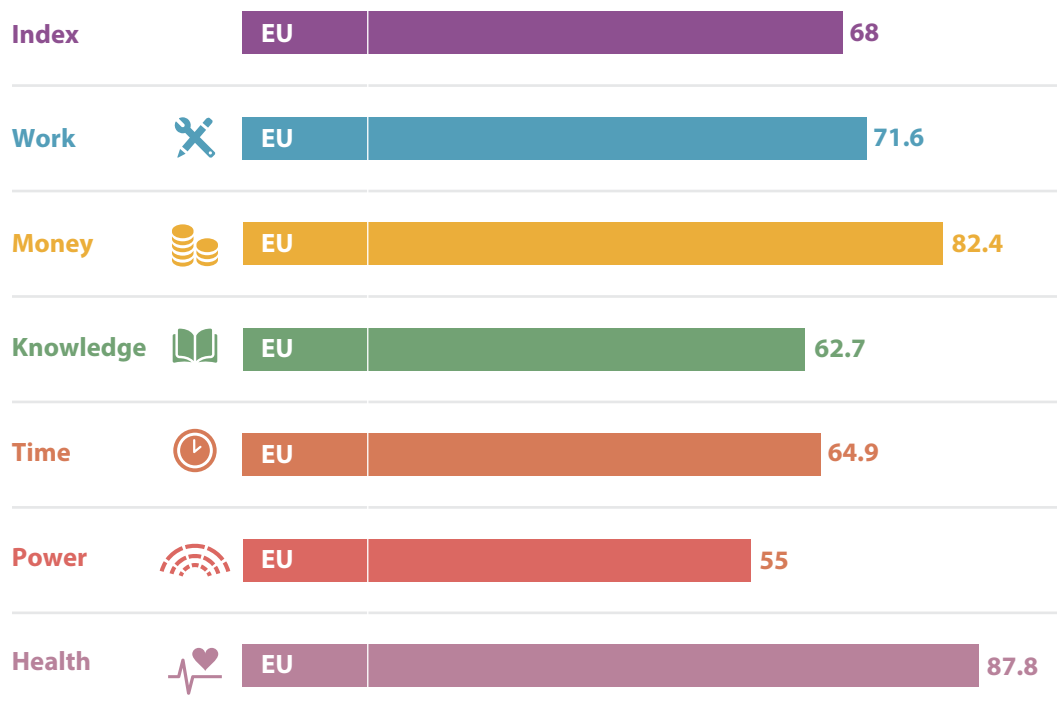
Diagram 1. Conceptual framework – the domains and sub-domains of the Gender Equality Index



The Gender Equality Index has been regularly measured at the level of the EU and for individual Member States since 2013. The index scores at the EU level show slow but steady growth in almost all domains (the exception is the domain of Time). The overall Gender Equality Index has grown from 63.1 in 2013 to 68 in 2021. The EU was closest to gender equality in the domain of Health (87.8 points), especially in the sub-domain of access to health services (98.2 points). The EU's second-highest score came in the domain of Money (82.4 points), while its best performance was in the sub-domain of equality in women's

and men's economic situation (88.3 points). Gender inequalities were most pronounced in the domain of Power (55.0 points), especially in the sub-domain of economic decision-making (48.8 points). The EU's second-lowest score is in the domain of Knowledge (62.7 points), with room for improvement especially in the sub-domain of gender segregation (54.1 points).⁷ The following table illustrates changes in gender equality index scores for the EU over the years.

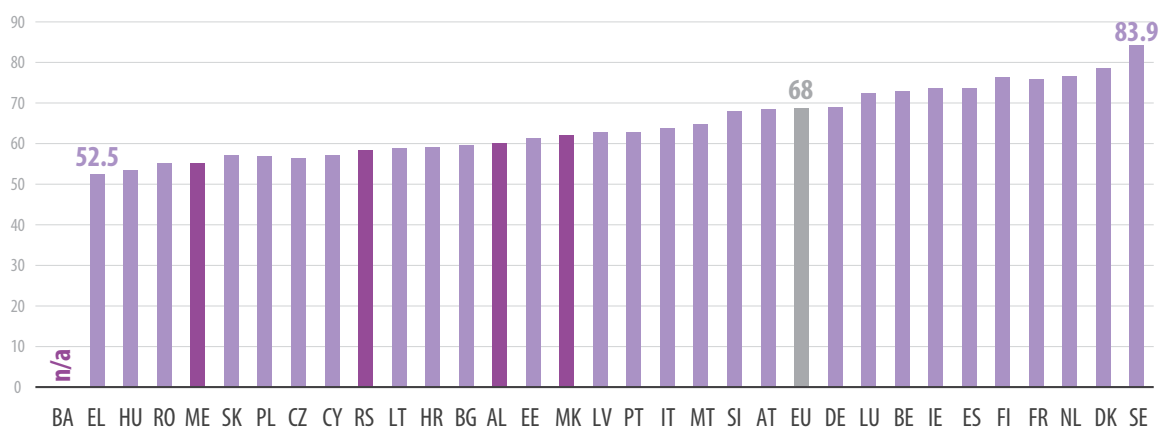
⁷ From EIGE Gender Equality Index 2021. Available at <https://bit.ly/3P2HPqS>.

Table 1. Gender Equality Index in the EU, 2021

Monitoring gender equality based on the Gender Equality Index makes it possible to observe changes in the key aspects covered through the domains and sub-domains of the index, thus providing a view of the effects of different policies or the consequences of absence of policies and measures in certain areas of gender equality. The comparative insights that the index provides in relation to the EU enable aspirant countries to monitor progress in the context of EU accession. These comparative insights are valuable because they indicate which domains require more decisive progress in order to reach the standards for EU Member States.

Comparisons with other Western Balkans countries, made possible by the publication of reports for four countries of the region, namely Albania, Montenegro, North Macedonia and Serbia, are valuable from the aspect of measuring progress among countries of comparable status within the context of rapprochement with the EU and mutual exchange of information and experiences. This may serve as a factual basis for regional initiatives to promote gender equality and act as an incentive for individual countries to show greater political commitment in this area.

Figure 1. Gender Equality Index for the EU-27 (2021, data from 2019), Albania (2020, data from 2017), Montenegro (2019, data from 2017), North Macedonia (2019, data from 2015), Serbia (2021, data from 2018).



The Gender Equality Index for Bosnia and Herzegovina 2022 includes information on two full domains, Knowledge and Power. Providing data from which to calculate both sub-domains of attainment and participation and for the segregation of the domain of Knowledge, and all three sub-domains of political power, economic power, and social power for the domain of Power. The index also includes partial information for the two domains of Work and Health and their individual sub-domains of status and access, excluding the sub-domain of behaviour, for the domain of Health, and the sub-domain of participation. The latter excluding the sub-domain of segregation and quality of work for the domain of Work.

The lack of relevant surveys, other data sources and gender disaggregated data meant that the Gender Equality Index for Bosnia and Herzegovina 2022 does not include information for the domains of Time and Money or their individual sub-domains. For this reason, it was not possible to calculate the overall Gender Equality Index for BiH or to make comparisons with the EU average or individual Member States or aspirant countries. Full comparisons with the EU average and other countries was only possible in the domains of Knowledge and Power, while comparisons in the domains of Work and Health were only possible at the level of their sub-domains for which data was available and the calculation made.

1.2. Methodological framework

The Gender Equality Index was developed by combining indicators for the dimensions of gender equality into a single summary measure. As such, the Gender Equality Index represents a tool that synthesises this complexity into a user-friendly and easily interpretable measure. The Gender Equality Index measures gender equality on a scale of 1 (full inequality) to 100 (full equality) in six core domains: Work, Money, Knowledge, Time, Power and Health and two additional domains: Intersecting Inequalities and Violence.

Each domain is further divided into sub-domains. These sub-domains cover the key issues within the respective thematic areas in line with the conceptual framework. More detailed measurement framework per domains and sub-domains is presented and explained in the chapters dedicated to each domain. EIGE applies the strict data quality criteria of accessibility, frequency and comparability (over time and across countries).

The Gender Equality Index for Bosnia and Herzegovina 2022 was developed by the Agency for Statistics of Bosnia and Herzegovina in cooperation with the Agency for Gender Equality of Bosnia and Herzegovina, supported by the EU funded project Gender Equality Facility, which is implemented by UN Women. The Gender Equality Index for Bosnia and Herzegovina 2022 was calculated in accordance with the methodology developed by EIGE.⁸ The calculations were verified by EIGE. The date used to calculate the index scores stems from the years 2019, 2020, 2021 as well as 2015, depending on the indicator. The table with the metadata, definition of indicators, sources and the years to which the date refers is presented in annex to this document.

⁸ European Institute for Gender Equality (2017) and more recent methodological framework. Available at <https://bit.ly/33wJ7SA>.

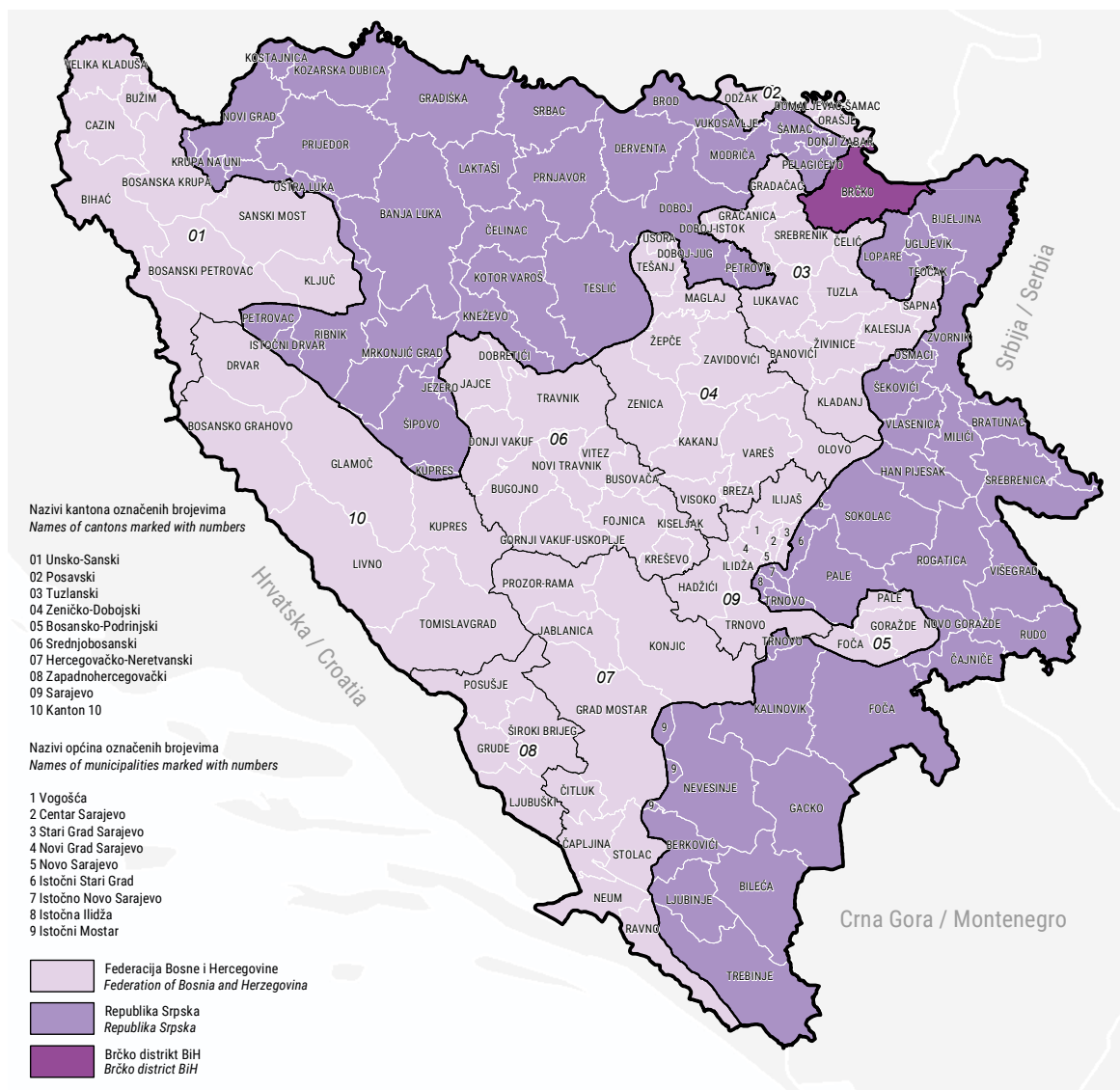
2. Country context – Bosnia and Herzegovina

2.1. Political organisation and the socioeconomic context

Bosnia and Herzegovina (BiH) is a decentralised and ethnically mixed state consisting of two entities, the Federation of Bosnia and Herzegovina (FBiH) and Republika Srpska (RS), and Brčko District (BD) of Bosnia and Herzegovina. The FBiH consists of 10 cantons and 79 cities/municipalities.

RS is entirely centralised, with 66 cities/municipalities. State level executive power is limited to defence, foreign policy, monetary policy, customs, immigration and foreign trade policy. Most other executive powers lay with the entity level and are further divided in the case of the FBiH between the entity and cantonal levels.

