



# Gender Equality Index

## Bosnia and Herzegovina 2023



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# **Gender Equality Index**

## Bosnia and Herzegovina 2023





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## Abbreviations and acronyms

<b>AGE BiH</b>	Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina
<b>BD</b>	Brčko District of Bosnia and Herzegovina
<b>BHAS</b>	Agency for Statistics of Bosnia and Herzegovina
<b>BiH</b>	Bosnia and Herzegovina
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination against Women
<b>COVID-19</b>	Coronavirus disease 2019
<b>EC</b>	European Commission
<b>EIGE</b>	European Institute for Gender Equality
<b>EQLS</b>	European Quality of Life Survey
<b>EU</b>	European Union
<b>EWCS</b>	European Working Conditions Survey
<b>FBiH</b>	Federation of Bosnia and Herzegovina
<b>FIGAP</b>	Financial Instrument for Gender Action Plan
<b>GAP</b>	Gender Action Plan
<b>GC FBiH</b>	Gender Centre of the Federation of Bosnia and Herzegovina
<b>GC RS</b>	Gender Centre of Republika Srpska
<b>GDP</b>	Gross Domestic Product
<b>GEF</b>	Gender Equality Facility
<b>ICT</b>	Information and communications technology
<b>ILO</b>	International Labour Organization
<b>LGAP</b>	Local Gender Action Plan
<b>MHRR</b>	Ministry of Human Rights and Refugees of Bosnia and Herzegovina
<b>MISP</b>	Minimum Initial Service Package
<b>RS</b>	Republika Srpska
<b>SAA</b>	Stabilization and Association Agreement
<b>SDGs</b>	Sustainable Development Goals
<b>SILC</b>	Survey on Income and Living Conditions
<b>UN</b>	United Nations
<b>UNFPA</b>	United Nations Population Fund
<b>UNDP</b>	United Nations Development Programme
<b>UNICEF</b>	United Nations Children's Fund
<b>UNSCR 1325</b>	United Nations Security Council Resolution 1325
<b>UN Women</b>	The United Nations Entity for Gender Equality and the Empowerment of Women
<b>WB</b>	World Bank

# Foreword

Dear readers,

The publication of the Gender Equality Index for Bosnia and Herzegovina 2023 is an expression of efforts of the Agency for Statistics of Bosnia and Herzegovina and the Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina towards maintaining the practice of improving gender statistics and empirically monitoring the status of gender equality in our country.

In the recent years, the two mentioned agencies intensified their efforts in the systematic integration and processing of gender disaggregated data for the purpose of monitoring the status and ensuring informed policy development in the various areas of social life. The Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees, in accordance with the competences stemming from the Law on Gender Equality in Bosnia and Herzegovina, is continuously working together with the institutions of Bosnia and Herzegovina to improve collection, recording and processing of gender disaggregated data, which resulted in visible progress in this area. The Agency for Statistics of Bosnia and Herzegovina has significantly improved its capacity for statistical processing of gender disaggregated data in accordance with the European Union standards in cooperation with the European Institute for Gender Equality (EIGE) from Vilnius, which resulted in the development and publication of the first (partial) BiH Gender Equality Index in 2022.

Considering the first issue of the Bosnia and Herzegovina Gender Equality Index as a key instrument for observing and measuring the baseline of the gender equality in BiH, this second edition of BiH Gender Equality Index represents a method for monitoring and measuring the changes

of the gender equality in Bosnia and Herzegovina in a statistically exact and comprehensive way. The Gender Equality Index for Bosnia and Herzegovina 2023 identifies the trends and provides us with a historical overview of the status of gender equality in several areas of social life in the country.

However, the results of this edition of the Gender Equality Index Bosnia and Herzegovina are a cause for concern. Namely, its findings show that in some domains and sub-domains, our country is stagnating or experiencing certain setbacks. Namely, in the sub-domain of Work participation, the decline of 1.9 index points is recorded in comparison to the previous index; in the Domain of Knowledge, the decline is measured at 0.3 points; and in the Domain of Power which indicates the participation of women in political and economic life, the value has decreased by 2.1 index points.

These results remind us that the situation in many areas is not improving, despite the continuous efforts of institutional mechanisms for gender equality and other institutional partners, as well as the non-governmental sector to improve equality in our society. The primary reason for this is that gender equality in the society is influenced by complex elements of the wider economic-social and socio-cultural context. For example, the low participation of women in the labour force is a direct consequence of the established practice that caring for housework, children and elderly family members is primarily a female role, which stems from gender stereotypes and the traditionally unequal distribution of work between women and men.

Instruments such as the Gender Equality Index which use the aggregated statistical data from

numerous surveys and administrative sources, accurately detect deficiencies and indicate areas that should be considered as a priority in the coming period. This, above all includes areas of knowledge, power and work, which also represent the key towards empowerment of the role of women in society.

The Agency for Statistics of Bosnia and Herzegovina and the Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina will continue, together with institutional partners, to work on improving instruments for monitoring the status of gender equality in Bosnia and Herzegovina. The task of actors in the public

sector at all levels of government in Bosnia and Herzegovina is to contribute to achievement of positive gender equality developments, based on their competences and in partnership with the private and civil sectors, and in accordance with the objectives of the Gender Action Plan of Bosnia and Herzegovina 2023 – 2027, which will in turn result in achievement of positive trends measured by the future Gender Equality Indices, compared to regress and stagnation measured by the 2023 Gender Equality Index.

**Samra Filipović – Hadžiabdić**

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

## Key findings

This document represents the second edition of the Gender Equality Index Bosnia and Herzegovina. The first Gender Equality Index Bosnia and Herzegovina was published in 2022 and presented a pioneer attempt of 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 2023 is produced by the Agency for Statistics of Bosnia and Herzegovina (BHAS) in cooperation with the Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina (AGE BiH) and the Sweden-funded bridging phase of the Gender Equality Facility project implemented by UN Women in BiH.

The Gender Equality Index for Bosnia and Herzegovina 2023 was developed in line with EIGE methodology. Unlike the Gender Equality Index Bosnia and Herzegovina 2022, which provided information for only 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 Gender Equality Index Bosnia and Herzegovina 2023 provides information for three full domains – Knowledge, Time and Power, and partly for two domains – Work and Health. Due to lack of relevant data sources, most notably surveys and gender-disaggregated data, calculation was not possible for all six domains, so it was not possible to present the overall Gender Equality Index score for BiH, which presents a limitation in terms of comparison of index scores for BiH in relation to EU, individual EU member states and aspirant countries from the region of Western Balkans. Index scores are presented on the scale of 1 (full inequality) to 100 (full equality).



### Domain of Work

In the domain of **Work**, it was possible to calculate BiH's 2023 index score only for the sub-domain of participation, and not for the sub-domain of segregation and quality of work. Therefore, the full index score for the domain of Work could not be calculated in 2023. In the sub-domain of participation, BiH scores 60.9, which is 1.9 points lower in relation to the 2022 score for the country (62.8). BiH's 2023 score is 21.4 points lower than that of 2023 EU average score (82.3).



### Domain of Money

The BiH index scores could not be calculated in 2023 for the domain of **Money** due to lack of relevant data sources and gender-disaggregated data.



### Domain of Knowledge

The 2023 index score for BiH in the domain of **Knowledge** is 58.4, which is 0.3 points lower in comparison with the 2022 report (58.7). The 2023 BiH index score is 5.2 points lower than the 2023 EU average score (63.6). In the sub-domain of attainment and participation, BiH has index score of 54.0 – 0.9 points lower than in the 2022 report (54.9). BiH's 2023 index score in this sub-domain is 20.6 points lower than the 2023 EU average score of 74.6. In the sub-domain of segregation, BiH has

the 2023 index score of 63.2 (0.3 points higher than in the 2022 report – 62.9), which is 9.0 points higher than the 2023 EU average score (54.2).



## Domain of Time

Index score for the domain of **Time** is calculated for the first time in the 2023 report for BiH, as relevant data was not available at the time of development of the Gender Equality Index Bosnia and Herzegovina 2022. In the domain of Time, BiH has index score of 46.9. In the sub-domain of care activities, BiH's 2023 score is 67.4. In the sub-domain of social activities, BiH's index score is 32.6. It is not possible to compare this score with the EU score due to differences in survey methodologies.



## Domain of Power

The 2023 index score for BiH in the domain of **Power** is 49.1, which is 2.1 points lower in relation to the 2022 report, and 10 points lower than the 2023 EU-27 score (59.1). In the sub-domain of political power, BiH has index score of 42.9 (increase by 2.1 points in relation to 2022 – 40.8), which is compared to the 2023 EU average score of 61.4. In the sub-domain of economic power, BiH has index score of 51.8 (12.3 points lower in relation to the 2022 report – 64.1), which is close to the 2023 EU average score (54.7). In the sub-domain of social power, BiH has index score of 53.1 (increase by 1.8 points in relation to the 2022 report – 51.2), which is compared to EU's 61.5 in 2023.



## Domain of Health

In the domain of **Health**, it was possible to calculate BiH's 2023 index score for the sub-domains of status and access, and not for the sub-domain of behaviour, therefore the full index score for the domain of Health could not be calculated. In 2023, BiH scores 92.9 in the sub-domain of status (3.1 points higher in relation to the 2022 report – 89.8) and 98.5 in the sub-domain of access (0.8 points lower in relation to the 2022 report – 97.7). This is compared to 2023 EU average scores of 91.7 and 97.3 for the sub-domains of status and access respectively.

The metadata provided in Annex explains the sources and years of information used for calculation of index scores. The index scores were calculated in 2023. The data used for calculation of index scores mostly refer to the years 2020, 2021, and 2022. The Gender Equality Index for Bosnia and Herzegovina 2023 suggests possible sources of data for calculation of the remaining index scores for future 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 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.<sup>1</sup> The BiH Gender Equality Law<sup>2</sup> 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 media.

The EU plays an essential role in guaranteeing that gender equality principles are integrated in the EU member state policies and that candidate and potential candidate aspirant countries strive for achieving 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 that is 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 policy makers in the assessments of the level of achievement of gender equality and need for further measures,
- ▶ to ensure relevant comparisons between different priority domains on gender equality, and
- ▶ 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 - Serbia,<sup>3</sup> Montenegro,<sup>4</sup> North Macedonia<sup>5</sup> and Albania<sup>6</sup> have produced and published one or more Gender Equality Index reports. These reports served as models for development of the first Gender Equality Index for Bosnia and Herzegovina 2022.<sup>7</sup>

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

<sup>2</sup> Zakon o ravnopravnosti spolova u BiH [BiH Gender Equality Law] („Službeni glasnik BiH“, broj: 16/03, 102/09 i 32/10).

<sup>3</sup> Gender Equality Index for the Republic of Serbia 2016, Gender Equality Index for the Republic of Serbia 2018, and Gender Equality Index for the Republic of Serbia 2021.

<sup>4</sup> Gender Equality Index for Montenegro 2019, Gender Equality Index for Montenegro 2023.

<sup>5</sup> Gender Equality Index for North Macedonia 2019 and Gender Equality Index for North Macedonia 2022.

<sup>6</sup> Gender Equality Index for the Republic of Albania 2020.

<sup>7</sup> Karadinović, N. (2022).

Additionally, BiH has benefited from peer exchange with institutions of Western Balkans countries in development of its Gender Equality Index. These efforts were supported by EIGE under the EU IPA-funded project “Increased capacity of EU candidate countries and potential candidates to measure and monitor impact of gender equality policies (2018-2021)” and the project “Gender Equality Facility” (GEF), funded by the EU and implemented by UN Women. The Agency for Statistics of Bosnia and Herzegovina (BHAS) and the Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina (AGE BiH) have decided to issue a new Gender Equality Index Bosnia and Herzegovina 2023, with support under the bridging phase of the “Gender Equality Facility” project funded by the Government of Sweden. Comparisons between the Gender Equality Index for Bosnia and Herzegovina 2023 could not be made with other Western Balkans countries due to unmatching reference years for calculation of indices in all countries of the region. Therefore, comparisons are made only with EU index scores, in the instances of matching reference years and sources of data.

EIGE methodology envisages 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 Gender Equality Index Bosnia and Herzegovina 2023 presents information for three complete domains – adding Time, to the previously fully calculated domains of 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 for calculation of index scores by domains and subdomains refers largely to the years 2020, 2021 and 2022. Given that calculation was not possible for all six domains, it is not possible to present the overall gender equality index score for Bosnia and Herzegovina (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, and not the specific status of women and men individually.