Picture 1. Administrative map of Bosnia and Herzegovina



The Stabilization and Association Agreement (SAA) between BiH and the EU was signed on 16 June 2008 and has been in force since 2015. In 2016, the country applied for EU membership. Following the delivery of answers to the European Commission's (EC) Questionnaire, the 2019 EC Opinion noted concerning the country's application for EU membership that "Bosnia and Herzegovina is overall at an early stage regarding its level of preparedness to take on the obligations of EU membership and needs to significantly step up the process to align with the EU acquis and implement and enforce related legislation."⁹

According to the 2019 EC Opinion, "between 2015 and 2018 Bosnia and Herzegovina embarked on an ambitious 'reform agenda' to bring back economic growth and jobs opportunities. While significant challenges remain, the reforms undertaken contributed to the improvement of the economic indicators and the macroeconomic situation, including balanced public finances and steady economic growth."¹⁰

In 2021 the EC noted that the country had made limited progress but was still at an early stage of establishing a functioning market economy.¹¹

While during 2015-2019 a relatively favourable external environment helped to achieve average economic growth of 3.5%, economic output dropped by about 4.5% in 2020. The economic situation in BiH showed a slowdown and negative macroeconomic trends even before the pandemic period; however, the virus outbreak triggered economic crisis in BiH along with the rest of Europe, which was further exacerbated by pandemic restrictions.¹²

In line with the 2013 Census Report, the total

population of BiH was 3,531,159 of which 1,798,889 were women (50.9%) and 1,732,270 (49.1%) were men. According to this census report, the population were of the FBiH was 2,210,220, RS 1,228,423, and BD 83,516.¹³ According to the RS Census Report, the population of RS was 1,170,342 (571,812 men or 48.85% and 598,812 or 51.15 women).¹⁴ According to the data from the 2013 BiH census, the highest masculinity rate was observed in the age group from 0 to 19 years where for 100 women there were around 106 men. The masculinity rate decreased in older age groups, dropping to 57 men per 100 women in the age group 80+.¹⁵

BiH has been experiencing negative natural change since 2009.¹⁶ According to World Bank data from 2020, the annual population growth was at -0.6.¹⁷ According to the BiH Gender Country Profile 2021,¹⁸ the key socio-demographic indicators were generally concerning even before the COVID-19 crisis, particularly when it came to the status of women and youth. The population of BiH is ageing and shrinking demographically. The population decline is driven by a sustained and increasing rate of emigration. Since 2014, the data has shown a shift to entire (and younger) families leaving to seek their future in other countries.¹⁹

In 2020 the unemployment rate in BiH was at 15.9%²⁰ and at 17.4% in 2021.²¹ In the FBiH women constituted 58.14% of the unemployed at the end of 2021,²² while this percentage in RS was 53.08% at the same time.²³

9 European Commission (2019).

10 Ibid., p 4.

11 European Commission (2021).

12 UNDP (2020).

13 Agency for Statistics of Bosnia and Herzegovina (2016).

14 Republika Srpska Institute of Statistics (2017).

15 Agency for Statistics of Bosnia and Herzegovina (2022).

16 Ibid.

17 Available at <https://bit.ly/3c7XqXm>.

18 UN Women (2021).

19 UNDP (2020a).

20 Agency for Statistics of Bosnia and Herzegovina (2020).

21 Agency for Statistics available at: <https://bit.ly/3Pjz8bs>.

22 Institute for Statistics of the FBiH(2022).

23 Republika Srpska Institute for Statistics (2022).

The percentage of the working age population (age 15-64) in BiH was at 79.9% in 2021.²⁴

According to the latest Household Budget Survey, which was conducted in 2015, there were 170,619 households in BiH living in poverty, with 104,666 in the FBiH, 62,501 in RS and the remaining 3,452 in BD. A total of 16.9% of the population was living below the national poverty line.²⁵ This rate in RS was at 16.4%, whereas it stood at 17.1% in the FBiH and 17.6% in BD. The overall rate of poverty has dropped progressively since 2007, when it was at 18.2%. Unemployment was a significant factor but not the sole determinant of risk of poverty and exclusion. The rate of poverty was much higher in households where the head of household was over 65 years of age, lacking any education, unemployed or unable to work.²⁶ BiH does not face the challenge of undernutrition of its population.²⁷

Almost all housing units in the country were connected to electricity and water supply.²⁸ Only 2.8% of households in BiH lived in rental homes.²⁹ There was a strong need to improve the general transportation infrastructure in the country.³⁰ In terms of access to information and communication technology (ICT), 62.2% of households had access to a computer and 72.8% of households had access to the Internet.³¹

According to the latest National Health Accounts, in 2020 the total health expenditure in BiH was 3.384 million BAM of which 71% was public and 29% private expenditure. In 2020, the share of

health consumption of GDP in BiH was almost 10%. In the same year, 60.5% of the total health consumption in BiH was spent on treatment and rehabilitation services and 27.5% of funds was spent on medicines and medical devices. Only 2% of the total health fund in 2020 was spent on prevention and awareness raising, immunization, early detection of diseases, monitoring of the health status of the population, epidemiological monitoring and disease risk control, and disaster response programmes.³²

2.2. Gender equality policies and institutional framework

The BiH Constitution integrates the key international standards on human rights and gender equality. This relates primarily to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) from 1979, which is directly applicable in BiH. Moreover, BiH is signatory to other international legal acts and documents. These include the 1995 Beijing Declaration with the Platform for Action, United Nations Security Council Resolution 1325 'Women, Peace and Security' (UNSCR 1325) from 2000, the United Nations Convention against Transnational Organised Crime from 2000 and a total of 83 International Labour Organization (ILO) conventions and one protocol of which 65 are in force,³³ among other international treaties. BiH was among the first countries in Europe to ratify the Council of Europe Convention on preventing and combatting violence against women and domestic violence in 2013.

24 Agency for Statistics of Bosnia and Herzegovina (2022b).

25 Agencija za statistiku BiH (2015).

26 Ibid.

27 BiH Voluntary National Review Report (2019).

28 Ibid.

29 Ibid.

30 Ibid.

31 Agency for Statistics of Bosnia and Herzegovina (2021).

32 Agency for Statistics of Bosnia and Herzegovina (2022a).

33 Overview of ratifications. Available at <https://bit.ly/3AJvH9Y>.

The Constitution of BiH stipulates under Article II.4 that: “The enjoyment of the rights and freedoms provided for in this Article or in the international agreements listed in Annex I to this Constitution shall be secured to all persons in Bosnia and Herzegovina without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.”³⁴

The BiH Gender Equality Law was adopted in 2003 and amended in 2009, while the consolidated text was published in 2010.³⁵ This Law specifically addresses gender equality in education, employment, labour and access to resources, social protection, healthcare, culture and sports, public life and the media. It also provides the regulatory framework for the roles and functioning of gender institutional mechanisms in the implementation of the Law and its monitoring. The Gender Equality Law stipulates that equal representation of men and women exists if there is at least 40% representation of the less represented sex and this rule applies to all public sector bodies in BiH, including the legislative, executive and judicial branches, political parties, legal persons with public authorisation and others that work under the auspices of the state, entities, cantons, cities and municipalities. It also applies to appointments to delegations and international organisations or bodies.

The Gender Equality Law defines gender-based discrimination and prohibits discrimination on the basis of gender and sexual orientation in all spheres of life. In this context, different types of gender-based violence (GBV) are considered to be forms of discrimination and a violation of human rights. This is further complemented by

the Law on the Prohibition of Discrimination,³⁶ which defines direct and indirect discrimination on all grounds. This includes gender and sexual orientation, gender identity and sexual characteristics as well as what does not constitute discrimination. This Law also regulates the system of protection from discrimination in all areas of life, including labour and employment, social and health protection, the judiciary and administration, housing, public information, education, sport, culture, science and economy. Furthermore, this Law prohibits sexual and every other form of harassment, mobbing, segregation and incitement to discriminate. The CEDAW Committee welcomed the amendment to the Law on Prohibition of Discrimination that added age, disability and sexual orientation, gender identity and sexual characteristics as prohibited grounds of discrimination and revised the definition of sexual harassment.³⁷

The BiH Gender Action Plan (GAP BiH) is the key mid-term public policy document, which was adopted by the Council of Ministers of Bosnia and Herzegovina in line with the Gender Equality Law. According to the Law, the Agency for Gender Equality of Bosnia and Herzegovina is tasked with initiating and coordinating, in cooperation with the entity gender centres, the development of GAP and monitoring its implementation and coordinating activities with all relevant bodies in the process of implementation. The goal of the GAP is to guide ministries and other institutions in mainstreaming gender equality principles into their work in accordance with the Law on Gender Equality. Institutions in BiH at all levels of authority are expected to adopt operational plans in line with GAP.³⁸

³⁴ Constitution of BiH. Available at <https://bit.ly/3c7PPbu>.

³⁵ Zakon o ravnopravnosti spolova u BiH („Službeni glasnik BiH“, broj: 16/03, 102/09 i 32/10).

³⁶ Zakon o zabrani diskriminacije („Službeni glasnik BiH“, broj: 59/09 i 66/16).

³⁷ CEDAW Committee (2019).

³⁸ Agency for Gender Equality (2018).

GAP was developed and implemented in the periods 2006-2011, 2013-2017 and 2018-2022.

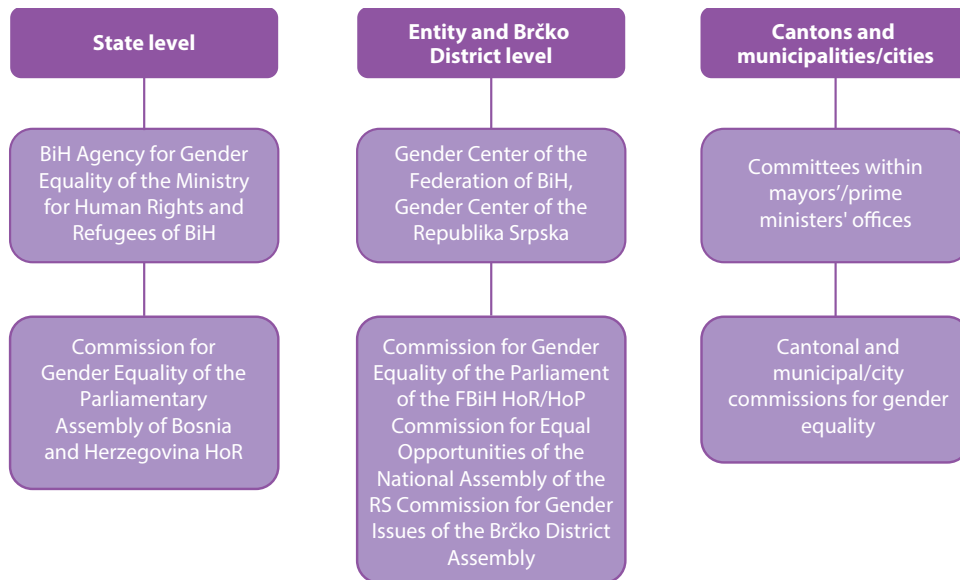
The Agency for Gender Equality of Bosnia and Herzegovina has also developed and implemented, in cooperation with other gender institutional mechanisms and other partners, the Framework Strategy for Implementation of the Council of Europe Convention on preventing and combatting violence against women and domestic violence (2015-2018) and, since 2010, three consecutive action plans for implementation of UNSCR 1325. The Agency also coordinates the in drafting of the Action Plan for LGBTI persons' equality in BiH, which is in the procedure of adoption. The RS and FBiH gender centres coordinate specific sector strategies and action plans at the entity level pertaining to domestic violence, advancement of women in rural areas, and the introduction of gender responsive budgeting.³⁹ Moreover, in accordance with the Gender Equality Law, a number of local self-governance units have adopted local gender action plans (LGAP) that operationalize GAP's high level priorities at the local level.⁴⁰

The institutional framework for gender equality in BiH consists of the Agency for Gender Equality of Bosnia and Herzegovina, the FBiH Gender Centre and the RS Gender Centre as the key gender institutional mechanisms placed within the executive. Their mandates are similar but highly dependent on the division of competences between the state and entity levels.

The Agency for Gender Equality performs functions related to gender equality in matters at the state level such as elections and political parties, defence and security, reporting to international bodies, and similar, and coordinates the development and implementation of GAP BiH and the Financial Instrument for GAP BiH (FIGAP). Gender centres focus on gender mainstreaming in the areas under entity competency, namely education, labour, agriculture, internal affairs, protection from domestic violence, among others, in cooperation with lower levels of government. In the legislative branch, the most important gender institutional mechanisms are the Parliamentary committee for gender equality in the BiH Parliamentary Assembly, Committees for Gender Equality/equal opportunity in the entity parliaments and the Brcko District of Bosnia and Herzegovina Assembly, as well as the gender equality commissions in the cantonal and municipal assemblies/councils.

³⁹ UN Women (2021a).

⁴⁰ Ibid.

Diagram 2. Gender institutional mechanisms in BiH

In line with the Gender Equality Law, all government policies and regulation should be submitted to gender institutional mechanisms for review and feedback regarding gender mainstreaming. For this reason, the Agency for Gender Equality and the gender centres have been continuously providing opinions concerning proposed legal and other acts and recommendations on the harmonisation of regulation with the Gender Equality Law and other gender equality legal standards.⁴¹

BiH initiated regional collaboration in the area of gender equality through the signing of the Declaration on Collaboration of Gender Institutional Mechanisms of the Western Balkans (the Sarajevo Declaration) in 2005 by representatives of Bosnia and Herzegovina, Croatia, North Macedonia, Montenegro and Serbia, with other interested countries in the region also permitted to join.⁴² The declaration highlighted the women, peace and security agenda, women's economic empowerment and implementation of the

Istanbul Convention. According to EIGE, the Regional Coordination Board is a respected mechanism gathering relevant representatives and showing potential for future actions.⁴³

The lack of readily available gender-disaggregated data in some spheres as well as lack of gender analysis in policymaking and implementation represent a serious impediment to monitoring of implementation and effects of gender equality policies. Certain sets of official gender-disaggregated statistics are available, most notably in the areas of demography, employment, social services and education, as statistical institutions in BiH regularly collect and publish this data. However, data concerning Roma, persons with disability and other marginalised and hard-to-reach groups in the context of gender equality is generally not available. The Agency for Gender Equality of Bosnia and Herzegovina has issued recommendations for gender sensitive data collection to the relevant institutions.⁴⁴

41 Sixth Periodic BiH CEDAW Report] (2017).

42 EIGE, Regional Network of Gender Institutional Mechanisms - a window of opportunity. Available at <https://bit.ly/3AMirBt>.

43 Ibid.

44 Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina (2019).

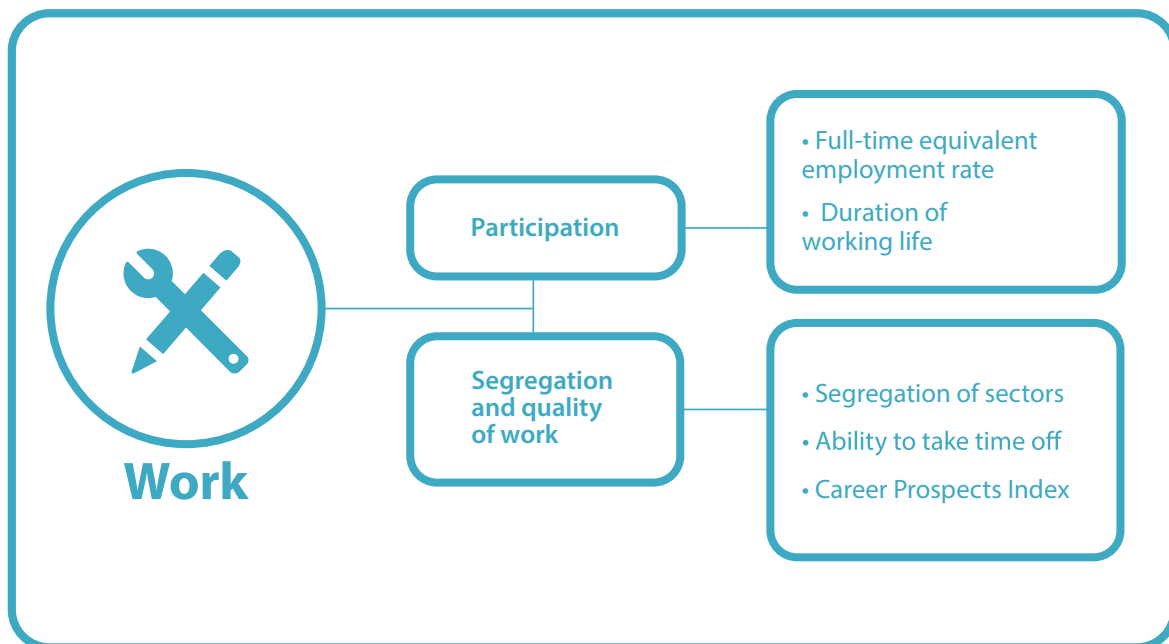
3. Gender Equality Index – Bosnia and Herzegovina

The Agency for Gender Equality of Bosnia and Herzegovina and the Agency for Statistics of Bosnia and Herzegovina have united their efforts with EIGE, with the support of the EU funded project Gender Equality Facility for Bosnia and Herzegovina, which is implemented by UN Women, to produce the Gender Equality Index for Bosnia and Herzegovina in 2022 line with EIGE methodology and taking into account the available data in BiH. These efforts have resulted in the calculation of full index scores for the domains of Knowledge and Power and

partial index scores for the domains of Work (sub-domain of participation) and Health (sub-domains of status and access). Full index scores could not be calculated for the domains of Work and Health, while no index scores were computed for the domains of Time and Money. For this reason, the overall Gender Equality Index for Bosnia and Herzegovina could not be calculated. Comparisons with the EU-27 average, EU Member States and countries of the Western Balkans were only partly possible.

3.1. Domain of Work

Diagram 3. Gender Equality Index domain of Work with sub-domains and relevant indicators

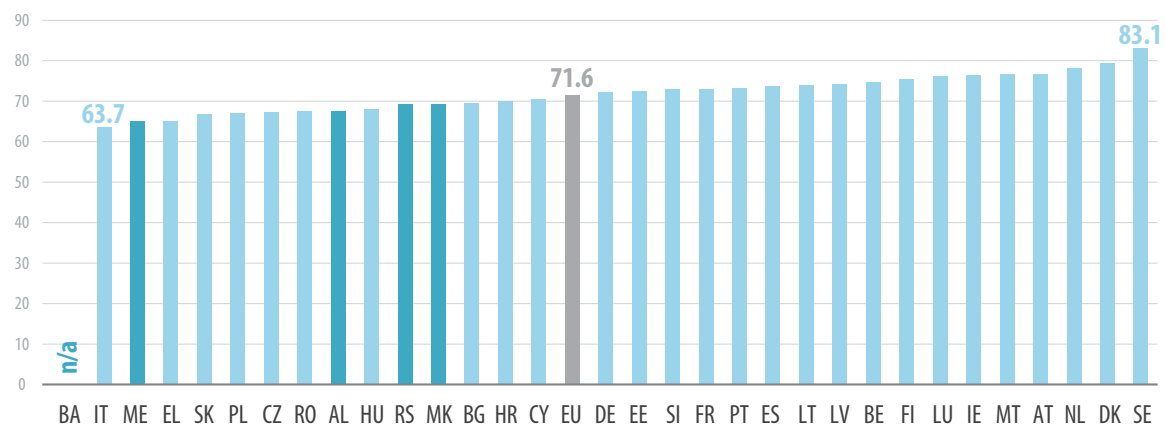


Index scores

In the domain of Work, the Gender Equality Index measures the level of access that both women and men have to the labour market and whether they work equally in quality forms of employment and working conditions. The domain of Work includes two sub-domains: participation and segregation in the labour market and quality of employment. Participation refers to the level of employment and the gender gap in relation to the employment of women and men, pointing to their chances of accessing jobs or employment. This sub-domain combines two indicators: the full-time equivalent employment rate for the population aged 15 and over and the duration of working life for the population aged 15 and over.

Gender segregation and quality of work are elements of the second sub-domain. Segregation refers to the horizontal and vertical distribution of employed women and men across different sectors, occupations and decision-making positions. The concentration of women or men in certain sectors of the economy or professions indicates horizontal gender segregation, while representation in management positions displays vertical segregation. Sector segregation is measured by the participation of women and men in the sectors of education, health and social work. The quality of work is measured based on flexible working hours and career prospects.

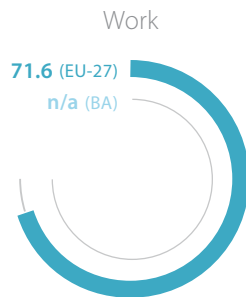
Figure 2. Gender Equality Index in the domain of Work for the EU-27 (2021, data from 2019), Albania (2020, data from 2017), Montenegro (2019, data from 2017), North Macedonia (2019, data from 2015), Serbia (2021, data from 2018)



Only scores for the sub-domain of participation was calculated for BiH. **In the sub-domain of participation BiH scored 62.8 in comparison with 81.3 for the EU average.** BiH scored 33.1

points less than best-performing Sweden at 95.9 and 6.3 points less than lowest-scoring Italy's 69.1. , which places BiH at the lowest position compared to the EU and Western Balkans states.

Diagram 4. Gender Equality Index in the domain of Work for the EU-27 (2021, data from 2019)



When compared to the other Western Balkans countries, BiH scored lower than North Macedonia (68.2), Montenegro (75.2), Serbia (77) and Albania (78.3) in the sub-domain of participation.

Diagram 5. Gender Equality Index in the sub-domain of participation for Bosnia and Herzegovina (2022, data from 2020) and the sub-domain of segregation and quality of work for the EU-27 (2021, data from 2019)



Other statistical information on BiH

There were considerable differences in activity and employment among women and men in BiH. The activity rate for women was 36.8% as opposed to 59.7 for men. Women constituted 37.1% of employed persons and 49.6% of unemployed persons at the BiH level. According to the 2021 Labour Force Survey. Furthermore, the unemployment rate for women was 22%, higher by 7.6 percentage points than for men. The biggest unemployment rate, 44.5%, was found for women in the age group 15-24, which was 10 percentage points higher than the unemployment rate of men of the same age.⁴⁵ According to ILO, the share of informal employment in overall employment was estimated at 30.5% (30.9% for men and 29.8% for women).⁴⁶

Policies for the promotion of gender equality in the domain of Work

Gender equality, anti-discrimination and labour legislation contain provisions on gender equality and the prohibition of gender-based discrimination. This includes, among others, discrimination on the basis of sex, sexual orientation, marital status, pregnancy, age, and disability, in employment, labour relations, labour conditions, education, training and professional qualification and membership of professional associations.

Legislation prohibits direct and indirect discrimination, harassment, sexual harassment, gender-based violence and mobbing and provides for court protection. However, women are still largely underrepresented in the labour market. According to the BiH Gender Country Profile 2021, women's lower employment and activity rates are direct consequences of women's assumed roles as the primary family carers of children and elderly. This stems from

⁴⁵ Agency for Statistics of Bosnia and Herzegovina (2022b).

⁴⁶ ILO, Overview of informal economy BiH. Available at <https://bit.ly/3yC7iUK>.

deeply embedded social stereotypes and unequal distribution of family responsibilities between women and men.⁴⁷ The same document notes that there have been individual active measures for women's employment and economic empowerment across BiH but that the effects of these active measures have not been systematically quantified and their impact has not been closely monitored. Furthermore, women's unemployment is not consistently addressed by economic policy.

According to GAP BiH, the area of work, employment and access to resources is extremely complex with regard to gender equality. This is because it adheres to the market economy and economic concerns, formal and informal economic spheres, and multi-dimensional aspects of access to different economic and social resources emerging from everyday social activity. Equal opportunities in the labour market and in economic life, economic independence and the possibility of decision making within the economic structures is of vital importance for the achievement of gender equality.⁴⁸

GAP BiH therefore envisages a number of measures for boosting employment of women, including, but not limited to, the implementation of gender analysis of relevant policies and programmes regarding the labour market, employment and access to economic resources, in order to identify disadvantages, advantages, actual needs and opportunities relating to gender equality, based on regular collection, analysis and publication of gender disaggregated data.

GAP BiH also envisages development and implementation of programmes to eliminate gender-based discrimination in work, employment and access to economic resources. The aim is to training programmes for women aimed at building their capacity to search, select and obtain adequate jobs, including requalification,

self-employment and entrepreneurship.

The Agency for Gender Equality research on the impact of gender-based division of family and household duties found that in 93.8% of partnerships all routine household duties are performed by women, while more balance was seen in care for children and occasional household chores.⁴⁹ GAP BiH recognises the need for improvement of measures to harmonise professional and private life, including the protection of maternity and paternity rights, provisions for paid maternity/paternity leave, as well as special measures to help employees balance their professional and family obligations.

The proposal for the FBiH Employment Strategy 2021-2027⁵⁰ recognises women as a significant part of the inactive population and envisages a number of active employment measures. It also notes poor coordination between active (adult education, subsidies and other incentives for employment) and passive (social benefits) employment policies and that there is no strategy for labour activation of women who are inactive due to care for children. It is for this reason that the Employment Strategy sets the goal of having 10% of women on the unemployment register who at the same time receive child benefits.

The RS Employment Action Plan for 2022⁵¹ singles out different categories of women (for example, women who are victims of violence) as specific target groups for active employment measures. Youth policies and policies for the improvement of the status of Roma, as well as social inclusion policies in BiH also focus on increasing employment, although not always specifically targetting women as target groups.

The Economic Reform Programme for BiH 2022-2024 establishes the priority to increase employment, especially of young people, women

47 UN Women (2021).

48 Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina (2018).

49 Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina (2020).

50 Federal Ministry of Work and Social Policy (2021).

51 Republika Srpska Employment Bureau (2022).

and other vulnerable groups.⁵² The programme anticipates that implementation of legislation in the field of labour, occupational safety and employment and the implementation of strategic documents and projects in the field of employment can be expected to have a positive impact in terms of increasing employment and reducing high unemployment and inactivity, especially among young people, women and the long-term unemployed as well as those most vulnerable in the labour market. It will promote quality employment with the aim of achieving equal opportunities in access to the labour market and more equitable working conditions.

The Economic Reform Programme also prioritises strengthening support for entrepreneurship with an anticipated impact on gender equality. The two specific public policies targeting women's entrepreneurship in BiH are the FBiH Action Plan for Development of Women's Entrepreneurship (2018-2020)⁵³ and the RS Strategy for Development of Women's Entrepreneurship (2019-2023).⁵⁴

The FBiH Action Plan prioritises measures to provide systemic support for the development of women entrepreneurs, improve the analytical basis for monitoring and encouraging the development of female entrepreneurship, and strengthen the promotion and networking of women entrepreneurs.

The RS Strategy envisages measures to strengthen the competitiveness of the businesses initiated and run by women entrepreneurs, improve accessibility and attractiveness of entrepreneurship and business for women, and provide additional support to specific areas of

women's entrepreneurship.

The FBiH Development Strategy (2021-2027)⁵⁵ identifies women as persons who are discouraged from seeking employment and it focuses on inactive women (especially undereducated, women over the age of 50, and those living and working in rural areas). The RS Strategy for Development of Agriculture and Rural Areas 2021-2027⁵⁶ recognises the role of women in rural areas and the rural economy. It underlines that women are an important factor and support rural development and that barriers to accessing subsidies for locals should be removed along with barriers to access to infrastructure. The strategy also envisages programmes of support for employment and self-employment of women in rural areas.