The index tracks achievement levels and gender equality in six key domains of gender equality policies: work, money, knowledge, time, power, health, and 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 parts of it, 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 Gender Equality Index

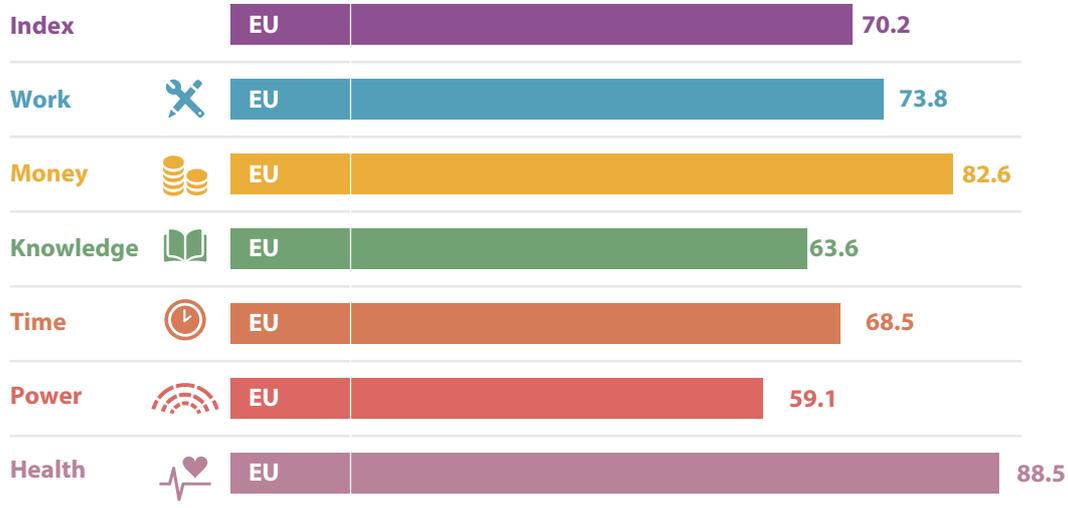


Gender Equality Index has been regularly measured at the level of EU and for individual member states since 2013 and index scores at the EU level show slow but steady growth in almost all domains (the exception is the domain of time). The overall Gender Equality Index has grown from 63.1 in 2013 to 70.2 in 2023. The EU is closest to gender equality in the domain of health (88.5 points), especially in the sub-domain of access to health services (97.3 points). The EU's second-highest score is in the domain of money (82.6 points), and its best performance is in the sub-domain of equality in women's and men's economic situation (87.9 points).

Gender inequalities are most pronounced in the domain of power (59.1 points), especially in the sub-domain of economic decision-making (54.7 points). The EU's second-lowest score is in the domain of knowledge (63.6 points), with room for improvement especially in the sub-domain of segregation (54.2 points).<sup>8</sup> The following chart gives an overview of the EU Gender Equality Index 2023, by individual domains.

<sup>8</sup> European Institute for Gender Equality (2023).

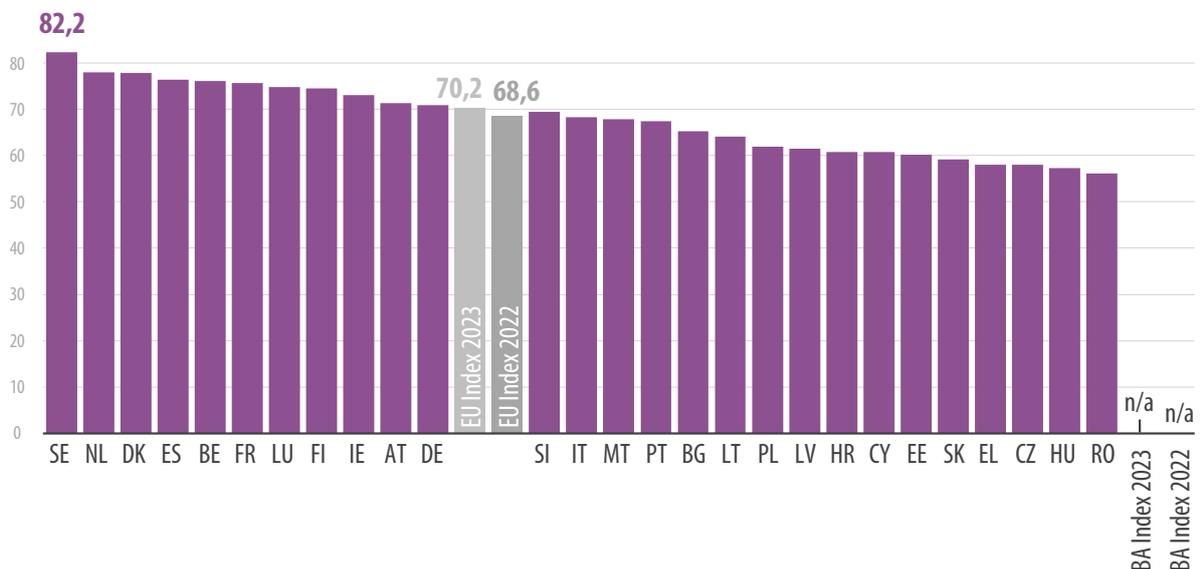
Chart 1 Gender Equality Index in the EU, 2023 (data mostly from 2021 and 2022)



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 domains that require more decisive progress to be made in order to reach the standards of EU member states.

Chart 2 Gender Equality Index for the EU-27 (2023, data largely from 2021 and 2022; 2022, data mostly from 2020)



## 1.2. Methodological framework

Gender Equality Index is developed by combining indicators for 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. 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 chapters dedicated to each domain. EIGE applies strict data quality criteria - accessibility, frequency, comparability (over time and across countries).

The Gender Equality Index Bosnia and Herzegovina 2023 is calculated by the Agency for Statistics of Bosnia and Herzegovina (BHAS) in 2023. Data used for calculation of index scores are from the years 2020, 2021, and 2022, depending on the indicator. The table with metadata – definition of indicators, sources and years to which data refer are presented in the Annex to this document. The Bosnia and Herzegovina 2023 report is developed in cooperation with the Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina (AGE BiH), following the methodology developed by EIGE. The effort is supported by the Sweden-funded bridging phase of the project “Gender Equality Facility”, which is implemented by UN Women.

The Gender Equality Index for Bosnia and Herzegovina 2023 includes information for the three full domains of Knowledge, Power and Time,

providing data and calculation for respective sub-domains of attainment and participation for the domain of Knowledge, all three sub-domains of political power, economic power, and social power for the domain of Power, and sub-domains of care activities and social activities for the domain of Time. The index also includes partial information for the two domains of Work and Health and their individual sub-domains - the sub-domains of status and access, excluding the sub-domain of behaviour, for the domain of Health, and the sub-domain of participation, excluding the sub-domain of segregation and quality of work for the domain of Work.

The Gender Equality Index for Bosnia and Herzegovina 2023 does not include information for the domain of Money or its individual sub-domains as a result of lack of relevant surveys, other data sources and gender-disaggregated data. For this reason, it is not possible to calculate the overall Gender Equality Index for BiH and make comparisons with the EU average and individual member states and aspirant countries. Full comparisons with the EU average and member states are possible only in the domains of Knowledge and Power. Comparisons in the domains of Work and Health are possible only at the level of sub-domains for which data was available and calculation made. Comparisons with the EU average and member states' index scores are not possible in the domain of Time due to different survey methodologies.

The Gender Equality Index for Bosnia and Herzegovina 2023 data is compared with the Gender Equality Index for the EU from 2023 given that the BiH data is largely from the years 2020, 2021 and 2022, and the EU data mostly from 2021 and 2022, thus comparable.

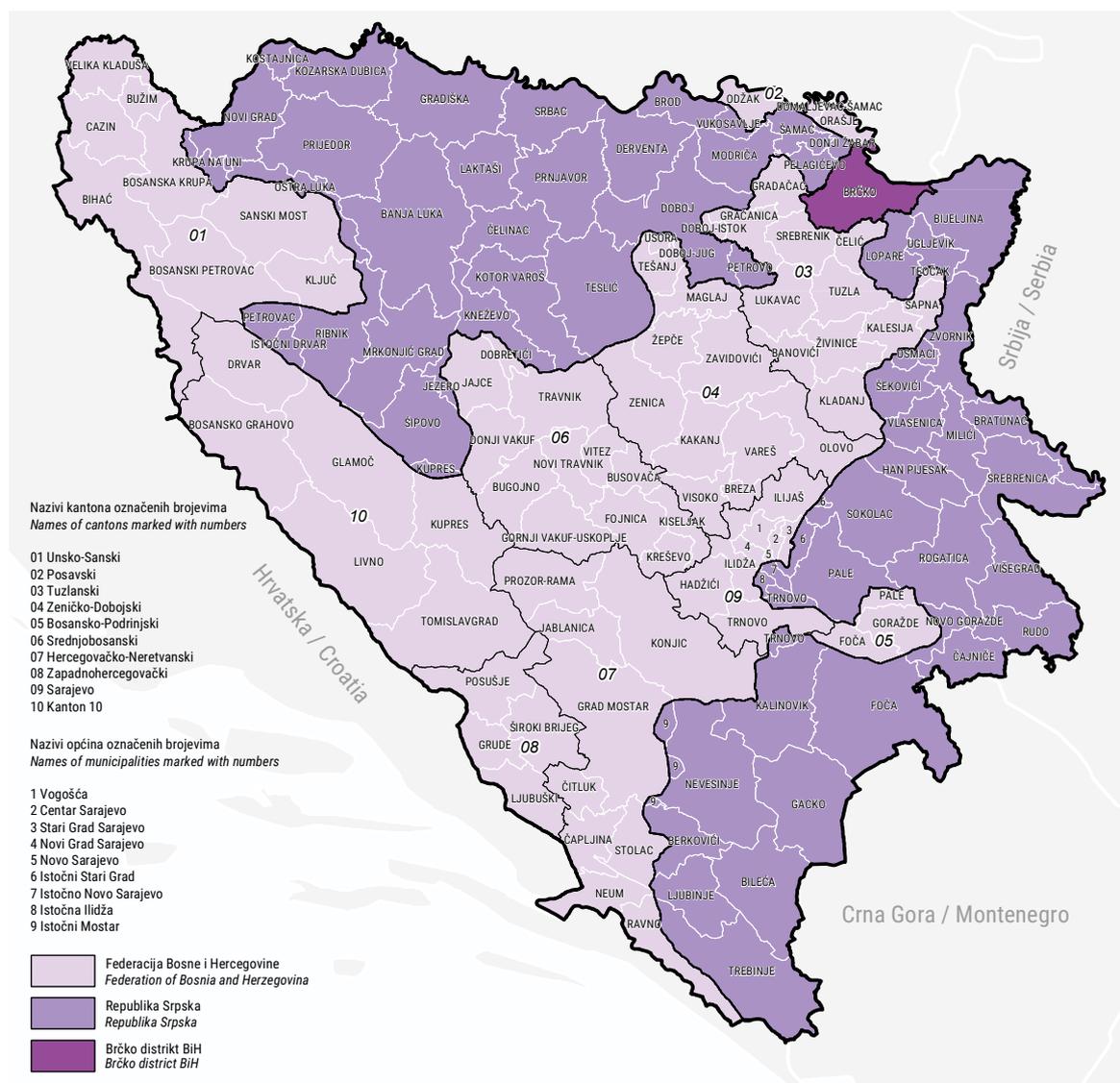
## 2. Country context – Bosnia and Herzegovina

### 2.1. Political organization and socio-economic context

Bosnia and Herzegovina (BiH) is a decentralized and ethnically mixed state consisting of two entities - the Federation of Bosnia and Herzegovina (FBiH) and the Republika Srpska (RS), and the Brčko District (BD) of Bosnia and Herzegovina. FBiH consists of 10 cantons and 79 cities/municipalities. RS is entirely centralized, with 66 cities/municipalities.

The state-level executive has powers which are 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 FBiH between the entity and cantonal levels.

Picture 1 Administrative map of Bosnia and Herzegovina



The Stabilisation 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. According to the EC Report for BiH for 2023, “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.”<sup>9</sup> BiH was officially granted candidacy status by the European Council on 15 December 2022.

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.”<sup>10</sup> Still, in 2021 the EC notes that the country has made limited progress and is still at an early stage of establishing a functioning market economy.<sup>11</sup> After accelerating to 7.5 percent in 2021, real GDP growth slowed down to 4.1 percent in 2022,<sup>12</sup> reflecting a deteriorating international environment and accelerating inflation.<sup>13</sup>

In line with the 2013 Census report, the total population of BiH is 3,531,159, out of which 1,798,889 are women (50.9%), and 1,732,270 (49.1%) are men. According to this census report, the population of FBiH is 2,210,220, RS 1,228,423, and BD 83,516.<sup>14</sup> According to the RS Census Report, the population of RS is 1,170,342 (571,812 men – 48.85% and 598,812 – 51.15 women).<sup>15</sup> According to the data from the 2013 BiH Census, the highest

masculinity rate is observed in the age group from 0 to 19 years, where at 100 women come about 106 men. The masculinity rate decreases in older age groups, dropping to 57 men per 100 women in the age group 80+.<sup>16</sup>

BiH has been experiencing negative natural change since 2009. In 2020, the natural change was at the rate -5.0, in 2021 -6.7, and in 2022 -4.3.<sup>17</sup> According to World Bank data from 2022, the annual population growth is at -1.2.<sup>18</sup> According to BiH Gender Country Profile 2021,<sup>19</sup> the key socio-demographic indicators have been generally concerning, even before the COVID-19 crisis, particularly when it comes 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 show a shift to entire (and younger) families leaving to seek their future in other countries.<sup>20</sup>

In 2022 in BiH, the unemployment rate was at 15.4%,<sup>21</sup> and at 17.4% in 2021.<sup>22</sup> In FBiH, women constituted 59.13% of the unemployed at the end of 2022,<sup>23</sup> while this percentage in RS was 53.38% at the same time.<sup>24</sup> According to the latest Household Budget Survey that comprised data on poverty (data for 2015), there are 170,619 households in BiH living in poverty, with 104,666 in FBiH, 62,501 in RS, and the remaining 3,452 in BD. A total of 16.9% of the population lives below the national poverty line.<sup>25</sup> This rate in RS is at 16.4%, whereas it stands at 17.1% in FBiH and 17.6% in BD. The overall rate of poverty has dropped progressively since 2007,

9 European Commission (2023), p. 7.

10 European Commission (2019), p. 4.

11 European Commission (2021).

12 Available at <https://data.worldbank.org/indicator/NY.GDP.MKTP.KD.ZG?end=2022&locations=BA&start=2022>.

13 European Commission (2023).

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

15 Republika Srpska Institute of Statistics (2017).

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

17 Agency for Statistics of Bosnia and Herzegovina (2023g). The figures represent rates per 1,000 inhabitants.

18 Available at <https://data.worldbank.org/country/BA>.

19 UN Women (2021).

20 UNDP (2020).

21 Agency for Statistics of Bosnia and Herzegovina (2023).

22 (2023a).