52 BiH Directorate for Economic Planning (2022).

53 Federal Ministry of development, entrepreneurship and crafts (2018).

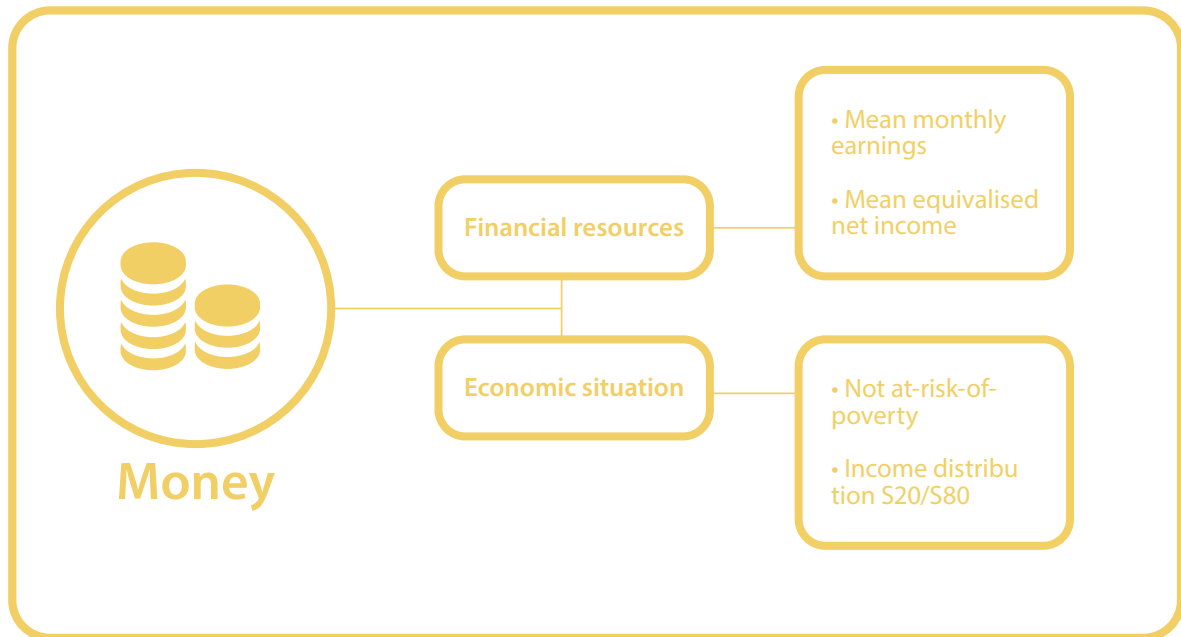
54 Government of Republika Srpska (2019).

55 Government of the Federation of Bosnia and Herzegovina (2020).

56 Government of Republika Srpska / Ministry of Agriculture, Forestry and Water Management (2021).

3.2. Domain of Money

Diagram 6. Gender Equality Index domain of Money with sub-domains and relevant indicators



Gender inequalities in terms of access to financial resources and the economic situation in which women and men live are measured in the domain of Money. The sub-domain of financial resources contains the data on monthly earnings of women and men measured by two indicators. The first indicator represents monthly earnings based on work and the second represents the mean equivalised net income, which in addition to salaries includes pensions, social benefits and any other forms of income. The sub-domain of the economic situation measures the exposure of women and men to the risk of poverty and the distribution of income between women and men. Indicators included in these components of the index measure the share of the population

not at-risk-of-poverty (whose income is above or at the level of 60% of median income in the country) and the share of the lowest and highest income quintile by gender.

The EU-27 score for the domain of Money was 82.4, compared with 92.4 of best-performing Luxembourg and 59.6 of lowest-scoring Albania. In the sub-domain of financial resources the EU-27 scored 76.8, compared to 98 for best-performing Luxembourg and 54.6 for lowest-scoring Bulgaria. In the sub-domain of economic situation the EU-27 scored 88.3%, compared to 98.2 of highest-ranking Slovakia and 76.1 for lowest-scoring Bulgaria.

Figure 3. Gender Equality Index in the domain of Money for the EU-27 (2021, data from 2019), Albania (2020, data from 2017), Montenegro (2019, data from 2017), North Macedonia (2019, data from 2015), Serbia (2021, data from 2018)

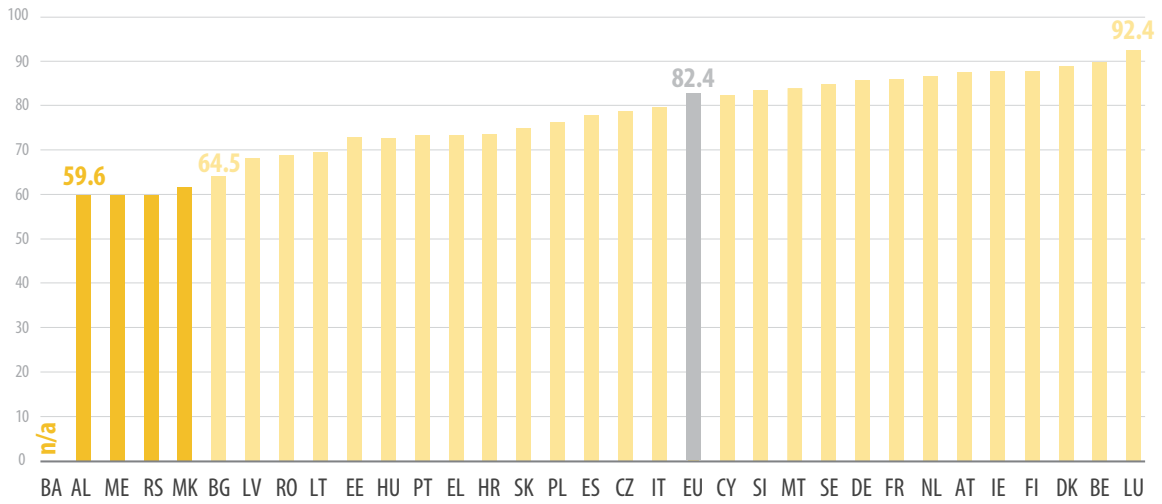
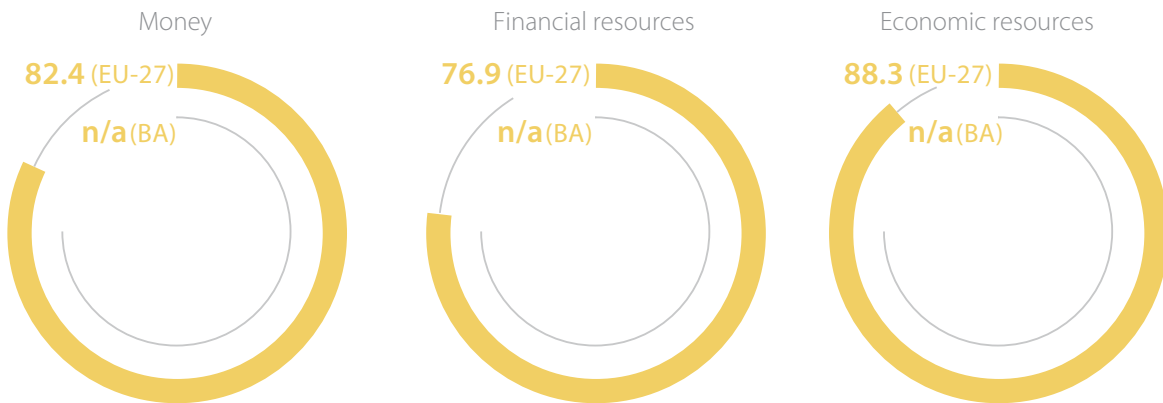


Diagram 7. Gender Equality Index in the domain of Money and the sub-domains of financial resources and economic resources for the EU-27 (2021, data from 2019)

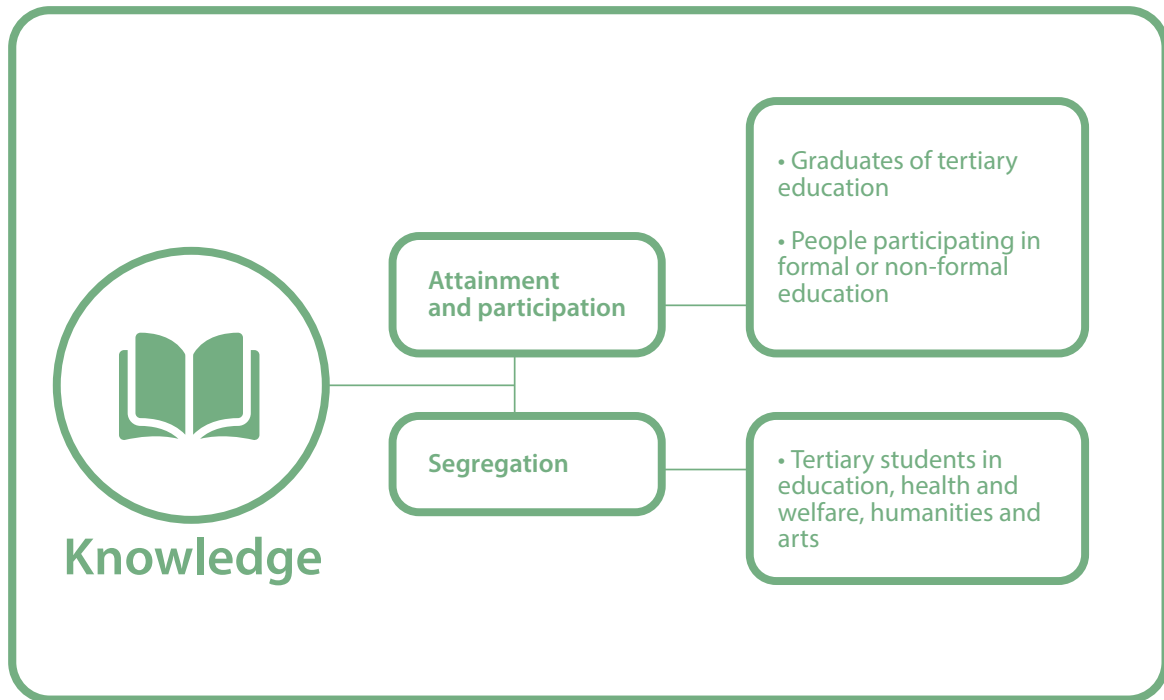


Data for BiH for the domain of Money was not available and therefore the index score could not be calculated or compared with EU Member States or aspirant countries from the region of the Western Balkans.

It is suggested that data could be collected in the future from the following sources: Structure of Earnings Survey (SES) and the Survey on Income and Living Conditions (SILC).

3.3. Domain of Knowledge

Diagram 8. Gender Equality Index domain of Knowledge with sub-domains and relevant indicators

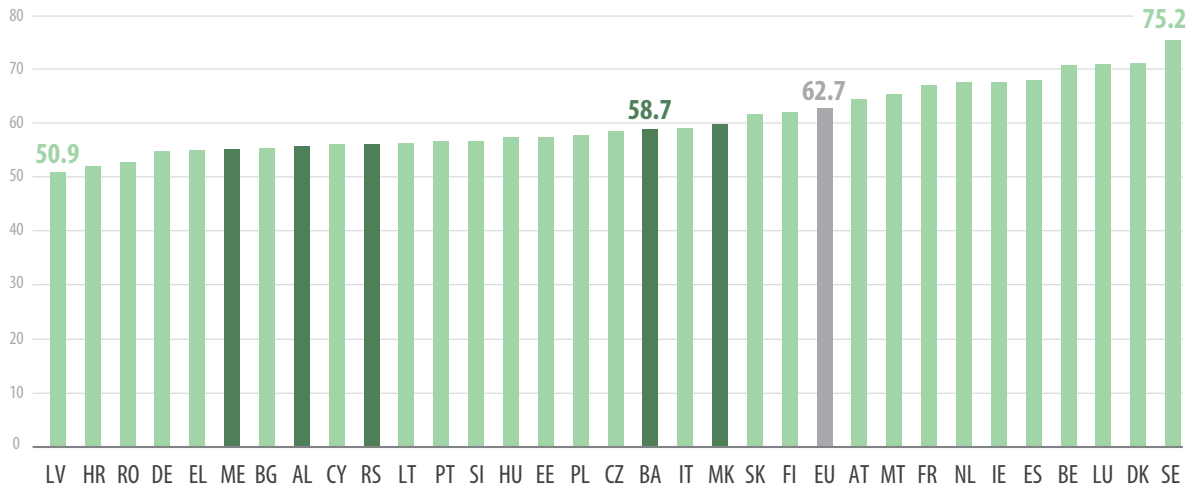


Index scores

The domain of Knowledge measures gender equality in terms of educational attainment and participation, and segregation. The sub-domain of educational attainment and participation demonstrates the success of women and men in achieving higher education and engaging in formal and non-formal forms of education. The status is measured by two indicators: the percentage of women and men who have obtained a university degree and the participation of women and men in lifelong formal and non-formal education and training. The second sub-domain indicates gender segregation in higher education, which is measured by the share of women and men among those studying in the fields of education, health and welfare, humanities and the arts.