23 Institute for Statistics of FBiH (2023).

24 Republika Srpska Institute of Statistics (2023).

25 Agency for Statistics of Bosnia and Herzegovina (2018). The most recent Household Budget Survey 2022 (available at <https://shorturl.at/ruyz7>) does not contain poverty data.

when it was at 18.2%. Unemployment is a significant, but not the sole determinant of risk of poverty and exclusion. The rate of poverty is much higher in households where the head of household is over 65 years old, lacking any education, unemployed, or unable to work.<sup>26</sup> BiH does not face the challenge of undernutrition of its population.<sup>27</sup>

Almost all housing units in the country are connected to electricity and water supply.<sup>28</sup> Only 2.8% of households in BiH live in rental homes.<sup>29</sup> There is a strong need to improve the general transportation infrastructure in the country.<sup>30</sup> In terms of access to information and communications technology (ICT), surveys from 2022 suggest that 61,3% of households have access to a computer and 75.9% households have access to the Internet.<sup>31</sup>

According to the latest National Health Accounts, in 2021 the total health expenditure in BiH was 3,740,360,697 BAM, out of which 69% were public, and 31% were private expenditures. In 2021, the share of health consumption in the GDP of BiH was 9.6%. In the same year, 59.6% of the total health consumption in BiH was spent on treatment and rehabilitation services and 27.8% of funds was spent on medicines and medical devices. Only 2% of the total health fund in 2021 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.<sup>32</sup>

## 2.2. Gender equality policies and institutional framework

The BiH Constitution integrates the key international standards on human rights and gender equality,

primarily 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 of other international legal acts and documents, including the 1995 Beijing Declaration with the Platform for Action, the United Nations Security Council Resolution 1325 'Women, Peace and Security' (UNSCR 1325) from 2000, the United Nations Convention against Transnational Organized Crime from 2000, and a total of 83 International Labour Organization (ILO) conventions and one protocol, of which 65 are in force,<sup>33</sup> among other international treaties. BiH was amongst the first countries in Europe to ratify the Council of Europe Convention on preventing and combatting violence against women and domestic violence in 2013.

The Constitution of BiH stipulates under Article II.4: "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."<sup>34</sup>

The BiH Gender Equality Law was adopted in 2003 and amended in 2009, while the consolidated text was published in 2010.<sup>35</sup> This law specifically addresses gender equality in education, employment, labour and access to resources, social protection, healthcare, culture and sports, public life, and media. It also provides the regulatory framework for the roles and functioning of gender institutional mechanisms in implementation of 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,

26 Ibid.

27 BiH Voluntary National Review Report (2019).

28 Ibid.

29 Ibid.

30 Ibid.

31 Agency for Statistics of Bosnia and Herzegovina (2023f).

32 Agency for Statistics of Bosnia and Herzegovina (2023d).

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

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

35 Zakon o ravnopravnosti spolova u BiH [BiH Gender Equality Law] („Službeni glasnik BiH”, broj: 16/03, 102/09 i 32/10).

executive, and judicial branches, political parties, legal persons with public authorization and others that work under the auspices of the state, entities, cantons, cities, and municipalities. It also applies to appointments to delegations and international organizations 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 are considered to be forms of discrimination and violation of human rights. This is further complemented by the Law on the Prohibition of Discrimination,<sup>36</sup> which defines direct and indirect discrimination on all grounds, including 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, judiciary and administration, housing, public information, education, sport, culture, science and economy. Furthermore, the 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 which added age, disability and sexual orientation, gender identity and sexual characteristics as prohibited grounds of discrimination and revised the definition of sexual harassment.<sup>37</sup>

The BiH Gender Action Plan (GAP BiH) is the key mid-term public policy document, which is adopted by the BiH Council of Ministers in line with the Gender Equality Law. According to the Law, the BiH Agency for Gender Equality of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina is tasked to initiate and coordinate, in cooperation with entity Gender Centres, the development of GAP and to monitor its implementation and

coordinate activities with all relevant bodies in the process of implementation. The goal of the GAP BiH is to guide ministries and other institutions in mainstreaming gender equality principles in 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 BiH. GAP BiH has been developed and implemented in the periods 2006-2011, 2013-2017, and 2018-2022. The latest GAP BiH was adopted in 2023 for the period 2023-2027.<sup>38</sup>

The BiH Agency for Gender Equality of the Ministry of Human Rights and Refugees 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, four consecutive Action Plans for implementation of the UNSCR 1325. The Agency has also coordinated drafting of the Action Plan for LGBTI persons' equality in BiH, which was adopted in 2022.<sup>39</sup> 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 introduction of gender responsive budgeting.<sup>40</sup> Moreover, in accordance with the Gender Equality Law, a number of local self-governance units have adopted local gender action plans (LGAP) which operationalize GAP's high-level priorities at the local level.<sup>41</sup>

The institutional framework for gender equality in BiH consists of the BiH Agency for Gender Equality of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina, the FBiH Gender Centre

36 Zakon o zabrani diskriminacije [Anti-Discrimination Law] („Službeni glasnik BiH“, broj: 59/09 i 66/16).

37 CEDAW Committee (2019).

38 Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2023).

39 Available at <https://arsbih.gov.ba/usvojen-akcioni-plan-za-una-predjenje-prava-lgbt-osoba-u-bih/>.

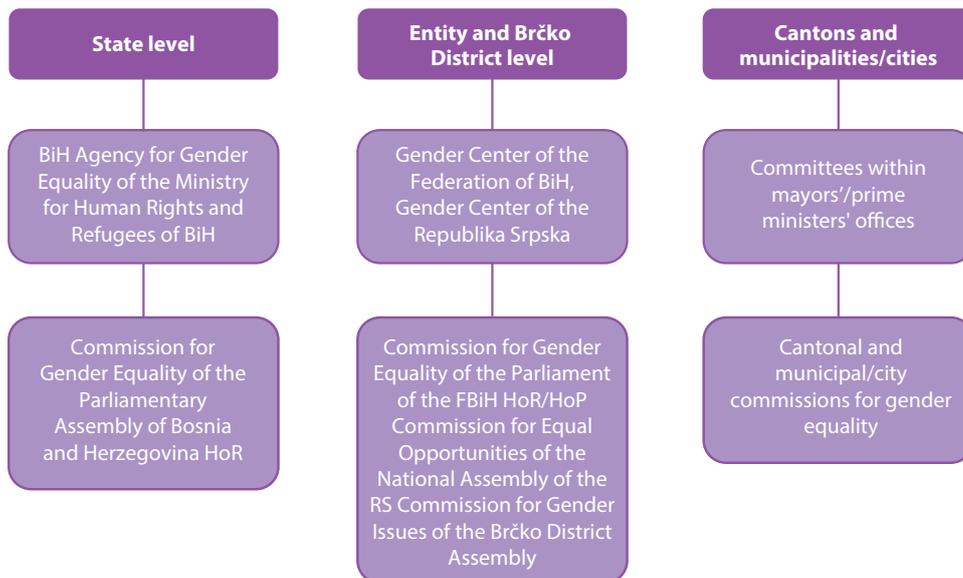
40 UN Women (2021a).

41 Ibid.

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 of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina performs functions related to gender equality in state-level matters, such as elections and political parties, defence and security, reporting to international bodies, and similar, and coordinates 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 competences - 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 BD BiH Assembly, as well as the gender equality commissions in cantonal and municipal assemblies/councils.

**Diagram 2** Gender institutional mechanisms



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 of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina and the Gender Centres have been continuously providing opinions concerning proposed legal and other acts, and recommended harmonization of regulation with the Gender Equality Law and other gender equality legal standards.

BiH initiated regional collaboration in the area of gender equality with the signing of the Declaration on Collaboration of Gender Institutional Mechanisms of the Western Balkans (the Sarajevo Declaration) in 2005 by representatives of BiH, Croatia, North Macedonia, Montenegro and Serbia, with other interested countries in the region also permitted to join.<sup>42</sup> 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.<sup>43</sup>

Lack of readily available gender-disaggregated data in some spheres, as well as lack of gender analysis in policy making and implementation, is 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 marginalized and hard-to-reach groups in the context of gender equality is generally not available. The Agency for Gender Equality of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina has issued recommendations for gender sensitive data collection to institutions.<sup>44</sup>

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

43 Ibid.

44 Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [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

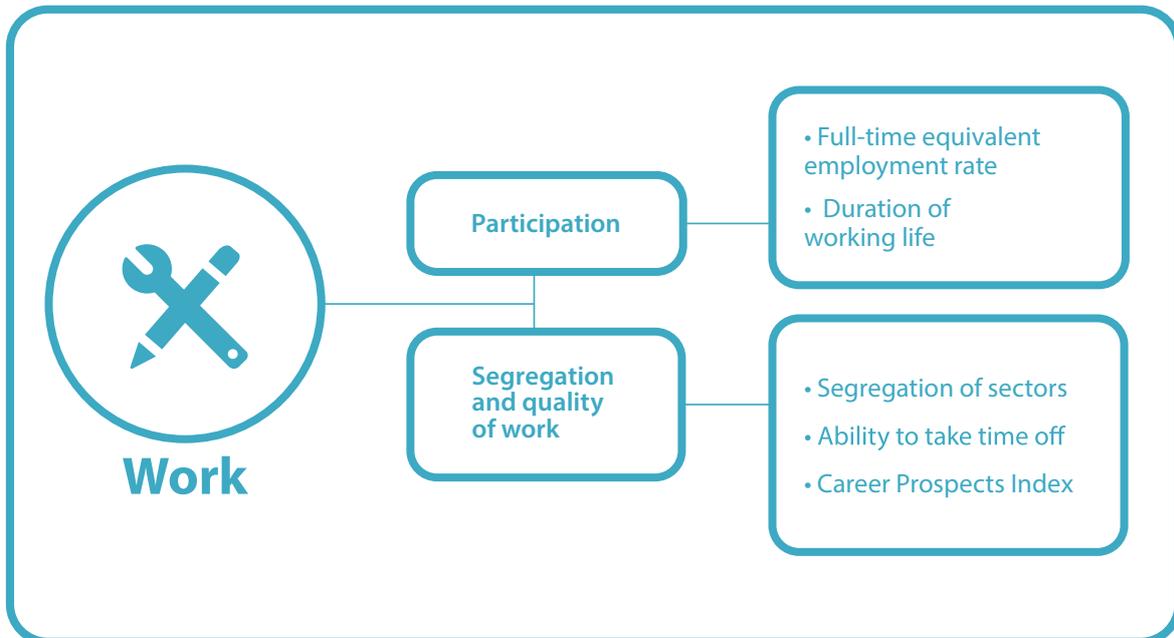
The Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina and the Agency for Statistics of Bosnia and Herzegovina, with support of the Sweden-funded bridging phase of the Gender Equality Facility project, which is implemented by UN Women, decided to produce the second Gender Equality Index for Bosnia and Herzegovina in line with EIGE methodology and taking into account available data in BiH. These efforts have resulted in calculation of full index scores for the domains of Knowledge, Power and

Time, 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, nor have any index scores been computed for the domain of Money. For this reason, the overall Gender Equality Index for Bosnia and Herzegovina can still not be calculated, and comparisons with EU-27 average and EU member states are only partly possible.

#### 3.1. Domain of Work

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



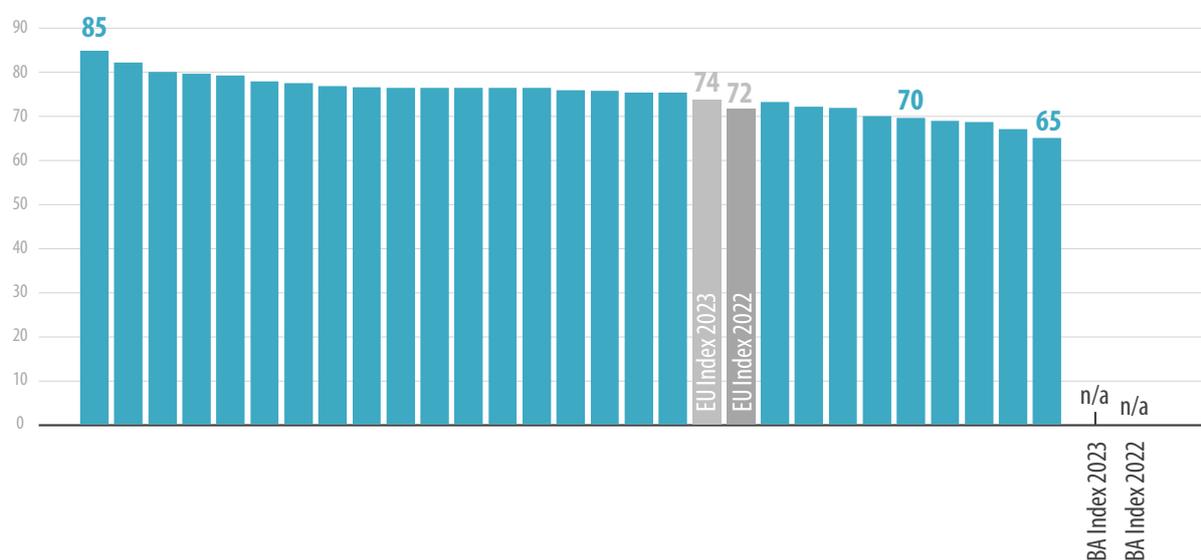
## Index scores

In the domain of Work, the Gender Equality Index measures the level of access of both women and men 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 gender gap in 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 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. Concentration of women or men in certain sectors of economy or professions indicates horizontal gender segregation, while representation in managing 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.

**Chart 3** Gender Equality Index in the domain of Work for the EU-27 (2023, data from 2022, 2021 and 2015; 2022, data from 2020 and 2015)



Only the score for sub-domain of participation is calculated for BiH. In the sub-domain of participation, BiH scores 60.9, which is 1.9 points lower in relation to the 2022 report score for the country (62.8).

BiH's score is 21.4 points lower than that of EU-27 (2023) (82.3). The BiH 2023 score is 32.4 points lower than best-performing Sweden's 93.3, and 8.0 points lower than lowest-scoring Italy's 68.9.

**Chart 4** Gender Equality Index in the domain of Work for the EU-27 (2023, data from 2021 and 2015; 2022, data from 2020 and 2015)



**Chart 5** Gender Equality Index in the sub-domain of participation for Bosnia and Herzegovina (2023, data from 2021; 2022, data from 2020) and the sub-domains of segregation and quality of work for the EU-27 (2023, data from 2021 and 2015; 2022, data from 2020 and 2015)



## Other statistical information for BiH

There are considerable differences in activity and employment among women and men in BiH. Women's activity rate is at 36.1% as opposed to men's of 59.6%. Women constitute 36.8% of employed persons, and 50% of unemployed persons at BiH level, according to the Labour Force Survey 2022.<sup>45</sup> Women's employment rate is lower by 23.2 percentage points than men's employment rate. Furthermore, the unemployment rate for women is 19.8%, which is higher by 7.2 percentage points than for men. The biggest unemployment rate, 42.1%, is found for women in the age group od 15-24, which is by 10.9 percentage points higher than the unemployment rate of men of the same age.<sup>46</sup> According to ILO, the share of informal employment in overall employment is estimated at 30.5% (30.9% for men and 29.8% for women).<sup>47</sup>

## 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 prohibition of gender-based discrimination, including discrimination on the basis of sex, sexual orientation, marital status, pregnancy, age, and disability, among other grounds, 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 at the labour market. According to BiH Gender Country Profile 2021, women's lower employment and activity rates are direct consequences of women's assumed roles of the primary family carers of children and elderly, which stems from deeply embedded social stereotypes

<sup>45</sup> Agency for Statistics of Bosnia and Herzegovina (2023a).

<sup>46</sup> Ibid.

<sup>47</sup> ILO, Overview of informal economy BiH, available at <https://bit.ly/3yC7jUK>.

and unequal distribution of family responsibilities between women and men.<sup>48</sup> Also, the same document notes that there have been individual active measures for women's employment and economic empowerment across BiH but the effects of 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 because it adheres to the market economy and economic concerns, formal and informal economic spheres, and multi-dimensional aspects of the 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 possibility of decision making within the economic structures is of vital importance for the achievement of gender equality.<sup>49</sup> GAP BiH therefore envisages a number of measures for boosting employment of women, including, but not limited to 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, including training programmes for women aimed at building their capacity of searching, selecting and obtaining adequate jobs, including requalification, self-employment, and entrepreneurship.

<sup>48</sup> UN Women (2021).

<sup>49</sup> Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2023).

The Agency for Gender Equality, Ministry of Human Rights and Refugees of Bosnia and Herzegovina research on impact of gender-based division of family and household duties found that in 93.8% partnerships all routine household duties are performed by women, while more balance is seen in care for children and occasional household chores.<sup>50</sup> GAP BiH recognizes the need for improvement of measures to harmonize 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 FBiH Employment Strategy 2023- 2030<sup>51</sup> recognizes women as a significant part of inactive population and envisages a number of active employment measures, but 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. For this reason, this 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 2022<sup>52</sup> 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 status of Roma, as well as social inclusion policies in BiH also focus on increasing employment, although not always specifying women as target groups.

The Economic Reform Programme for BiH 2023-2025 establishes a priority to increase employment, especially of young people, women and other vulnerable groups.<sup>53</sup> 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 on increasing employment and reducing high unemployment and inactivity, especially of young people, women and long-term unemployed as well as the those most vulnerable in the labour market, promoting quality employment, with the aim of achieving equal opportunities in access to the labour market and more equitable working conditions, including for women in rural areas, and women who are victims of domestic violence and was tortures. The Economic Reform Programme prioritizes strengthening active employment measures for women and support for entrepreneurship with 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)<sup>54</sup> and the RS Strategy for Development of Women's Entrepreneurship (2019-2023).<sup>55</sup> The FBiH Action Plan prioritizes measures to provide systemic support for the development of women's entrepreneurs, improve the analytical basis for monitoring and encouraging the development of women's 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.

50 Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2020).

51 "Službene novine Federacije BiH", broj 94/2023 [Official Gazette of Federation of BiH No. 94/2023]

52 Zavod za zapošljavanje Republike Srpske [Republika Srpska Employment Bureau] (2022).

53 BiH Directorate for Economic Planning (2023).

54 Federalno ministarstvo razvoja, poduzetništva i obrta [FBiH Ministry of Development, Entrepreneurship and Crafts] (2018).

55 Vlada Republike Srpske [Government of Republika Srpska] (2019).

The FBiH Development Strategy (2021-2027)<sup>56</sup> 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 2021-2027<sup>57</sup> recognizes the role of women in rural areas and rural economy. It is highlighted that women are an important factor and support for rural development, and barriers to access to subsidies and locals should be removed, as well as barriers to access to infrastructure. The Strategy also envisages programmes of support for employment and self-employment of women in rural areas.

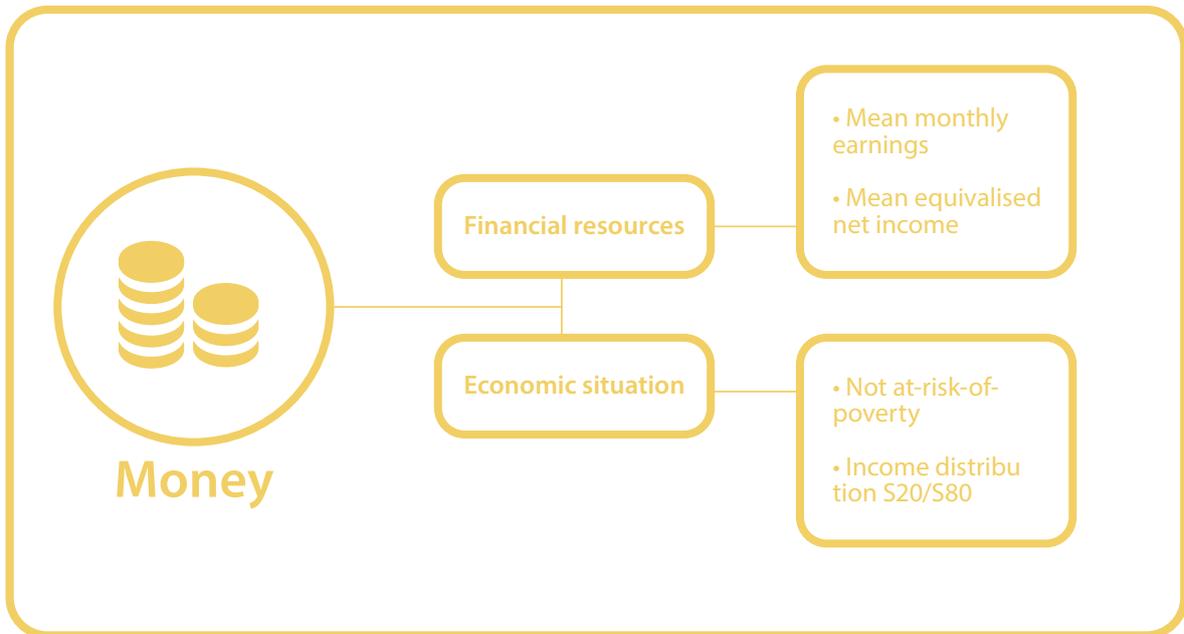
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56 Vlada Federacije Bosne i Hercegovine [Government of the Federation of Bosnia and Herzegovina] (2020).

57 Vlada Republike Srpske/Ministarstvo poljoprivrede, šumarstva i vodoprivrede [Government of Republika Srpska/Ministry of Agriculture, Forestry and Water Management] (2021).

### 3.2. Domain of Money

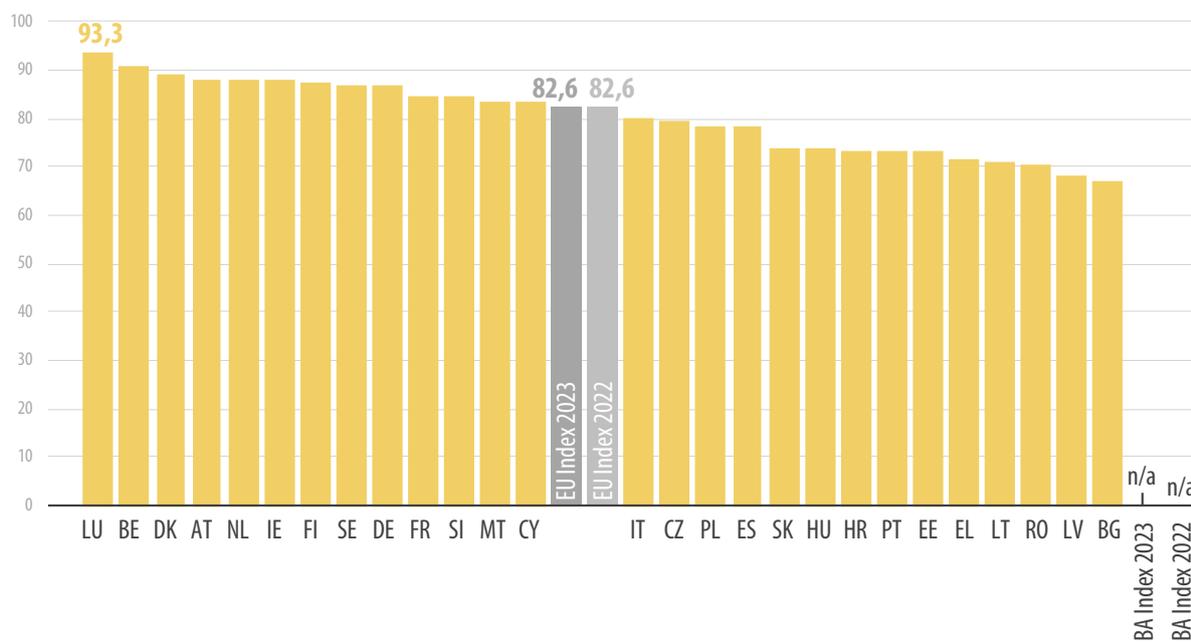
**Diagram 4** Gender Equality Index domain of Money with sub-domains and relevant indicators



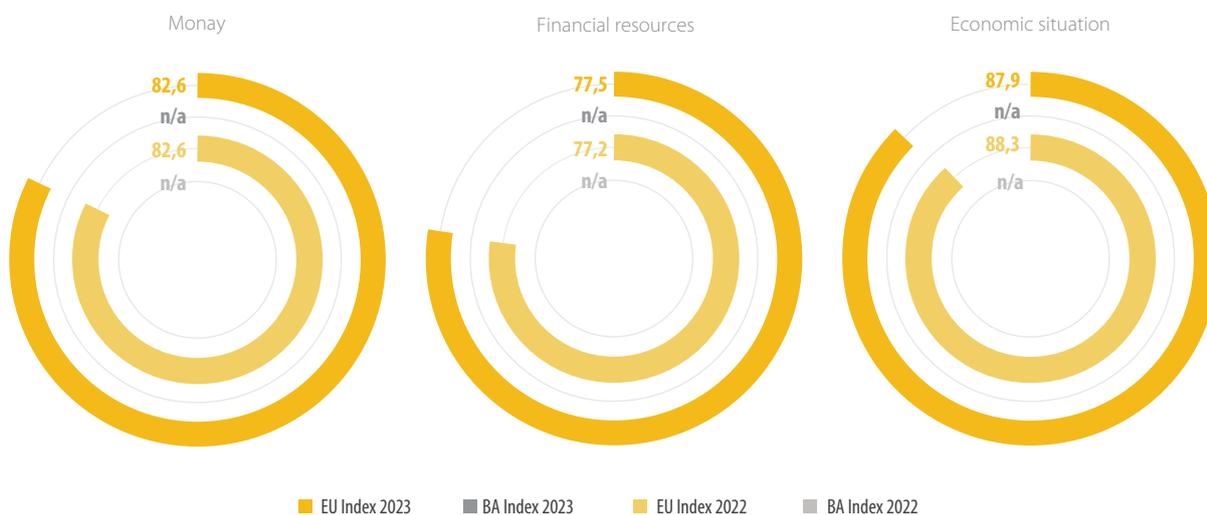
Gender inequalities in access to financial resources and the economic situation in which women and men live are measured in the domain of money. The sub-domain of financial resources contains the data on monthly earnings of women and men measured by two indicators. The first indicator represents monthly earnings based on work, and the second represents the mean equivalized 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 risks of poverty and the distribution of income between women and men. Indicators included in these components of the index measure the share of population not at-risk-of-poverty (whose income is above or at the level of 60 percent of median income in the country) and the share of the lowest and highest income quintile by gender.