In the domain of knowledge Bosnia and Herzegovina had an index score of 58.7, which was 4 points lower than the EU average, 16.5 points lower than best-performing Sweden and 7.8 higher than lowest-scoring Latvia. In the sub-domain of attainment and participation BiH had an index score of 54.9, compared to the EU average score of 72.5. In this sub-domain BiH's score was 33.8 lower than that of best-performing Luxembourg (88.7). **In the sub-domain of segregation BiH had an index score of 62.9, which was 8.8 points higher than the EU average (54.1), 5.5 points lower than Sweden at 68.4 and 23.5 points lower than Latvia at 39.4.**

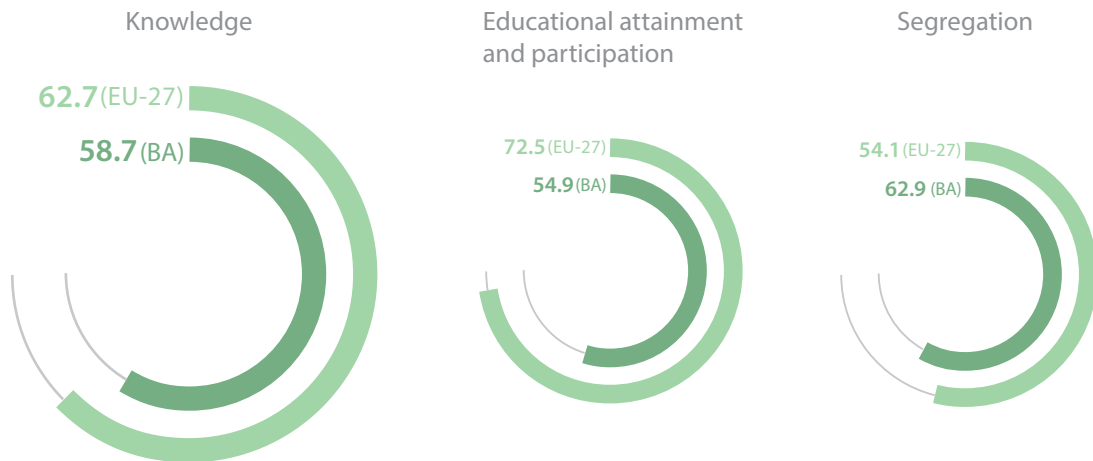
Figure 4. Gender Equality Index in the domain of Knowledge for the EU-27 (2021, data from 2019), Albania (2020, data from 2017), Bosnia and Herzegovina (2022, data from 2020), Montenegro (2019, data from 2017), North Macedonia (2019, data from 2015), Serbia (2021, data from 2018)



Compared to the four Western Balkans countries that issued their Gender Equality Index reports, BiH scored higher in the overall domain of Knowledge than Montenegro (55.1), Albania (55.6) and Serbia (56) but 0.9 points lower than North Macedonia (59.6). However, in the sub-domain of attainment and participation BiH

scored lower than all four countries - Albania (55.3), North Macedonia (59.1), Serbia (60.2) and Montenegro (63). BiH had a higher index for segregation in relation to Montenegro (48.2), Serbia (52.1), Albania (56) and North Macedonia (60).

Diagram 9. Comparison between Bosnia and Herzegovina (2022, data from 2020) and the EU-27 (2021, data from 2019) in the domain of Knowledge and sub-domains



Other statistical information on BiH

In BiH the percentage of girls among all students who enrolled in higher education in the academic year 2020/2021 was 59.4%, while the percentage of women among those who graduated from university in 2020 was 59.95%. The percentage of women among all students who obtained a master's degree in 2020 was 64.36%, while the percentage of women who obtained a PhD in the same year was 41.17%.⁵⁷

In BiH women are dominantly represented in the study fields of education (80%), health and social welfare (75%) and humanities and the arts (67%).⁵⁸ The Bosnia and Herzegovina Gender Country Profile 2021 notes gender balance among researchers at higher education institutions, although there is a gender gap in favour of men when it comes to research managers.⁵⁹ Women outnumber men in research in humanities, natural sciences, social sciences and medical and health science. A significant gender gap in favour of men was observed in the age groups of 60-64, 65-69 and 70+.⁶⁰

Policies for the promotion of gender equality in the domain of Knowledge

The Sustainable Development Goals (SDGs) Framework in BiH notes that “in the overall educational structure of the population, women are in the significantly [more] unfavourable position than men, putting them in the more unfavourable position in relation to men in the labour market.”⁶¹

GAP BiH recognises that education as one of the most important elements in achieving gender

equality, especially at a time when there is a need for continued education and professional improvement regardless of age.⁶²

The legislation in BiH and relevant international documents guarantee the right to education without discrimination on any grounds, including gender. However, according to GAP BiH, despite gender balanced enrolments in the educational process, the advancement opportunities for girls and women remain limited, as does access to positions requiring high qualifications. This is primarily due to existing stereotypes of male/female professions as the issue of balancing professional and family life.⁶³

GAP BiH therefore promotes measures aimed at creating equal opportunities and access to education for girls and boys, women and men in any age, including the members of vulnerable groups, at any area (rural/urban) and with the same prospective for future professional life. GAP BiH envisages measures for the development of gender sensitive policies in the area of education and science by implementing international and national standards on gender equality in the key laws, strategies, action plans, programmes and other acts in these areas. According to GAP BiH, policy development should be based on gender analysis and defining disadvantages, advantages, actual needs and opportunities from the aspect of gender equality. It is foreseen that gender analysis and gender mainstreaming in the areas of education and science as well as culture and sport rely on the regular collection, analysis and publication of data classified by gender on the access and participation of women and men in education and other fields at all levels.

⁵⁷ Agency for Statistics of Bosnia and Herzegovina (2022).

⁵⁸ Agency for Statistics of Bosnia and Herzegovina (2022).

⁵⁹ UN Women (2021).

⁶⁰ Agency for Statistics of Bosnia and Herzegovina (2020b), as cited in UN Women (2021).

⁶¹ The SDGs Framework in Bosnia and Herzegovina 2020, p.56. Available at <https://bit.ly/3O02tGN>.

⁶² Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina (2018).

⁶³ Ibid.

In contrast, the policy identifying Priorities for Development of Higher Education in BiH for the period 2016-2026⁶⁴ is gender neutral and does not distinguish between men and women as specific target groups. The same can be said for the Republika Srpska Strategy for Development of Education for the period 2016-2026⁶⁵ and for the FBiH Development Strategy 2021-2027⁶⁶ in the parts related to strategic priorities in the field of education, although they do include actions relating to entrepreneurial education and lifelong learning in general. The BiH Action Plan for Social Inclusion of Roma Men and Women 2021-2025⁶⁷ includes strategic priorities relating to greater inclusion of Roma in education, but without highlighting the specific positions and needs of Roma men and women. The same can be said for wider youth policies in BiH,⁶⁸ which are generally gender neutral.

More specifically, in relation to the Gender Equality Index sub-domain of attainment GAP BiH measures include regular monitoring and assessing of access for both sexes to postgraduate programmes and for obtaining scientific degrees as well as access to grants and scholarships, scientific-research programmes and projects under the same conditions.

The Strategy for Development of Science in Bosnia and Herzegovina 2017-2022⁶⁹ comprises strategic measures for achieving gender equality in research, stipulating that competent institutions should develop gender equality policies in research institutions and in particular in areas where women are underrepresented

(for example, at senior positions and in the management of research institutions).⁷⁰

Furthermore, GAP BiH envisages drafting and implementing programmes of measures and activities aimed at achieving equal rights and equal access to education and science. This will include strengthening professional capacities for the implementation of national and international standards in these areas. In the area of life-long learning GAP BiH foresees the provision of support for the programmes of lifelong education for priority target groups such as adults without completed primary or secondary school, adults who completed secondary schools that do not match the needs of the labour market, persons with special needs, Roma, returnees and elderly persons as well as persons desiring promotion in work and profession and to improve their entrepreneurial skills.

The strategies for adult education in the context of lifelong learning in BiH⁷¹ and Republika Srpska⁷² do not distinguish between the needs of women and men and have not been gender mainstreamed for the purpose of targeting women and men specifically in line with the needs established by gender analysis, although they do identify the need to improve the consolidation of education policies in line with labour market needs. In this context, the Economic Reform Programme for Bosnia and Herzegovina 2022-2024 prioritises improving the link between education and the labour market and strengthening access to and the quality of education.⁷³ This programme proposes policy consolidation measures and adult education programmes to target the needs of women in terms of integration into the labour market.

64 Ministry of Civil Affairs of Bosnia and Herzegovina (2015).

65 Government of Republika Srpska] (2016a).

66 Government of the Federation of Bosnia and Herzegovina (2020).

67 Ministry for Human Rights and Refugees of Bosnia and Herzegovina (2020).

68 For example, the Government (2016). The Republika Srpska Youth Policy 2022-2026 is currently being formulated.

69 Ministry of Civil Affairs of Bosnia and Herzegovina (2016).

70 Ibid.

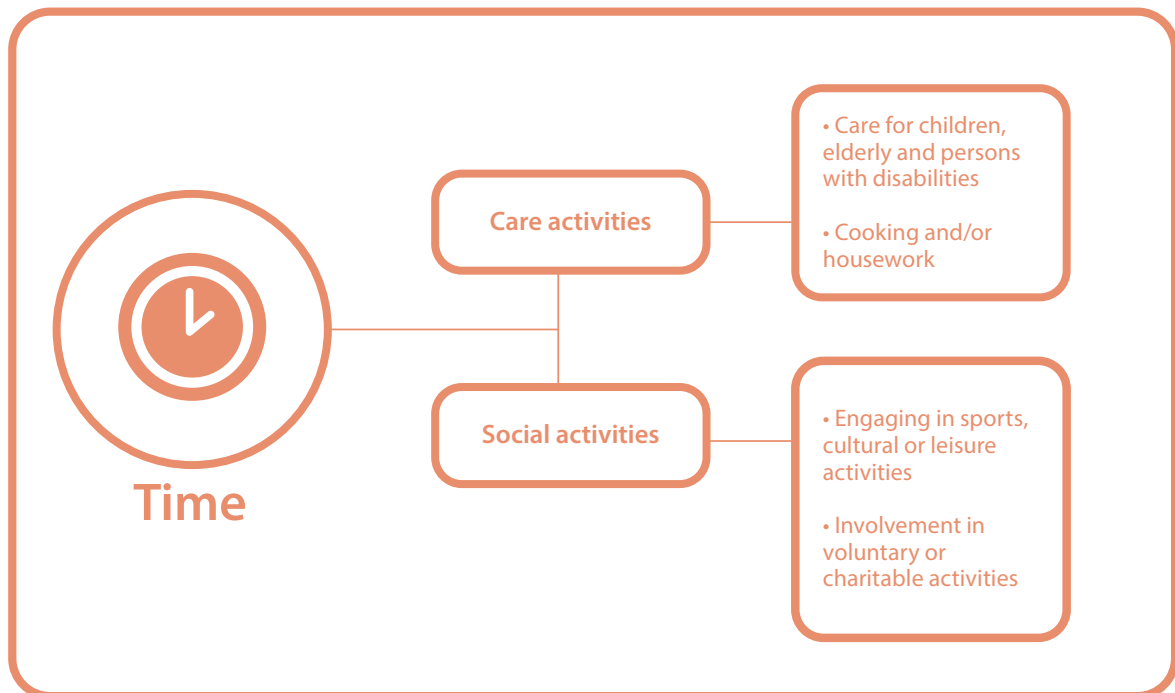
71 Ministry of Civil Affairs of Bosnia and Herzegovina (2014).

72 Republika Srpska Ministry of Education and Culture (2020).

73 BiH Directorate for Economic Planning (2022).

3.4. Domain of Time

Diagram 10. Gender Equality Index domain of Time with sub-domains and relevant indicators



The domain of Time is related to the dichotomy of paid work and unpaid work at home and care of children and other members of the household as well as with the dichotomy of work and leisure time. Within the sub-domain of care activities, the gender gap is measured by the time women and men spend on taking care of children, on the education of children or on taking care of older members of the household or persons with disabilities as well as the gap in housekeeping tasks, such as cooking and other similar jobs. The other sub-domain refers to patterns of time spent on social, personal and civic activities that are important for the quality of life, individual development and well-being as well as active participation in society through various forms of

civic participation. Within this sub-domain the gender gap is measured according to the time women and men spend in sporting, cultural or other activities outside the home combined with their engagement in volunteering and charitable activities.

The EU-27 score for the domain of Time was 64.9, compared with 90.1 for best-performing Sweden and 42.7 for lowest-scoring Bulgaria. In the sub-domain of care activities the EU-27 score was 69.1, compared to 90.9 for best-performing Sweden and 50.9 for lowest-scoring Greece. In the sub-domain of social activities the EU-27 score was 61, compared to 89.3 for highest-ranking Sweden and 32.6 for lowest-scoring Bulgaria.