The EU-27 2023 score for the domain of money is 82.6, which is compared to 93.9 of best-performing Luxembourg and 67.0 of lowest-scoring Bulgaria. In the sub-domain of financial resources, the EU-27 score is 77.5, which is compared to 98.0 of best-performing Luxembourg and 55.9 of lowest-scoring Slovakia. In the sub-domain of economic situation, the EU-27 score is 87.9, which is compared to 98.4 of highest-ranking Slovakia and 77.3 of lowest-scoring Latvia.

**Chart 6** Gender Equality Index in the domain of Money for the EU-27  
(2023, data from 2021 and 2018; 2022, data from 2020 and 2018)

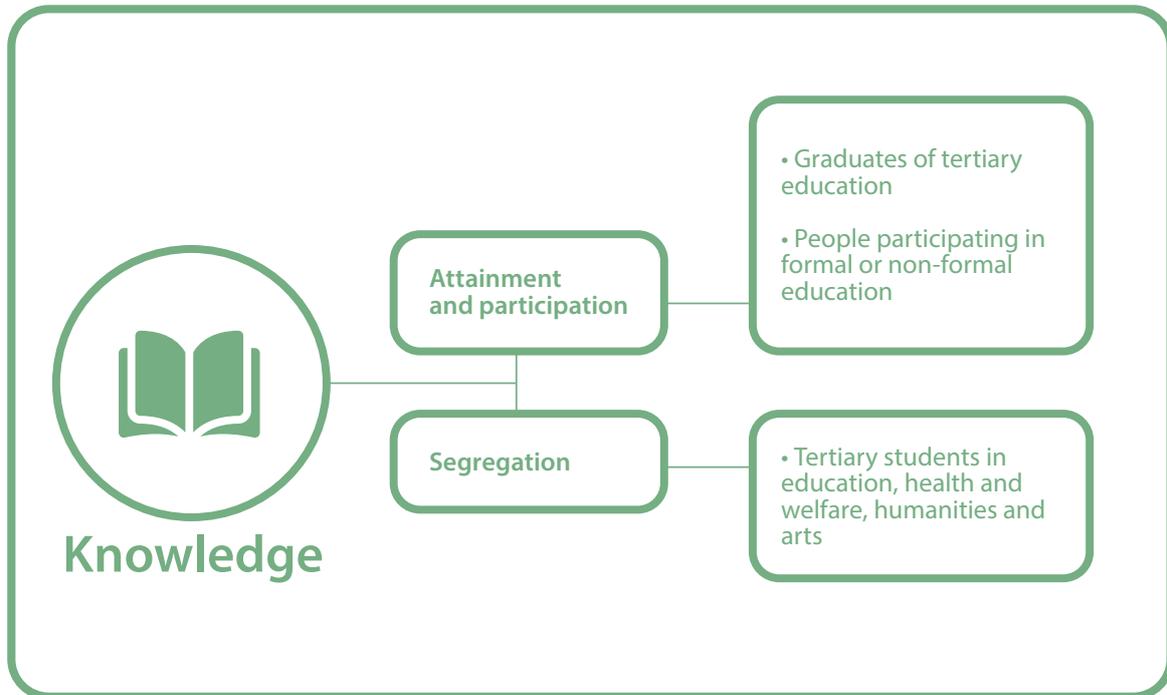


**Chart 7** Gender Equality Index in the domain of Money and the sub-domains of financial resources and economic situation for the EU-27 (2023, data from 2021 and 2018; 2022, data from 2020 and 2018)



### 3.3. Domain of Knowledge

**Diagram 5** Gender Equality Index domain of Knowledge with sub-domains and relevant indicators



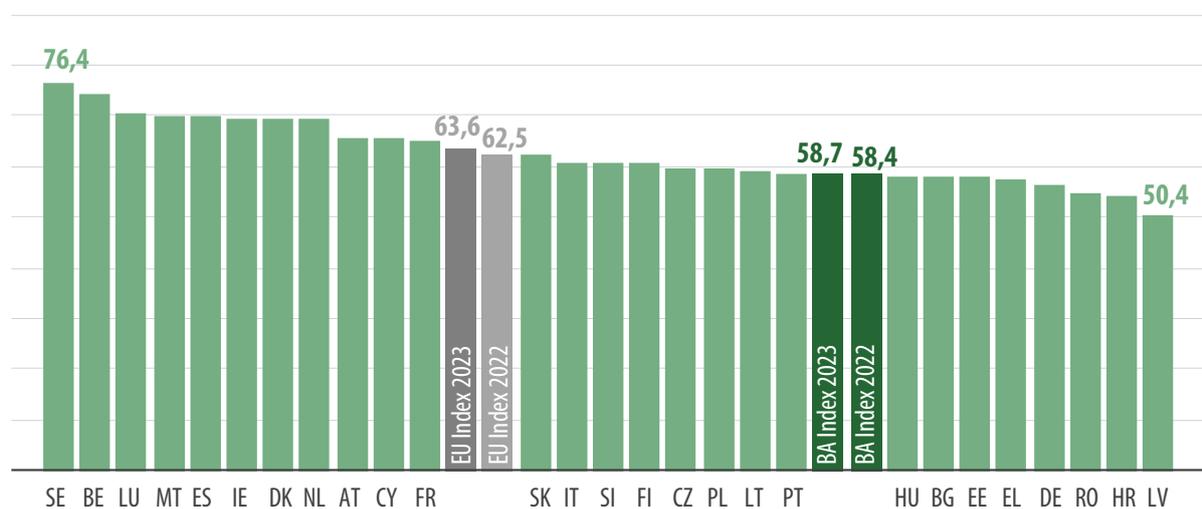
#### Index scores

The domain of Knowledge measures gender equality in educational attainment and participation, and segregation. The sub-domain of educational attainment and participation demonstrates the success of women and men to achieve higher education and to engage 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 arts.

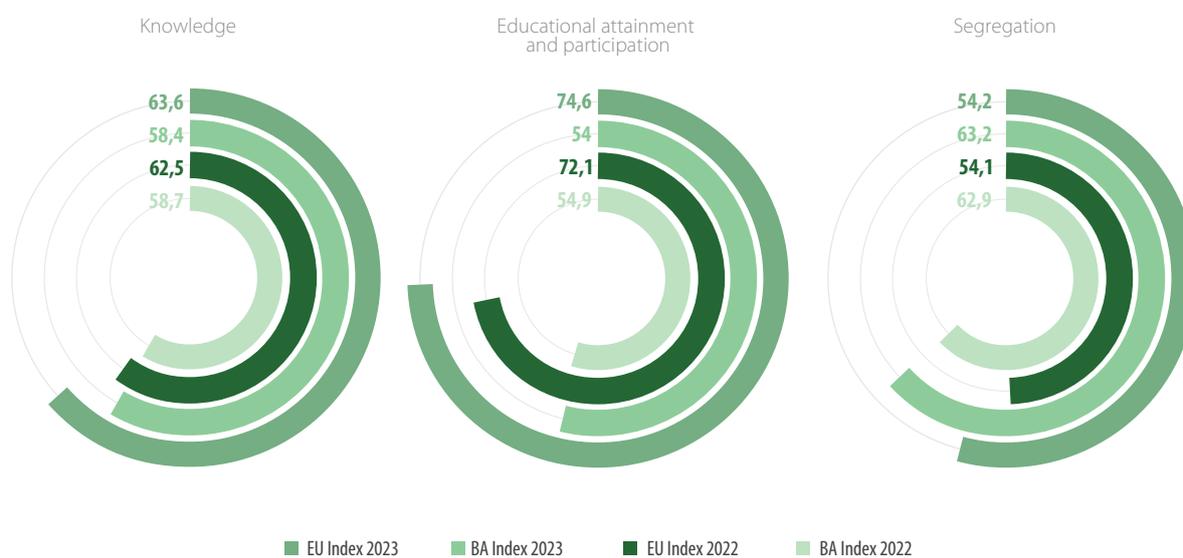
In the domain of knowledge, Bosnia and Herzegovina has index score of 58.4 in 2023, which

is 0.3 points lower in comparison with the 2022 report for this domain (58.7), and 5.2 points lower than the EU average score (63.6) in 2023, 18.0 points lower than best-performing Sweden (76.4) and 8.0 points higher than lowest-scoring Latvia (50.4). In the sub-domain of attainment and participation, BiH has index score of 54.0 – 0.9 points lower than in the 2022 report (54.9). This is compared to the EU 2023 average score of 74.6 (20.6 points lower than the EU average score). In this sub-domain, BiH's score is 37.9 lower than that of best-performing Luxembourg (91.9), and 3.6 points lower than lowest-ranking Romania (57.6) in the 2023 EU-27 index. In the sub-domain of segregation, BiH has the index score of 63.2 (0.3 points higher than in the 2022 report – 62.9), which is 9.0 points higher than the 2023 EU average score (54.2), 5.2 points lower than Sweden's 68.4 and 24.7 points higher than Latvia's 38.5.

**Chart 8** Gender Equality Index in the domain of Knowledge for the EU-27  
(2023, data from 2021; 2022, data from 2020)



**Chart 9** Comparison between Bosnia and Herzegovina (2023, data from 2021; 2022, data from 2020) and the EU-27 (2023, data from 2021; 2022, data from 2020) in the domain of Knowledge and sub-domains



## Other statistical information for BiH

In BiH, the percentage of girls among all students who enrolled higher education (all years) in the academic year 2022/2023 was 60.13%.<sup>58</sup> Whilst the percentage of female population in the full-time study enrolments was 62.1%, there is almost no gender gap among part-time study enrolments. The percentage of women among those who graduated from university and other higher education institutions in 2022 was 62.14%. Women constitute 63.34% of population who graduated from university in 2022, while there is gender balance in graduations from other higher education institutions.<sup>59</sup>

The percentage of women among all students who obtained master's degree in 2022 was 63%, while the percentage of women who obtained PhD in the same year was 46.67%.<sup>60</sup> In BiH, according to data from 2020, women are dominantly represented in the study fields of education (80%), health and social welfare (75%) and humanities and arts (67%).<sup>61</sup> In 2022, there was gender balance among researchers employed in research and development, as 49.1% of researchers were women. There is relative gender balance across research and development sectors, while women significantly outnumber men in research in medical and health sciences (82.23% of researchers are women).<sup>62</sup> According to Bosnia and Herzegovina Gender Country Profile 2021, there is a gender gap in favour of men at research managerial level.<sup>63</sup>

58 Agency for Statistics of Bosnia and Herzegovina (2023b). Gender-segregated data on enrolments in the first year of higher education study is not available.

59 Ibid.

60 Ibid.

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

62 Agency for Statistics of Bosnia and Herzegovina (2023e).

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

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

The Sustainable Development Goals (SDGs) Framework in Bosnia and Herzegovina 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.”<sup>64</sup> GAP BiH recognizes that education as one of the most important elements in achieving gender equality, especially at the time when there is a need for continued education and professional improvement regardless of age.<sup>65</sup> 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 generally gender balanced enrolments in the educational process, the advancement opportunities for girls and women are limited, as is access to positions requiring high qualifications. This is primarily due to existing stereotypes of male/ female professions, as well as issues of balancing professional and family life.<sup>66</sup>

GAP BiH therefore promotes measures toward creating equal opportunities and access to education for girls and boys, women and men in any age, including the members of vulnerable groups, in 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 of gender equality in the key laws, strategies, action plans, programmes and other acts in these areas.

64 The SDGS Framework in Bosnia and Herzegovina, p. 56.

65 Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2023).

66 Ibid.

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 sports, rely on 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.

In contrast, the policy identifying Priorities for Development of Higher Education in BiH for the period 2016 – 2026<sup>67</sup> 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 Pre-school, Primary and Secondary Education for the period 2022-2030,<sup>68</sup> and for the FBiH Development Strategy 2021-2027<sup>69</sup> 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 2021-2025<sup>70</sup> includes strategic priorities relating to greater inclusion of Roma in education, without highlighting the specific positions and needs of Roma men and women. The same can be said for wider youth policies in BiH,<sup>71</sup> 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 the access of both sexes to postgraduate programmes and obtaining scientific degrees, and access to grants and scholarships, scientific-research programmes and projects under the same conditions. The Strategy for Development of Science in Bosnia and Herzegovina 2017-2022<sup>72</sup> comprises strategic measures for achieving gender equality in research, stipulating that competent institutions should develop gender equality policies in research institutions, particularly in areas where women are underrepresented (for example, at senior positions and in managements of research institutions).

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

67 Ministarstvo civilnih poslova Bosne i Hercegovine [Ministry of Civil Affairs of Bosnia and Herzegovina] (2015).

68 Vlada Republike Srpske [Government of Republika Srpska] (2021).

69 Vlada Federacije Bosne i Hercegovine [Government of the Federation of Bosnia and Herzegovina] (2020).

70 Ministarstvo za ljudska prava i izbjeglice Bosne i Hercegovine [Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2020).

71 For example, Ministarstvo porodice, omladine i sporta Republike Srpske [Ministry of Family, Youth and Sports of Republika Srpska] (2023).

72 Ministarstvo civilnih poslova Bosne i Hercegovine [Ministry of Civil Affairs of Bosnia and Herzegovina] (2016).

The strategies for adult education in the context of lifelong learning in BiH<sup>73</sup> and Republika Srpska<sup>74</sup> 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 the labour market needs. In this context, the Economic Reform Programme for Bosnia and Herzegovina 2023-2025 prioritizes improving the link between education and the labour market and strengthening access to and quality of education.<sup>75</sup> This programme proposes policy consolidation measures and adult education programmes to target the needs of women for integration into labour market.

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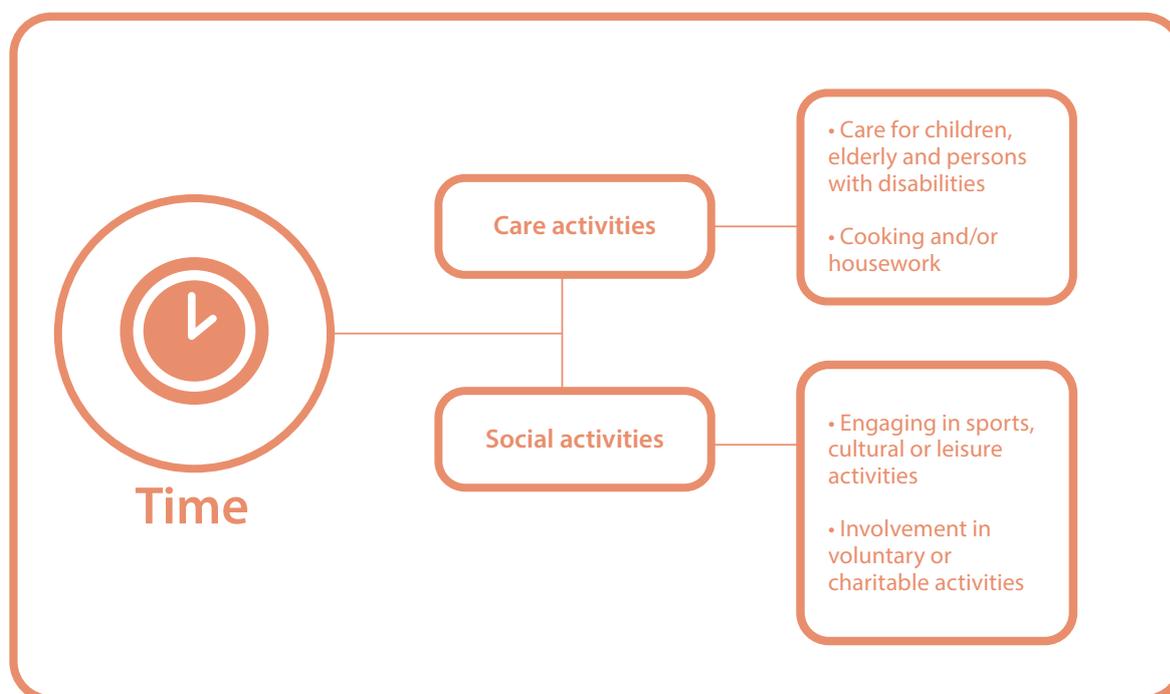
73 Ministarstvo civilnih poslova Bosne i Hercegovine [Ministry of Civil Affairs of Bosnia and Herzegovina] (2014).

74 Ministarstvo prosvjete i kulture Republike Srpske [Ministry of Education and Culture of Republika Srpska] (2020).

75 BiH Directorate for Economic Planning (2023).

### 3.4. Domain of Time

**Diagram 6** Gender Equality Index domain of Time with sub-domains and relevant indicators



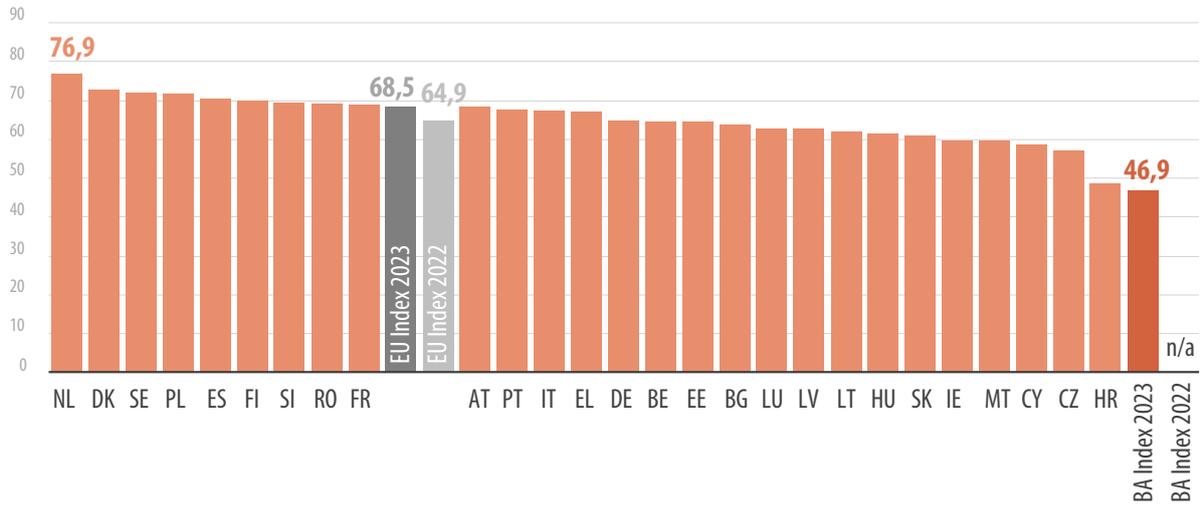
#### Index scores

The domain of Time is related to the dichotomy of paid work and unpaid work at home and the care for 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, 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 life quality, individual development and well-being, as well as active participation in the society through various forms of civic participation.

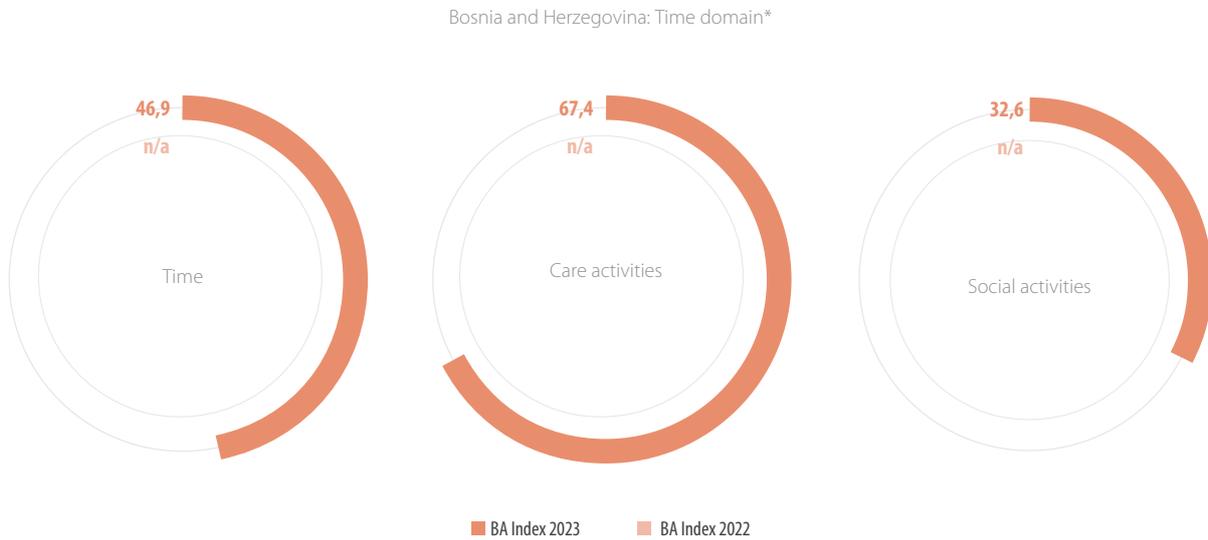
Within this sub-domain, gender gap is measured in the time women and men spend in sporting, cultural or other activities outside the home, combined with their engagement in volunteering and charitable activities.

Index score for the domain of Time is calculated for the first time in this report, as relevant data was not available at the time of development of the Gender Equality Index Bosnia and Herzegovina 2022. In the domain of Time, BiH has index score of 46.9. It is not possible to compare this score with EU scores due to differences in survey methodologies. In the sub-domain of care activities, BiH's score is 67.4. In the sub-domain of social activities, BiH's index score is 32.6.

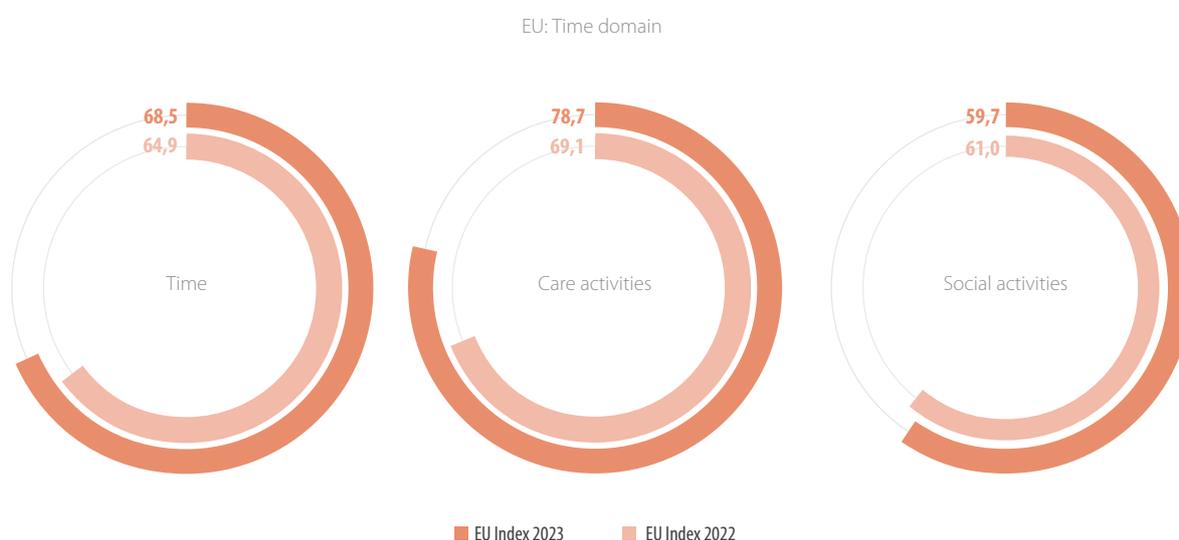
**Chart 10** Gender Equality Index in the domain of Time for the EU-27 (2023, data from 2022; 2022, data from 2016 and 2015)



**Chart 11** Gender Equality Index in the domain of Time and sub-domains of care activities and social activities for Bosnia and Herzegovina (2023, data from 2021)



**Chart 12** Gender Equality Index in the domain of Time and sub-domains of care activities and social activities for the EU-27 (2023, data from 2022; 2022, data from 2016 and 2015)



## Other statistical information for BiH

According to BiH Gender Country Profile 2021, women's lower employment and activity rates are direct consequences of women's assumed roles of the primary family carers of children and elderly, which stems from deeply embedded social stereotypes and unequal distribution of family responsibilities between women and men.<sup>76</sup> There are considerable differences in activity and employment among women and men in BiH. Women's activity rate is at 36.1% as opposed to men's of 59.6%. Women constitute 36.8% of employed persons, and 50% of unemployed persons at BiH level, according to the Labour Force Survey 2022.<sup>77</sup> Women's employment rate is lower by 23.2 percentage points than men's employment rate.<sup>78</sup> According to research of the Agency for Gender Equality, Ministry of Human Rights and Refugees of Bosnia and Herzegovina on the impact of gender-based division of family responsibilities

in the household, in 93.8% of partnerships, all routine duties in the household are performed by women, while a greater balance exists in the case of childcare and occasional household duties.<sup>79</sup>

## Policies for the promotion of gender equality in the domain of Time

GAP BiH envisages reconciliation of private and professional life as one of the key principles and cross cutting themes in defining actions for achieving gender equality in all spheres of life in BiH. According to GAP BiH, gender stereotypes and division of gender roles reaffirm the social models that often hold women responsible for family and private life (for unpaid work, care for children, elderly and persons with disability), and men for the public sphere and business life (for paid work). This results in an unequal division of household and family responsibilities, which is one of the main

<sup>76</sup> UN Women (2021).

<sup>77</sup> Agency for Statistics of Bosnia and Herzegovina (2023a).

<sup>78</sup> Ibid.

<sup>79</sup> Ministry of Human Rights and Refugees of Bosnia and Herzegovina, Agency for Gender Equality of Bosnia and Herzegovina (2020), as cited in UN Women (2021).

reasons for discrimination against women in the labour market, as well as limiting their political and social participation.<sup>80</sup> Furthermore, GAP BiH notes the still prevailing stereotypical attitudes regarding the role of women in society, as also exemplified by contents in school textbooks, which is why actions are called for in the educational system and through the media. Women's greater illiteracy in relation to men is noted, as well as young women's abandonment of education for the sake of marriage and family. There is still a large number of children not attending pre-school education.

GAP BiH therefore promotes work with communities and with men, as well as further work with women through the media, especially social media. GAP BiH specifically envisages measures for harmonization of professional and private life, including maternity and paternity protection, improvement of provisions on paid maternity leave, paid parental leave for both parents, as well as specific measures to help working individuals reconcile their professional and family obligations.<sup>81</sup> Furthermore, the RS Strategy for Improving the Social Status of Persons with Disability (2017-2026)<sup>82</sup> envisages goals relating to improving social services for persons with disability as well as improving the conditions and quality of accommodation for persons with disability in social welfare and health care institutions. Although direct correlation between these goals and improving gender equality is not defined, it can be assumed that envisaged strategic actions could contribute to relieving women of the burden of care and help reconciliation of their private and professional lives.