Figure 5. Gender Equality Index in the domain of Time for the EU-27 (2021, data from 2019), Albania (2020, data from 2017), Montenegro (2019, data from 2017), North Macedonia (2019, data from 2015), Serbia (2021, data from 2018)

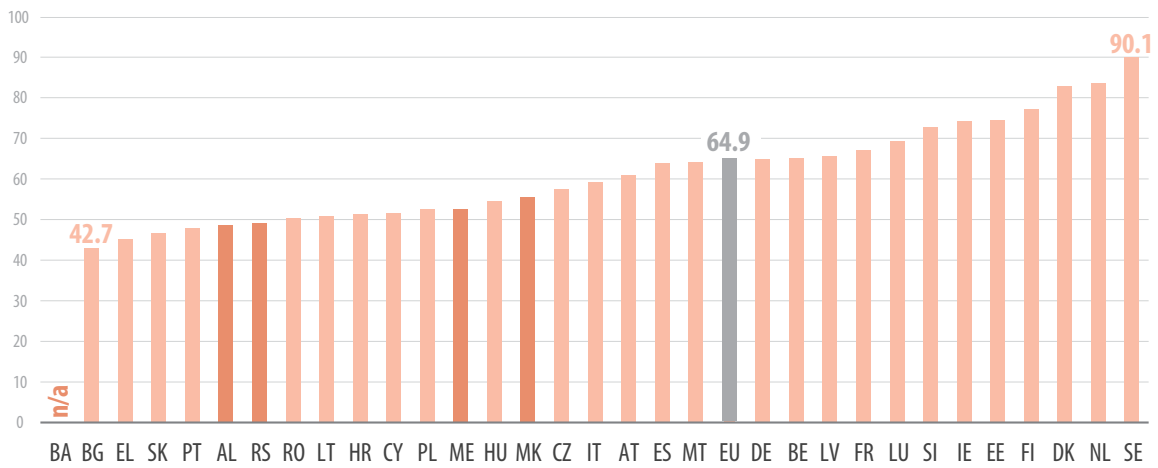
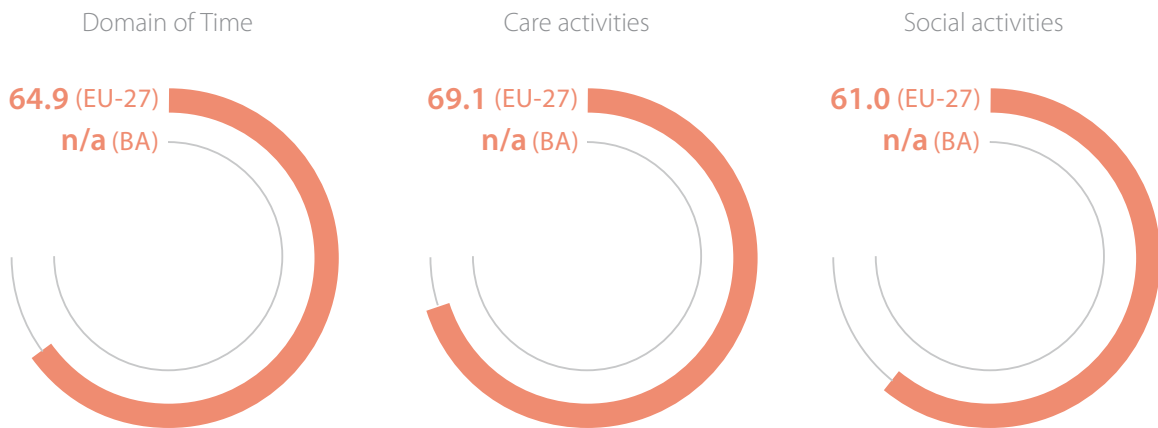


Diagram 11. Gender Equality Index in the domain of Time and sub-domains of care activities and social activities for the EU-27 (2021, data from 2019)

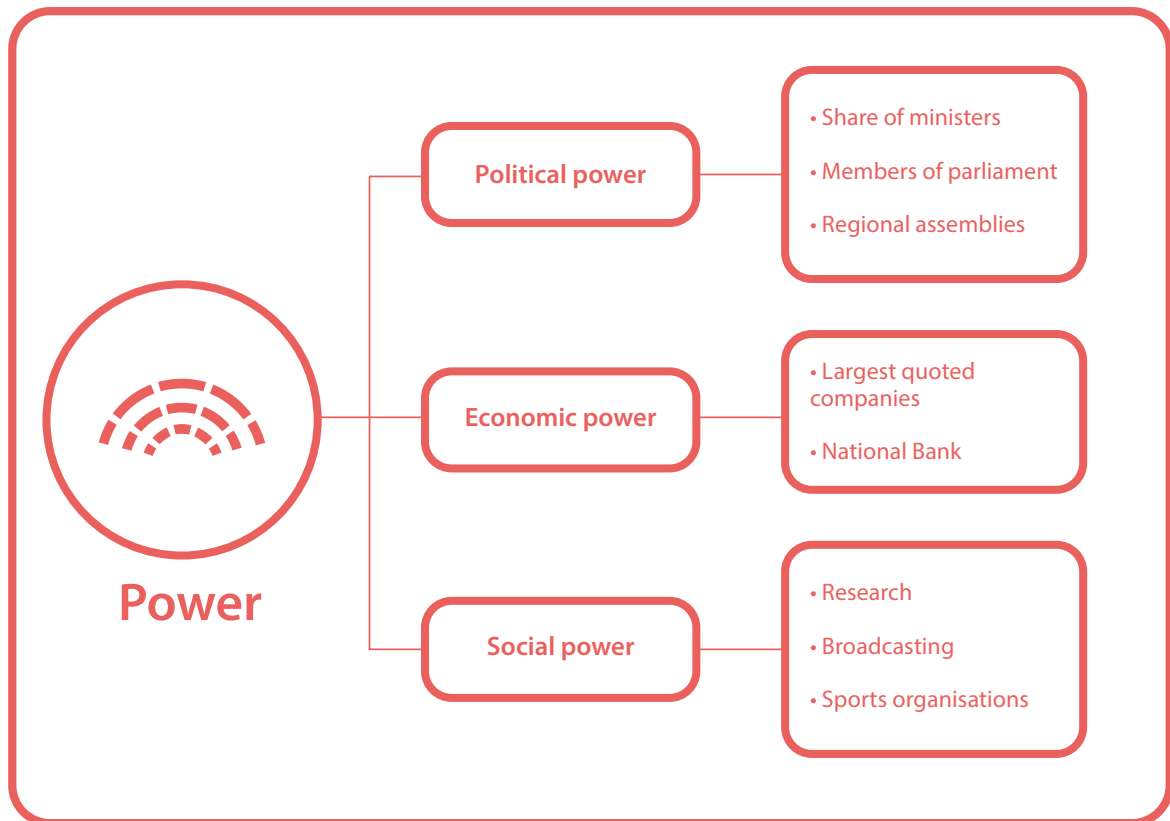


Data for BiH for the domain of Time was not available and therefore the index score could not be calculated or compared with EU Member States or aspirant countries from the region of

the Western Balkans. It is suggested that data could be collected in the future through the European Quality of Life Survey (EQLS).

3.5. Domain of Power

Diagram 12. Gender Equality Index domain of Power with sub-domains and relevant indicators

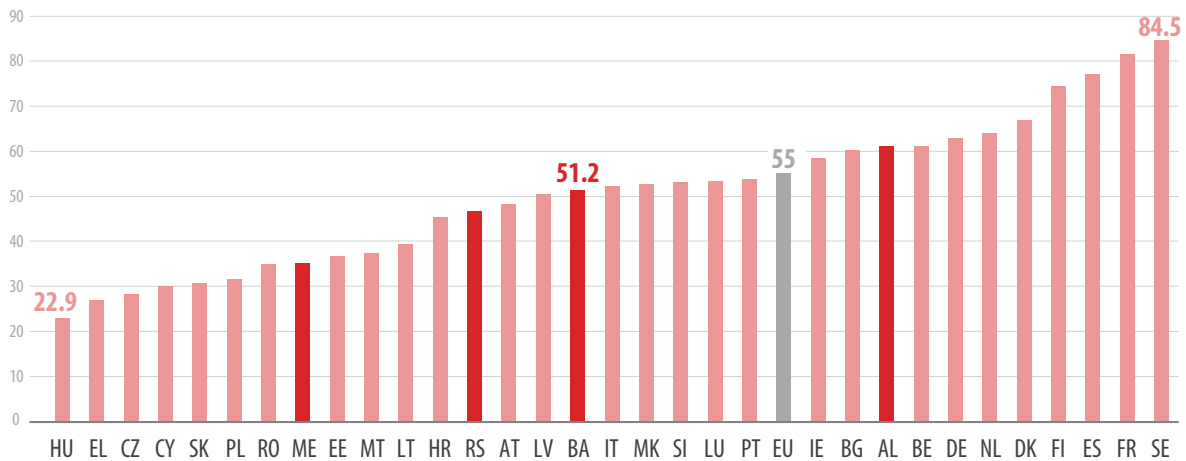


Index scores

In the domain of Power the gender gap was measured through participation in the structures of political, economic and social power. The sub-domain of political power includes indicators that measure the proportion of women among the persons acting as government ministers, the share of women among members of parliament, including representatives in local assemblies. The sub-domain of economic power refers to the gap in the management of economic resources through managerial positions and

includes indicators of women's participation in management or supervisory boards of the largest companies on the stock exchange and participation in the executive board of the Central Bank. The sub-domain of social power includes indicators that measure the proportion of women and men on boards of research funding organisations, public broadcasting companies and the highest decision-making bodies of national Olympic sport organisations.

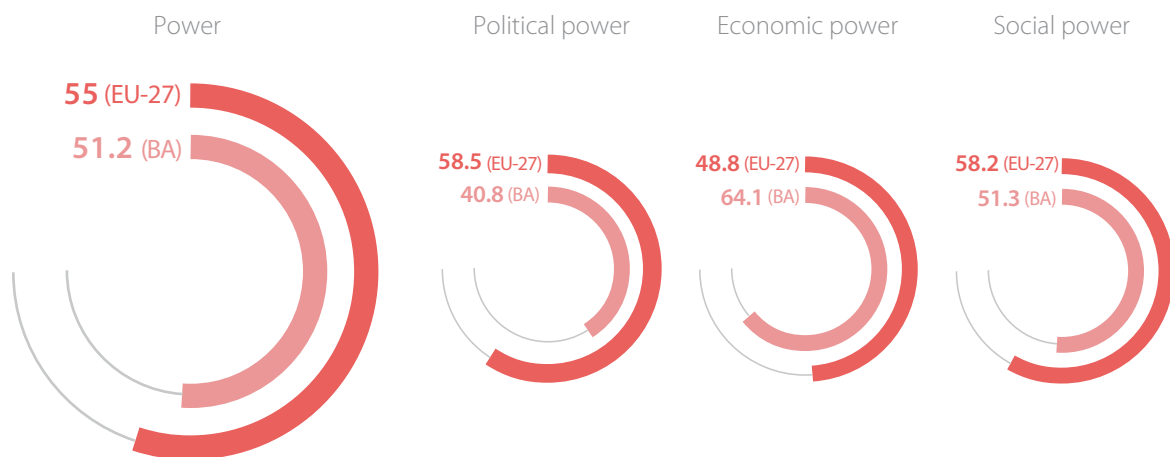
Figure 6. Gender Equality Index in the domain of Power for the EU-27 (2021, data from 2019), Albania (2020, data from 2017), Bosnia and Herzegovina (2022, data from 2019, 2020 and 2021), Montenegro (2019, data from 2017), North Macedonia (2019, data from 2015), Serbia (2021, data from 2018)



In the domain of Power BiH had an index score of 51.2, which is 3.8 points lower than the EU average, 33.3 points lower than best-performing Sweden and 28.3 points higher than lowest-scoring Hungary. In the sub-domain of political power BiH had an index score of 40.8, compared to the EU average score of 58.5, Sweden's best-performing score of 95 and Hungary's 21.8. In the sub-domain of economic power BiH had an index score of 64.1, which was 15.3 points higher than the EU average (48.8), 21.3 points lower than best-performing France and 47 points higher than lowest-scoring Czech Republic. In the sub-domain of social power BiH had an index score of 51.3 compared to the EU at 58.2. BiH's score in this sub-domain was compared to best-performing Sweden's score of 89.8 and lowest-scoring Poland (19.2).

Compared to the other Western Balkans countries, BiH scored similarly to North Macedonia (52.6) in the overall domain of Power, higher than Serbia (46.5) and Montenegro (35.1) and lower than Albania (60.9). In the sub-domain of political power BiH scored lower than other countries of the region: Serbia (43), Montenegro (44.7), North Macedonia (44.6), and Albania (71.7). In the sub-domain of economic power BiH scored higher than Montenegro (31.8), Serbia (43) and North Macedonia (44.6) but lower than Albania (74.5). In the sub-domain of social power BiH scored higher than Montenegro (30.5), Serbia (38.5) and Albania (42.3) but lower than North Macedonia (65.2).

Diagram 13. Comparison between Bosnia and Herzegovina (2022, data from 2019, 2020 and 2021) and the EU-27 (2021, data from 2019) in the domain of Power and sub-domains



Other statistical information on BiH

In the 2018 General Election 7,497 political candidates ran on open lists for different positions in the state, entity and cantonal governments, including 3,119 women (41%).⁷⁴ The percentage of women elected to the BiH Parliamentary Assembly's House of Representatives was 26.19% and in the House of the Peoples 20%.⁷⁵ The percentage of women elected to the FBiH Parliament was 27.6% and 21.7% in the RS People's Assembly.⁷⁶ The percentage of women in cantonal assemblies ranged from 13% to 47% in different cantons⁷⁷ and was 31% on average.⁷⁸ In the Council of Ministers of Bosnia and Herzegovina, out of the nine ministries just two are headed by women (22%). In the FBiH Government women constitute 19% of ministers (heading three of a total of 16 ministries). These figures were higher in RS, where women constituted 37.5% of ministers

heading six of 16 ministries. It should be noted that the RS President is a woman who previously acted as the prime minister. Currently, there are no female prime ministers at any level of government in BiH. Women's representation in cantonal governments is low, with only a few female cantonal ministers. At the 2020 local election only 29 women in relation to 396 men ran for the position of mayor and only five were elected. Women were represented with 42.27% on the election lists for local councils, while the percentage of elected women at local elections was 20.6% in the whole of BiH⁷⁹ (21.8% for FBiH and 17% for RS⁸⁰). Minority women are hardly represented at all in the decision-making processes.⁸¹

⁷⁴ European Commission (2019a).

⁷⁵ Agency for Statistics of Bosnia and Herzegovina (2022).

⁷⁶ Ibid.

⁷⁷ Kadribašić, A. et al. (2020), as cited in UN Women (2021).

⁷⁸ Friedrich Ebert Stiftung (2020a), as cited in UN Women (2021).

⁷⁹ Agency for Statistics of Bosnia and Herzegovina (2022).

⁸⁰ UN Women (2021a), as cited in UN Women (2021).

⁸¹ European Commission (2020).