GAP BiH promotes and envisages gender mainstreaming of other policies, as well as targeted measures for ensuring equal access of women in all their diversity to education, science, sports and culture, along with adult learning opportunities and awareness raising measures for breaking gender stereotypes. Furthermore, the FBiH Development Strategy (2021-2027)<sup>83</sup> envisages a measure "Improve conditions for development of and participation in sports" with specific indicators relating to "time spent in sports and outdoor activities in hours (15-20)" for the total population, and women separately.

The SDGs Framework in Bosnia and Herzegovina singles out two specific targets in relation to care activities - Target 4.2: By 2030 ensure that all girls and boys have access to quality early childhood development, care and pre-primary education in order to be ready for primary education, and Target 5.4: Recognize and value unpaid care and domestic work through provision of public services, infrastructure and social protection policies and the promotion of shared responsibilities within the household and family, as nationally appropriate. The SDGs Framework envisages increase in the enrolment in pre-primary education (3-6 years) from 18% in 2018 to 60% in 2030, and decreases in the proportion of economically inactive persons at the age of 20-64 who are inactive due to other family obligations (beside care of children, incapable adults or weak persons) from 26.3 in 2018 to 17.0 in 2030 for the total population, and from 36.3 in 2018 to 20.0 in 2030 for women.

80 Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2023).

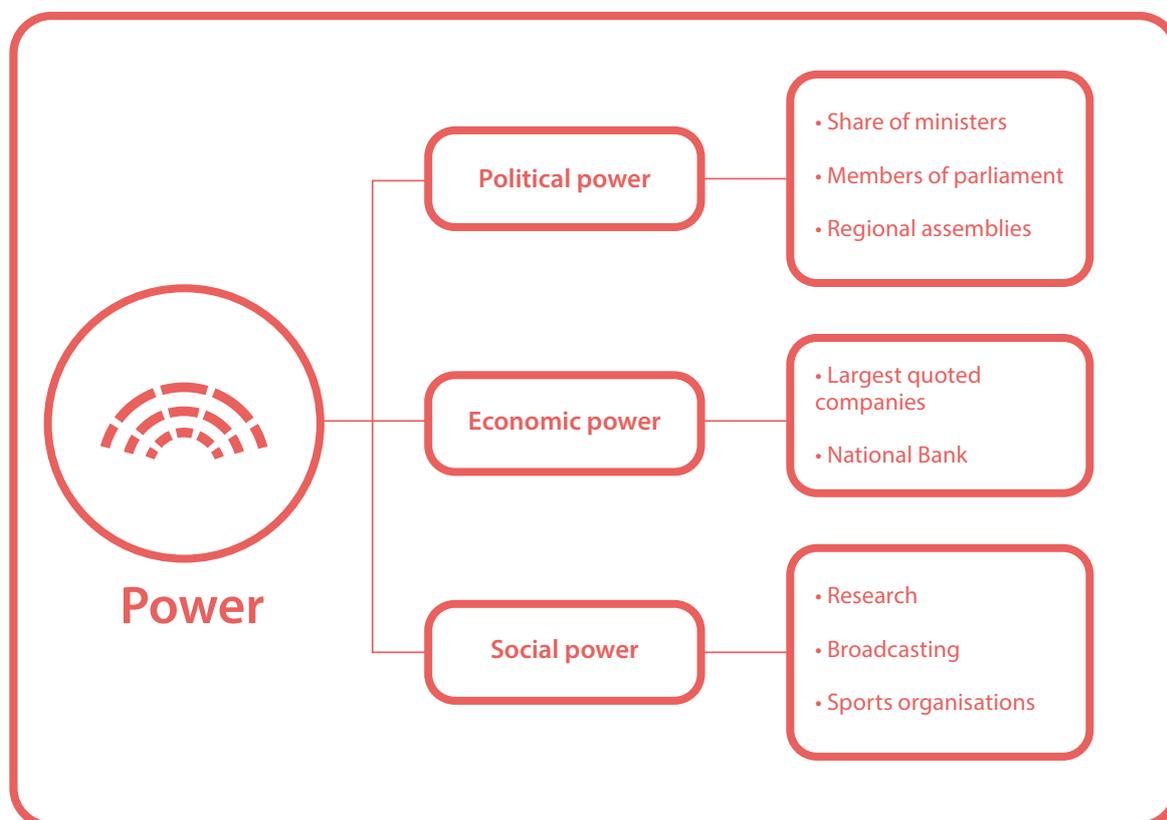
81 Ibid.

82 Ministarstvo zdravlja i socijalne zaštite Republike Srpske [Ministry of Health and Social Protection of Republika Srpska] (year not given).

83 Vlada Federacije Bosne i Hercegovine [Government of the Federation of Bosnia and Herzegovina] (2020).

### 3.5. Domain of Power

**Diagram 7** Gender Equality Index domain of Power with sub-domains and relevant indicators



#### Index scores

In the domain of Power, gender gap is 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 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 central bank.

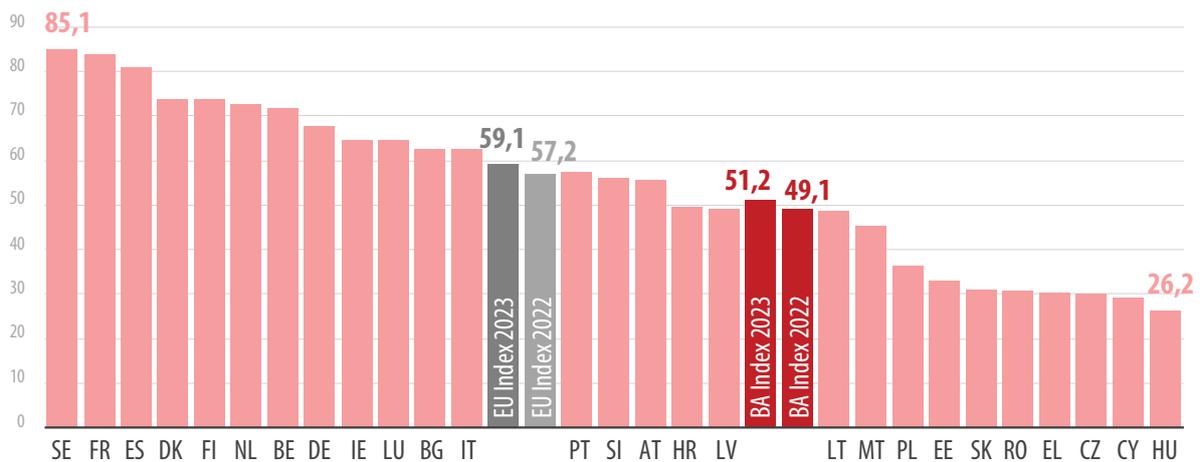
The sub-domain of social power includes indicators that measure the proportion of women and men on boards of research funding organizations, public broadcasting companies, and the highest decision-making bodies of national Olympic sport organizations.

In the domain of Power, Bosnia and Herzegovina has index score of 49.1, which is 2.1 points lower compared to the 2022 report, 10 points lower than the EU-27 score, 36 points lower than best-performing Sweden (85.1) and 22.9 points higher than lowest-scoring Hungary (26.2). BiH's index score in this domain has dropped by 2.1 points in relation to the 2022 report. In the sub-domain

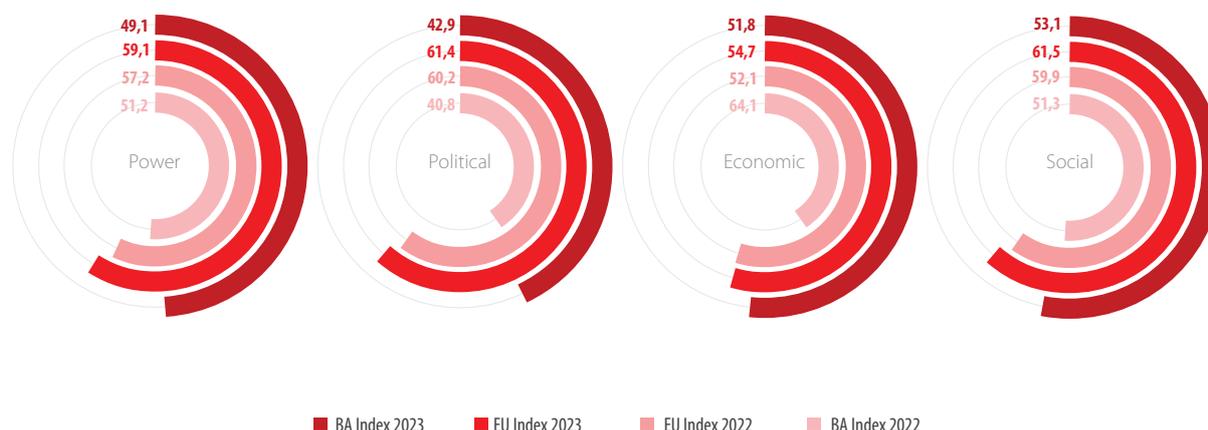
of political power, BiH has index score of 42.9 (increase by 2.1 points in relation to 2022 – 40.8), which is compared to the EU 2023 average score of 61.4, Sweden’s best-performing score of 95.9, and Hungary’s lowest score of 26.4. In the sub-domain of economic power, BiH has index score of 51.8, which is close to the 2023 EU average (54.7), 34.4 points lower than best-performing France (86.2) and 36.1 points higher than lowest-scoring Romania (15.7). In relation to the 2022 BiH report, the score (64.1), BiH’s score has dropped by 12.3 points.

This drop is a result of a decrease of the number of women in the BiH Central Bank Managing Board from four to two (in total, six men and two women, compared to the previous parity in membership – four women and four men). In the sub-domain of social power, BiH has index score of 53.1 (increase by 1.8 points in relation to the 2022 report), which is compared to 2023 EU’s 61.5. BiH’s 2023 score in this sub-domain is compared to best-performing Sweden’s score of 92.9 and lowest-scoring Greece’s 25.5.

**Chart 13** Gender Equality Index in the domain of Power for the EU-27 (2023, data from 2022, 2021 and 2020; 2022, data from 2021, 2020 and 2019)



**Chart 14** Comparison between Bosnia and Herzegovina (2023, data from 2022, 2021 and 2020; 2022, data from 2021, 2020 and 2019) and the EU-27 (2023, data from 2022, 2021 and 2020; 2022, data from 2021, 2020 and 2019) in the domain of Power and sub-domains



## Other statistical information for BiH

At the 2022 General Election, 7,258 political candidates ran on open lists for different positions in the state, entity, and cantonal governments.<sup>84</sup> The number of female candidates was 3,058 (42%).<sup>85</sup> Ten candidates (including two women) ran for the State presidency and 31 candidates (including 2 women) for the presidency of the RS. A total of 752 candidates (39.36% women) competed for 42 seats in the BiH Parliamentary Assembly's House of Representatives, 1,230 candidates (43.41% women) for 98 seats in the FBiH Parliament's House of Representatives, and 1,429 candidates (42.76% women) for 83 seats in the Republika Srpska National Assembly. In total, only 43 of the 613 candidate lists (some 7%) exceeded the minimum number of women required by law. Women headed 135 lists (22%), while 53% of these

were one-person lists.<sup>86</sup>

The percentage of women elected at 2022 General Election was 27.1%. One of the three elected BiH Presidency members is a woman. Of the total number of MPs elected into the BiH Parliamentary Assembly's House of Representatives, women constitute 16,67%<sup>87</sup> and in the House of Peoples 13,33%. The percentage of women elected into the FBiH Parliament's House of Representatives is 27.55%, and 19,28% in the RS People's Assembly.<sup>88</sup> Women constitute 33.75% of members of the FBiH Parliament's House of Peoples (27 of 80), and 28.57% of members of the RS Council of Peoples (eight of

84 Available at [https://www.izbori.ba/Rezultati\\_izbora/?resId=32&langId=1#/1/0/0/0/0](https://www.izbori.ba/Rezultati_izbora/?resId=32&langId=1#/1/0/0/0/0).

85 „Službeni glasnik BiH“, broj 73 od 02.11.2022. godine [Official Gazette BiH No. 73 of 2 November 2022] in Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2023).

86 Observation of the general elections in Bosnia and Herzegovina (2 October 2022), available at <https://pace.coe.int/en/files/31426/html>.

87 „Službeni glasnik BiH“, broj 73 od 02.11.2022. godine [Official Gazette BiH No. 73 of 2 November 2022] in Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2023).

88 Ibid.

28). The percentage of women elected to cantonal assemblies is 31,49%.<sup>89</sup>

The chair of the BiH Council of Ministers is a woman. In the BiH Council of Ministers, of nine ministries, one is headed by women (11.11%). In the FBiH Government, women constitute 25% of ministers (heading four of the total of 16 ministries). Figures are the same in the RS Government, where women also constitute 25% of ministers, heading four of 16 ministries. Currently, there is one female prime minister at cantonal government level in BiH. Women's representation in cantonal governments is 22.22% (20 female of the total of 95 ministers). At the 2020 Local Election, a total of 3,319 officials were elected, of whom 18.9% women (627 women and 2,692 men). These figures include 137 elected male and five female mayors.<sup>90</sup> Minority women are hardly represented at all in the decision-making processes.<sup>91</sup>

A study from 2020 indicated 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, 5.55% are women.<sup>92</sup> Among the 10 highest ranking companies on the stock market in BiH in the three-year period of 2020-2022, women were represented in the managerial structures by 15.5% and men by 84.5%. Only one of 10 companies had a female president.<sup>93</sup> This confirms earlier findings of the Agency for Gender Equality, Ministry of Human Rights and Refugees of Bosnia and Herzegovina about women experiencing the glass ceiling on the labour market in BiH.<sup>94</sup>

<sup>89</sup> Ibid.