A recent study indicates that women were represented with 23% on management structures of public companies at the BiH level (20% in FBiH, 15% in RS and 33% in BD). Among general managers of public companies in BiH just 5.5% are women.⁸² Among the 10 highest ranking companies on the stock market in BiH in 2020, women were represented in the managerial structures by 17% and men by 83%. Only one of ten companies had a female president.⁸³ This confirms earlier findings of the Agency for Gender Equality of Bosnia and Herzegovina about women experiencing a glass ceiling in the labour market in BiH.⁸⁴

In 2020, women represented one of the four members of the BiH Public Broadcaster Steering Board, while there were no women among the six members of the board of the BiH Regulatory Communications Agency. Furthermore, in a sample of the most funded Olympic sports women were not represented as presidents of sports associations' steering boards, while there was just one woman among 17 deputy chairs of these steering boards.⁸⁵

Policies for the promotion of gender equality in decision-making

The Gender Equality Law regulates participation in public life by imposing the obligation on state bodies to ensure and promote equal gender representation in the processes of managing, decision-making and representation at all levels of organisations, including political parties, legal persons with public authorisation, legal persons that are owned by the state or are under state control. This applies to appointments to the executive, public enterprise management structures and local communities. Equal gender representation is defined as at least 40% representation of the less represented sex. The

Law regulates that responsible subjects are obliged to adopt temporary special measures with the aim of achieving equal gender representation.

The BiH Election Law⁸⁶ is harmonised with the Gender Equality Law and stipulates that equal representation of the sexes is ensured by at least 40% representation on election lists. Mandatory rank-order on election lists for different sexes is also regulated by the Law. The 2016 Election Law amendments led to the raising of the threshold for allocation of mandates to individual candidates on party lists from 5% to 10% at the local (municipal) level and from 5% to 20% at higher levels. This measure had a significant impact on women's participation, particularly at the cantonal level. The proposed amendments to the Law on the Council of Ministers of Bosnia and Herzegovina that envisages 40% representation of the lesser represented sex in the composition of the Council of Ministers has yet to be adopted.⁸⁷

GAP BiH envisages measures to achieve equal gender representation in the creation of policies and decision-making at all levels of the organisation of authorities in BiH.⁸⁸ This includes regular maintenance and updates of the statistical records disaggregated by gender concerning the candidates lists, election results at all levels of authority and representation of women and men in the executive authorities, public administration, the judiciary and diplomacy. It also envisages conducting gender analysis and research on the participation of women and men in public life and decision-making.

This is stipulated with the aim of fostering an environment for the development and implementation of measures to equalise gender

82 Dizdar, A. (2020), as cited in UN Women (2021).

83 Agency for Statistics of Bosnia and Herzegovina (2022).

84 Available at <https://arsbih.gov.ba/stakleni-krov-na-trzistu-rada/>.

85 Agency for Statistics of Bosnia and Herzegovina (2022).

86 Izborni zakon Bosne i Hercegovine ("Službeni glasnik BiH", broj: 23/01, 7/02, 9/02, 20/02, 25/02, 4/04, 20/04, 25/05, 52/05, 65/05, 77/05, 11/06, 24/06, 32/07, 33/08, 37/08, 32/10, 18/13, 7/14 and 31/16).

87 Amendments available at <https://bit.ly/3yyDGnt>.

88 Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina (2018).

representation in public life and decision-making bodies, along with the organisation of training to help strengthen the capacities of political parties in order to increase the number of women in public life at all levels of decision-making. GAP BiH takes into account the role of the media in boosting women's participation in politics and decision-making and notes the role of the media in the implementation of promotional activities, informative campaigns and campaigns for raising public awareness on the importance of equal gender representation at all levels of political and public decision-making. The Gender Equality Agency of Bosnia and Herzegovina and the gender centres, in partnership with international donors and civil society, run public awareness campaigns, especially ahead of elections that promote the role of female candidates.

The BiH Gender Country Profile notes that the judiciary is the only branch of government in BiH where women are not underrepresented and that the strategy for improving gender equality in the judiciary of Bosnia and Herzegovina⁸⁹ was adopted by the High Judicial and Prosecutorial Council of Bosnia and Herzegovina. It should be noted that one of the strategic priorities of the BiH Action Plan for Implementation of the UNSCR 1325 'Women, peace and security' 2018-2022⁹⁰ is "increased participating of women in the army, police and peacekeeping missions, including representation at decision-making positions."

Women's entrepreneurship in BiH is addressed by specific strategic documents. The FBiH and RS have adopted strategic documents on women's entrepreneurship, more specifically, the FBiH Action Plan for Development of Women's Entrepreneurship (2018-2020)⁹¹ and the RS Strategy for Development of Women's Entrepreneurship (2019-2023).⁹² OECD⁹³ notes that the policy on women's entrepreneurship has improved since 2016 but that more co-ordination involving all the competent authorities as well as exchange of good practice and know-how would help the wider women's entrepreneurship ecosystem. According to an OECD assessment from 2019, the inclusion of women's entrepreneurship in the wider economic policy landscape remains weak.

89 Available at <https://bit.ly/3ltJOIA>.

90 Available at <https://bit.ly/3P6f8cv>.

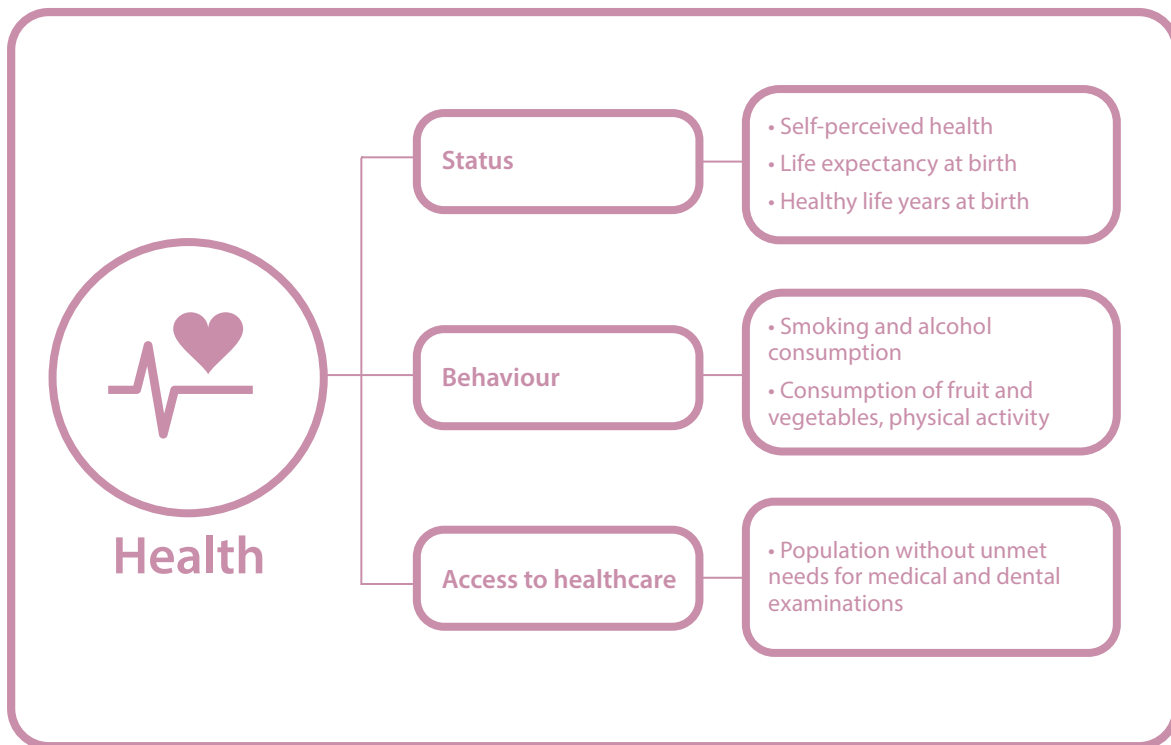
91 Federal Ministry of development, entrepreneurship and crafts (2018).

92 Government of Republika Srpska (2019).

93 OECD et al. (2019), p. 541, as cited in UN Women (2021).

3.6. Domain of Health

Diagram 14. Gender Equality Index domain of Health with sub-domains and relevant indicators

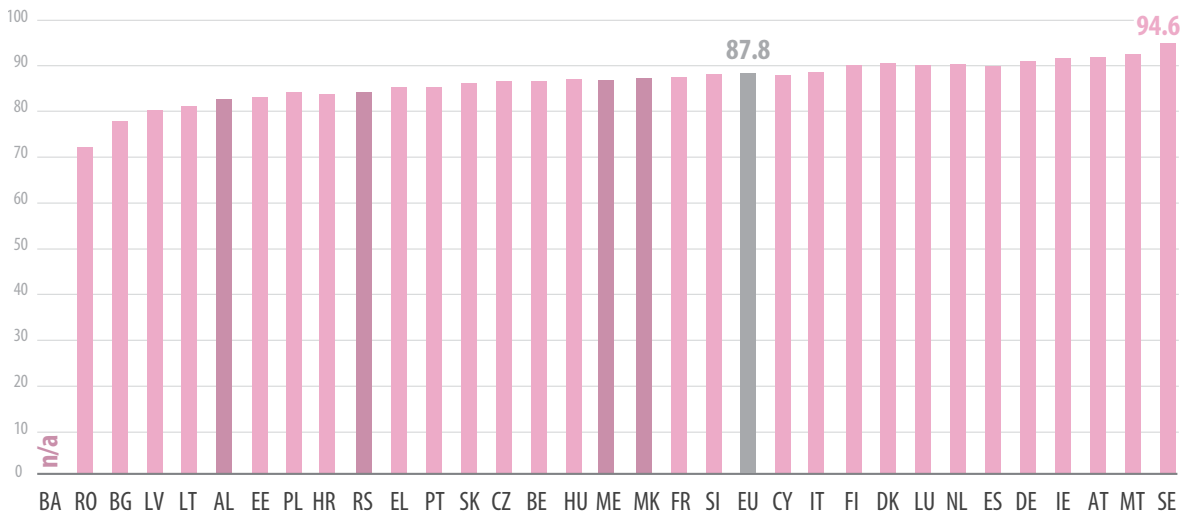


Index scores

Within the domain of Health gender inequalities are measured through three sub-domains: health status, health related behaviour and access to healthcare. The sub-domain relating to health status includes indicators of subjective assessment of the health of women and men, the expected life expectancy at birth and the number of expected healthy life years at birth. The behavioural sub-domain includes indicators that measure the prevalence of behavioural

models that are a health risk, such as smoking and drinking alcohol, and the prevalence of healthy behaviour models: the consumption of fruits and vegetables and physical activity. The sub-domain access to healthcare services includes indicators of the met needs for medical and dental services, which measure the proportion of women and men who have reported that they could have check-ups, get diagnosed or receive therapy when needed.

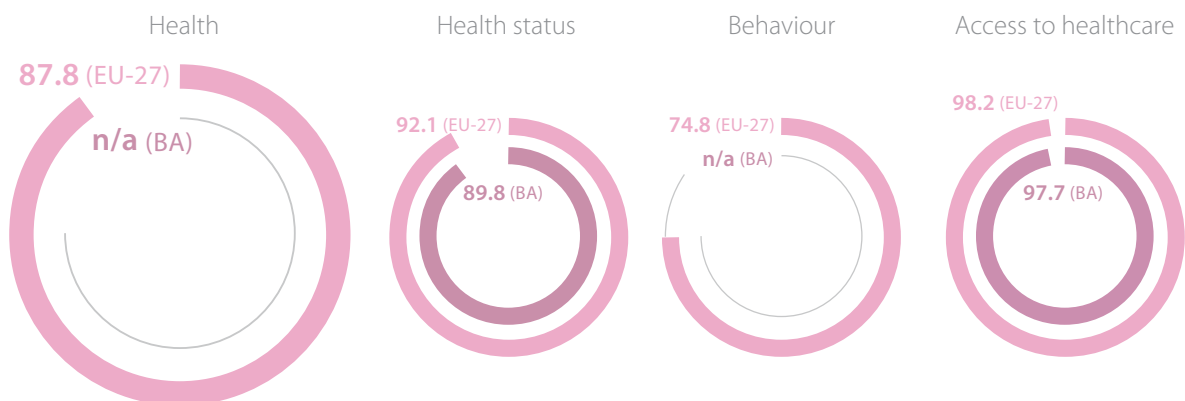
Figure 7. Gender Equality Index in the domain of Health for the EU-27 (2021, data from 2019), Albania (2020, data from 2017), Montenegro (2019, data from 2017), North Macedonia (2019, data from 2015), Serbia (2021, data from 2018)



The index scores for the sub-domains of status and access are calculated for BiH. In these sub-domains **BiH scored 89.8 for the sub-domain of status and 97.7 for the sub-domain of access.** This is compared to the EU average score of 92.1 and 98.2 for status and access respectively.

In the sub-domain of status BiH ranks 7.9 lower than best-performing Ireland (97.7) and 9.4 points higher than lowest-scoring Latvia. In the sub-domain of access BiH ranks 2.1 points lower than best-performing Malta (99.8) and 4.8 points higher than lowest-scoring Estonia.

Diagram 15. Gender Equality Index in the domain of Health for EU-27 (2021, data from 2019) and comparisons between Bosnia and Herzegovina (2022, data from 2015) and EU-27 in the sub-domains of status and access



Compared to the other Western Balkans countries, BiH scored higher than Serbia (88.3) and Montenegro (87.4) in the sub-domain of status but lower than Albania (91.6) and North Macedonia (93.3). In the sub-domain of access BiH scored the highest in relation to the four countries of the region, compared to North Macedonia (97.2), Serbia (93.1), Montenegro (92.5) and Albania (89.1).

Other statistical information on BiH

According to official statistics, women live 5.3 years longer than men in BiH with the average age of women at death being 77.2 and of men 71.9.⁹⁴ According to the Human Development Report for Bosnia and Herzegovina, between 1990 and 2019 life expectancy at birth increased by 6.5 years up from 70.9 to 77.4.⁹⁵ Of the total number of women who died in 2020 50% died of diseases of the circulatory system, compared to 40% of men. Statistical information suggests that women die less of other diseases, such as tumours or COVID-19.⁹⁶

Data on sexual and reproductive health in BiH is limited.⁹⁷ Public health institutes are tasked with collecting data and producing statistical reports, but the data is not considered fully reliable. This is attributed to a combination of factors, not least the issues with detection and reporting of diseases and interventions and the consistency of reporting by individual data sources. The prevalence of abortion is unknown and monitoring of maternal deaths has certain deficiencies.⁹⁸ The latest Multiple Indicator Cluster Survey (MICS) and the MICS for Roma in BiH were conducted for the years 2011-2012 and published in 2013. Moreover, a comprehensive Demographic and Health Survey has not been conducted yet by the statistical agencies.

94 Agency for Statistics of Bosnia and Herzegovina (2022).

95 UNDP (2020a).

96 Agency for Statistics of Bosnia and Herzegovina (2022).

97 Karadinović, N. et al. (2019).

98 UN Women (2021).

Policies for the promotion of gender equality in the domain of Health

In line with the legislation, healthcare is in principle available to all without discrimination on any grounds. However, BiH does not avail itself of general and overall health strategies but individual jurisdictions formulate specific strategies to target individual health issues or specific target groups. These strategies generally integrate the needs of women as specific target groups.

The Government of BiH adopted the Strategy for Improvement of Sexual and Reproductive Health and Rights in 2010 for the period 2010-2019.⁹⁹ This policy focuses on maternal health and protection, family planning and reduction of abortions, prevention of sexually transmitted diseases (STDs) and malignant diseases of the reproductive organs, as well as sexuality education and awareness. In the FBiH a strategic framework for SRH was drafted for the period 2020-2026. The most recent RS SRH strategy was adopted in 2019.¹⁰⁰ This strategy considers the specific needs of women and the vulnerabilities of marginalised groups and focuses on family planning, maternal health, reproductive health and prevention of sexually transmitted infections the provision of SRH services and information as well as SRH in crises.

Three sets of clinical guidelines (Postpartum Haemorrhage (PPH), Preeclampsia, and Guidelines for Development of Clinical Guidelines) have been developed by the FBiH Ministry of Health and the RS Ministry of Health and Social Welfare. Moreover, there have been efforts to establish a surveillance system for monitoring maternal deaths. The latter include near miss cases during pregnancy and 42 days after delivery.

99 Federal Ministry of Health (2010).

100 Government of Republika Srpska / Republika Srpska Ministry of Health and Social Protection (2019).

Furthermore, elements of the Minimum Initial Service Package (MISP) for SRH in crises have been integrated to an extent into SRH policies in BiH, e.g. in the RS SRH strategy.¹⁰¹

Specific health policies have been developed within the context of the response to gender-based violence (GBV) and conflict-related sexual violence (CRSV). By the end of 2018, two comprehensive resource packages had been produced for the response of the health sectors to GBV/CRSV in the FBiH and RS. In the FBiH the resource package consists of 12 knowledge and operational products. These include a resource package for strengthening the health sector's response to GBV, training modules and materials for the health sector's response to GBV, psychosocial treatment of GBV and CRSV victims, psychosocial treatment of GBV perpetrators, the role of youth in protection from GBV in general and in crises, treatment of GBV victims in crisis, and an entity level protocol for provision of support to GBV/CRSV victims.

In RS the package consists of eight knowledge and operational products, including: 1) a resource package for the response of providers of health services in Republika Srpska to gender based violence, 2) strengthening the response of providers of health services in Republika Srpska to gender based violence – training package, 3) procedures in the case of gender based violence in the public health institution health Centre in Banja Luka, 4) a resource package for the response of providers of psychosocial services in Republika Srpska to gender-based violence, 5) strengthening the response of providers of psychosocial services in Republika Srpska to gender-based violence, – training package, 6) psychosocial treatment of perpetrators of gender-based violence in the family, training module, 7) training of trainers for psychosocial treatment of perpetrators of gender-based domestic violence - training manual, and 8) minimum standards for prevention and response to gender-based violence in emergency situations training package.¹⁰²

¹⁰¹ Karađinović, N. et al. (2019).

¹⁰² Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina (2019).

4. Conclusions

The Gender Equality Index for Bosnia and Herzegovina 2022 was produced by the Agency for Statistics of Bosnia and Herzegovina in cooperation with the Agency for Gender Equality of Bosnia and Herzegovina, with support of the European Institute for Gender Equality (EIGE) and the EU funded Gender Equality Facility project implemented by UN Women in BiH. The Gender Equality Index for Bosnia and Herzegovina 2022 has been developed in line with the EIGE methodology and all data has been validated by EIGE.

This report provides information for two full domains of Gender Equality Index, Knowledge and Power, and two partial domains, Work and Health, out of the total of six domains envisaged by the EIGE methodology: Knowledge, Power, Work, Health, Time and Money. The metadata provided in annex explains the sources and years of information used to calculate the index scores. The data used for calculating the index scores mostly refers to the years 2019, 2020 and 2021 as well as 2015 in the case of health data.

The reasons behind the development of a partial instead of a full Gender Equality Index for Bosnia and Herzegovina lay largely in the lack of relevant data sources, most notably surveys and gender-disaggregated data necessary for calculating the scores for all domains and sub-domains and the overall index score for BiH. The Agency for Gender Equality of Bosnia and Herzegovina and the Agency for Statistics of Bosnia and Herzegovina continue to invest their efforts in obtaining relevant data in order to calculate the the BiH scores in all domains. The Gender Equality Index for Bosnia and Herzegovina 2022 suggests possible sources of data for the calculation of the remaining index scores for future development of a full Gender Equality Index.

In the domain of Knowledge the BiH score was roughly in the middle of the 1-100 scale envisaged by the EIGE methodology, which is considerably lower than the EU average score but largely comparable with the other Western Balkans countries. In the domain of power BiH also scored half of the top points on the scale, which is largely comparable to the EU average score and also generally comparable to the other countries of the region. In the domain of Work, in the sub-domain of participation, BiH scored considerably lower than the EU average and at least three countries of the Western Balkans. In the domain of Health, the sub-domains of status and access, BiH's score was largely comparable to the EU average and that of the other countries of the region. The BiH scores indicate room for improvement in all areas of gender equality, but largely in the domains of Knowledge, Power and Work.

BiH avails itself of comprehensive gender equality policies and a full network of gender institutional mechanisms. Specific sector based policies have been developed in the areas of education and lifelong learning, although with an uneven level of integration of gender analysis and gender equality measures. Policies for gender equality are largely in place in the domain of political power, with continuous efforts by the gender institutional mechanisms to further improve legislation concerning political participation of women. There are also specific policies for the economic empowerment of women, largely with a view to boosting women's entrepreneurship, but continued efforts are required for improving gender equality in the areas of economic and social power. Employment and economic policies in BiH recognise the underrepresentation of women in employment, but there are generally no strategic links between women's employment and the economic development of the country.

In the domain of Health the only gender-responsive policies are those related to sexual and reproductive health and rights of women, while other policies are yet to undergo gender mainstreaming and full analysis of the implications of that health policies and healthcare services have on women and men. In the domains of Time and Money future prospects for the calculation of index scores will inevitably raise the issue for the adequacy and level of gender mainstreaming of BiH policies in these domains.

It is expected that the information for the domains of Knowledge and Power in the Gender Equality

Index for Bosnia and Herzegovina will serve as a sound evidence base for future policymaking in specific sectors with a view to calculating the full index score on one hand and improving policies and practice in all spheres of life with a view to achieving higher levels of gender equality in BiH on the other. This effort will enable further comparisons between BiH and the EU average, individual EU Member States and candidate and potential candidate countries from the region. The aim being to achieve EU gender equality standards, the transformation of society, reduce the gender gap and improve the quality of life for all citizens.

5. Recommendations

The Gender Equality Index for Bosnia and Herzegovina 2022 has confirmed that further efforts need to be invested in ensuring that the level of gender equality in the country is increased, which will consequently lead to a rise in the relevant Gender Equality Index scores. The key recommendations resulting from the Gender Equality Index are in line with some of the strategic objectives and measures as envisaged by GAP BiH.

1. In the domain of Knowledge measures need to be taken to ensure equal opportunities and access to education for boys and girls, women and men at any age, including members of vulnerable groups, in urban and rural areas, with the aim of establishing equal prospects for their future professional life.
2. In the domain of Power the ultimate aim of policy and practical efforts should be to achieve equal representation of women and men in policy development and decision-making at all levels of government in BiH.
3. In the domain of Work measures need to be taken to eliminate gender-based discrimination at work, in employment and in the labour market and to ensure equal opportunities for women and men in terms of access to economic resources, including poverty reduction through new macroeconomic and development strategies.
4. In the domain of Health measures should be taken to improve the overall health of women and men through more simple and efficient access to information and healthcare institutions.
5. Regional and international cooperation and coordination should be upheld and further improved with the aim of defining measures for achieving gender equality in all spheres of life and joint implementation of programmes, projects and activities for the improvement of gender equality.

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Annex Metadata – Sources and years of information by domains, sub-domains and indicators


Domain	Sub-domain	Indicator	Source of information	Year to which data refers
 Work	Participation	Full-time equivalent employment rate	Labour Force Survey (LFS), BHAS	2020
		Duration of working life	Labour Force Survey (LFS) and Demography, BHAS	2020
	Segregation and quality of work	Segregation of sectors	Not calculated Labour Force Survey (LFS) envisaged as the source of data for this indicator	
		Ability to take time off	Not calculated European Working Conditions Survey (EWCS) envisaged as a future source of data for this indicator	
		Career Prospects Index	Not calculated European Working Conditions Survey (EWCS) envisaged as a future source of data for this indicator	

Domain	Sub-domain	Indicator	Source of information	Year to which data refers
 Money	Financial resources	Mean monthly earnings	Not calculated Structure of Earnings Survey (SES) envisaged as a future source of data for this indicator	
		Mean equivalised net income	Not calculated Survey on Income and Living Conditions (SILC) envisaged as a future source of data for this indicator	
	Economic situation	Not at-risk-of-poverty	Not calculated Survey on Income and Living Conditions (SILC) envisaged as a future source of data for this indicator	
		Income distribution S20/S80	Not calculated Survey on Income and Living Conditions (SILC) envisaged as a future source of data for this indicator	

Domain	Sub-domain	Indicator	Source of information	Year to which data refers
Knowledge 	Attainment and participation	Graduates of tertiary education	Labour Force Survey (LFS), BHAS	2020
		People participating in formal or non-formal education	Labour Force Survey (LFS), BHAS	2020
	Segregation	Tertiary students in education, health and welfare, humanities and the arts	Education Statistics, BHAS	2020

Domain	Sub-domain	Indicator	Source of information	Year to which data refers
 Time	Care activities	Care for children, elderly and persons with disabilities	Not calculated European Quality of Life Survey (EQLS) envisaged as a future source of data for this indicator	
		Cooking and/or housework	Not calculated European Quality of Life Survey (EQLS) envisaged as a future source of data for this indicator	
	Social activities	Engaging in sports, culture or leisure activities	Not calculated European Quality of Life Survey (EQLS) envisaged as a future source of data for this indicator	
		Involvement in voluntary or charitable activities	Not calculated European Quality of Life Survey (EQLS) envisaged as a future source of data for this indicator	

Domain	Sub-domain	Indicator	Source of information	Year to which data refers
 Power	Political power	Share of ministers	EIGE Gender Statistics Database – Women and men in decision-making Data refers to the Council of Ministers of BiH and includes ministers and deputy ministers	3-year average (2019, 2020, 2021)
		Members of parliament	EIGE Gender Statistics Database - Women and men in decision-making Data refers to the BiH Parliament's House of Representatives and House of Peoples	3-year average (2019, 2020, 2021)
		Regional assemblies	EIGE Gender Statistics Database - Women and men in decision-making Data refers the FBiH Parliament's House of Representatives and the RS People's Assembly, and local councils (only for the year 2000)	3-year average (2019, 2020, 2021)
	Economic power	Largest quoted companies	EIGE Gender Statistics Database - Women and men in decision-making	3-year average (2019, 2020, 2021)
		National Bank	EIGE Gender Statistics Database - Women and men in decision-making BiH Central Bank data	3-year average (2019, 2020, 2021)
	Social power	Research	EIGE Gender Statistics Database - Women and men in decision-making BiH Ministry of Civil Affairs/Sector for Science and Culture data	3-year average (2019, 2020, 2021)
		Broadcasting	EIGE Gender Statistics Database - Women and men in decision-making Data refers to the BiH Public Broadcasting Service	3-year average (2019, 2020, 2021)
		Sports organisations	EIGE Gender Statistics Database - Women and men in decision-making	3-year average (2019, 2020, 2021)

Domain	Sub-domain	Indicator	Source of information	Year to which data refers
 Health	Status	Self-perceived health	Household Budget Survey (HBS) – module on health, BHAS	2015
		Life expectancy at birth	Demography, BHAS	2015
		Healthy life years at birth	HBS and Demography, BHAS	2015
	Behaviour	Smoking and alcohol consumption	Not calculated HBS envisaged as a future source of data for this indicator	
		Consumption of fruit and vegetables, physical activity	Not calculated HBS envisaged as a future source of data for this indicator in the absence of a European Health Interview Survey (EHIS)	
	Access to healthcare	Population without unmet needs for medical and dental examinations	Household Budget Survey (HBS) – module on health, BHAS	2015