<sup>90</sup> Izvještaj o provođenju Lokalnih izbora 2020. godine, CIK BiH, 2021., str. 72 i 73. [Report on implementation of 2020 Local Election, BiH Central Election Commission, 2021, p. 72-3] in Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2023).

<sup>91</sup> European Commission (2020).

<sup>92</sup> Dizdar, A. (2020), as cited in UN Women (2021).

<sup>93</sup> From EIGE database available at <https://eige.europa.eu/gender-statistics/dgs/browse/wmidm>.

<sup>94</sup> Available at <https://arsbih.gov.ba/stakleni-krov-na-trzistu-rada/>.

In 2020, 2021 and 2022 women represented one of the four members of the BiH Public Broadcaster steering board,<sup>95</sup> while have been no women among members of the BiH Regulatory Communications Agency board over the years 2020, 2021 and 2022.<sup>96</sup> Furthermore, in a sample of the most funded Olympic sports, women are not represented as presidents of sports associations' steering boards, while there is one woman among 17 deputy chairs of these steering boards.<sup>97</sup>

### Policies for the promotion of gender equality in the domain of Power

The Gender Equality Law regulates participation in public life by imposing obligation to state bodies to ensure and promote equal gender representation in the processes of managing, decision making and representation at all levels of organizations, including political parties, legal persons with public authorization, legal persons that are owned by the state or are under state's control. This applies to appointments in the executive, public enterprises' management structures, and local communities. Equal gender representation is defined as at least 40% representation of the less represented sex, and the law regulates that responsible subjects are obliged to adopt temporary special measures with the aim of achieving equal gender representation.

The BiH Election Law<sup>98</sup> was harmonized with the Gender Equality Law stipulating that equal representation of sexes is ensured by at least 40% representation on election lists. Mandatory rank-order on election lists for different sexes is regulated by the Law too. The 2016 Election Law amendments led to the raising of 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

<sup>95</sup> From EIGE database available at <https://eige.europa.eu/gender-statistics/dgs/browse/wmidm>.

<sup>96</sup> From <https://www.rak.ba/hr/organisational-structure>.

<sup>97</sup> Agency for Statistics of Bosnia and Herzegovina (2022).

<sup>98</sup> Izborni zakon Bosne i Hercegovine [BiH Election Law] ("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 i 31/16).

measure impacted significantly on women's participation, particularly at cantonal level. The proposed amendments to the Law on BiH Council of Ministers envisaging 40% representation of less represented sex in the composition of the Council of Ministers have not yet been adopted.<sup>99</sup>

GAP BiH envisages measures to achieve equal gender representation in creating policies and decision making at all levels of organisation of authorities in Bosnia and Herzegovina.<sup>100</sup> 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, judiciary and diplomacy, as well as 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 environment for development and implementation of measures to equalize gender representation in public life and decision-making bodies, along with organisation of trainings to help strengthening 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 media in boosting women's participation in politics and decision making and notes the role of media in implementation of promotional activities, informative campaigns and campaigns for raising awareness of the public on the importance of equal gender representation at all levels of political and public decision making. The Agency for Gender Equality of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina and the Gender Centres, in partnership with international donors and civil society, run public awareness campaigns, especially ahead of the elections, promoting the role of the female candidates.

<sup>99</sup> Amendments available at <https://bit.ly/3yyDGnt>.

<sup>100</sup> Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2023).

The BiH Gender Country Profile notes that judiciary is the only branch of government in BiH where women are not underrepresented and the Strategy for improving gender equality in the judiciary of Bosnia and Herzegovina was adopted by the High Judicial and Prosecutorial Council of BiH.<sup>101</sup> 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" 2018-2022<sup>102</sup> is "increased participating of women in the army, police and peacekeeping missions, including representation at decision-making positions". The Action Plan for the period 2023-2027 has been drafted, but not yet been adopted.

Women's entrepreneurship in BiH is addressed by specific strategic documents. FBiH and RS have adopted strategic documents on women's entrepreneurship, most specifically the FBiH Action Plan for Development of Women's Entrepreneurship (2018-2020)<sup>103</sup> and RS Strategy for Development of Women's Entrepreneurship (2019-2023)<sup>104</sup>. OECD<sup>105</sup> notes that the policy on women's entrepreneurship has improved since 2016, but 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 OECD assessment from 2019, the inclusion of women's entrepreneurship in the wider economic policy landscape is weak.

<sup>101</sup> Visoko sudsko i tužilačko vijeće Bosne i Hercegovine [High Judicial and Prosecutorial Council of Bosnia and Herzegovina].

<sup>102</sup> Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine [Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of Bosnia and Herzegovina] (2017).

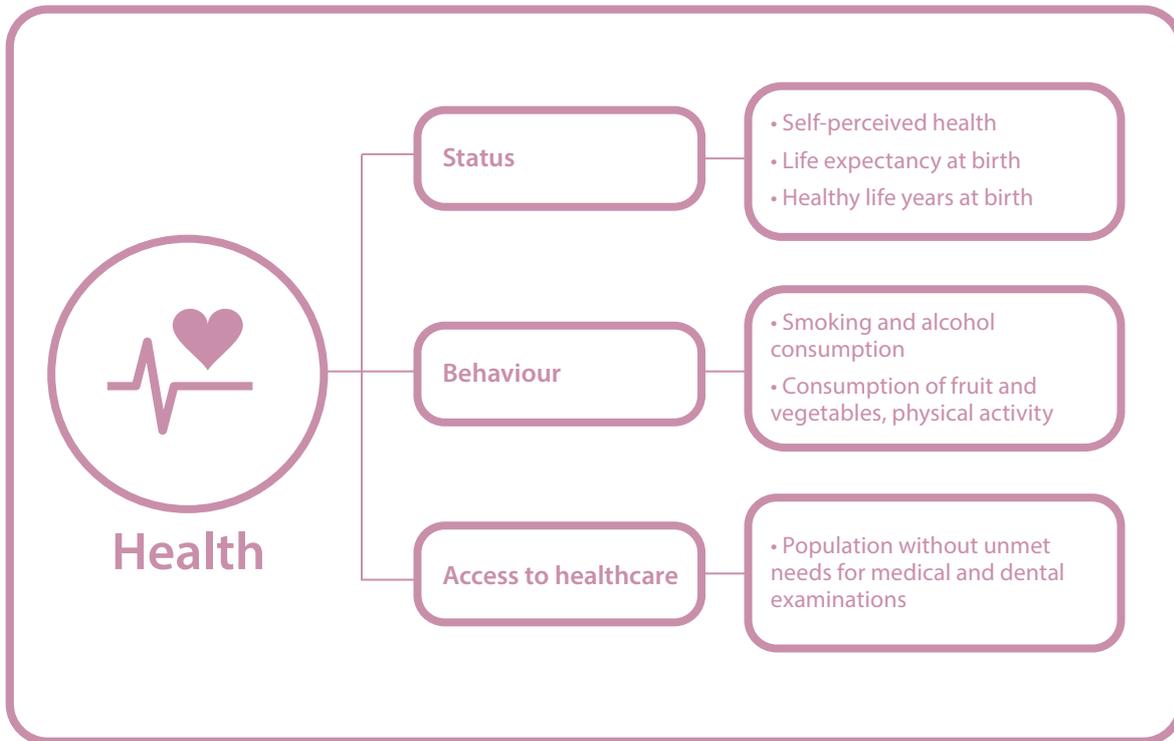
<sup>103</sup> Federalno ministarstvo razvoja, poduzetništva i obrta [FBiH Ministry of Development, Entrepreneurship and Crafts] (2018).

<sup>104</sup> Vlada Republike Srpske [Government of Republika Srpska] (2019).

<sup>105</sup> OECD et al. (2019), p. 541, as cited in UN Women (2021).

### 3.6. Domain of Health

**Diagram 8** Gender Equality Index domain of Health with sub-domains and relevant indicators

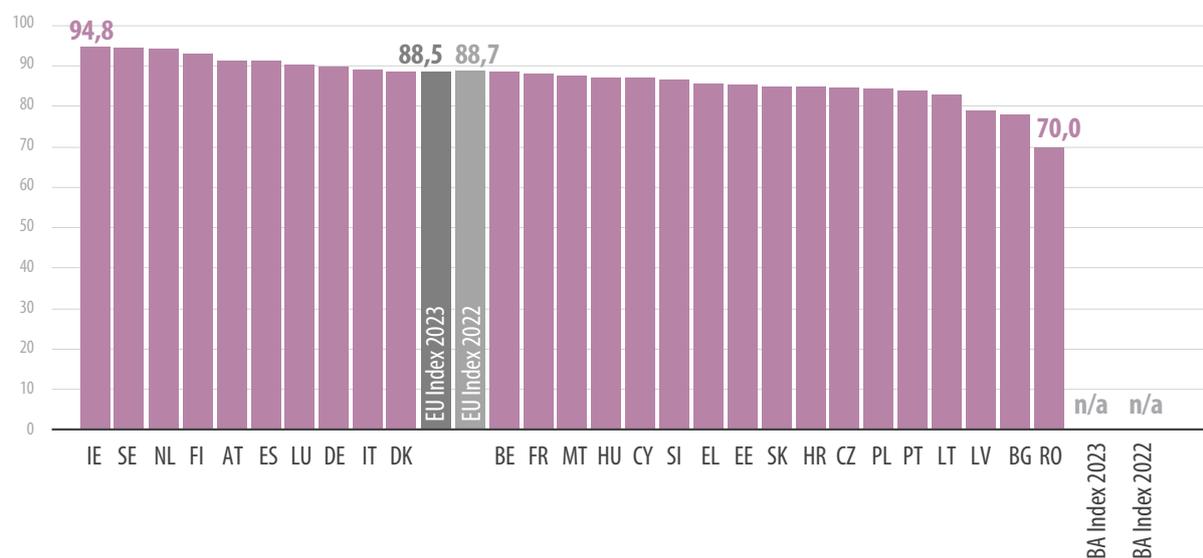


#### Index scores

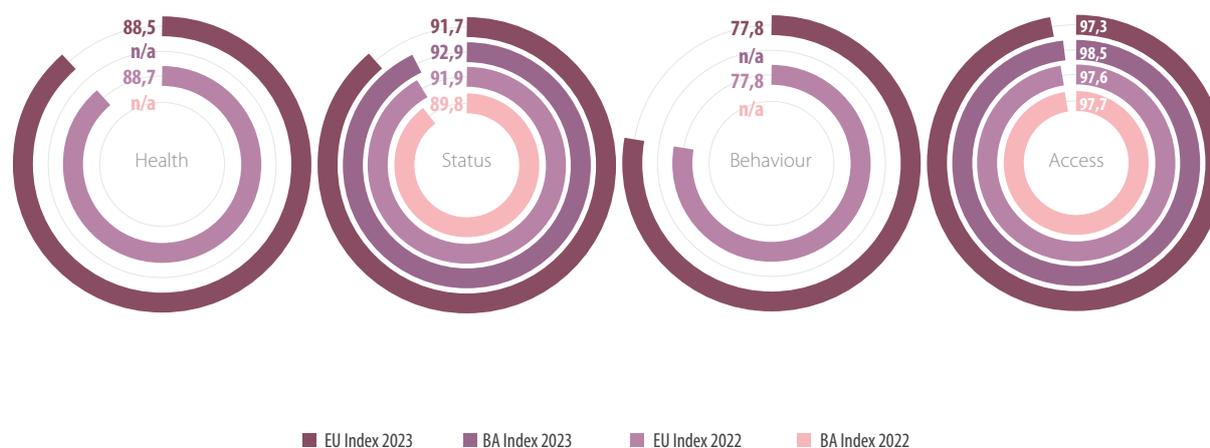
Within the domain of Health, gender inequalities are measured in three sub-domains: health status, health related behaviour and access to health care. The sub-domain relating to the health status includes indicators of subjective assessment of the health of women and men, the expected life expectancy at birth, and the number of expected healthy life years at birth. The behavioural sub-domain includes indicators that measure the prevalence of behaviour 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 the exercise of physical activity. The sub-domain of access is measured by the percentage of people who report unmet medical and/or dental needs:-

The index scores for sub-domains of status and access are calculated for BiH. In these sub-domains, BiH scores 92.9 in the sub-domain of status (3.1 points higher in relation to the 2022 report – 89.8) and 98.5 in the sub-domain of access (0.8 points lower in relation to the 2022 report – 97.7). This is compared to 2023 EU average scores of 91.7 and 97.3 for the sub-domains of status and access respectively. In the sub-domain of status, BiH ranks 3.9 points lower than best-performing Ireland (96.8) and 12.3 points higher than lowest-scoring Latvia (80.6). In the sub-domain of access, BiH ranks 1.3 points lower than best-performing Germany (99.8) and 5 points higher than lowest-scoring Greece (93.5).

**Chart 15** Gender Equality Index in the domain of Health for the EU-27 (2023, data from 2021 and 2019; 2022, data from 2020 and 2019)



**Chart 16** Gender Equality Index in the domain of Health for EU-27 (2023, data from 2021 and 2019; 2022, data from 2020 and 2019) and comparisons with Bosnia and Herzegovina in the sub-domains of status and access (2023, data from 2021; 2022, data from 2015)



## Other statistical information for BiH

According to official statistics, women live 5.2 years longer than men in BiH with the average age of women at death being 77.4 and of men 72.2 (data for 2022).<sup>106</sup> According to calculation for the Gender Equality Index for Bosnia and Herzegovina 2023 (data from 2021), the life expectancy at birth in the country is 74.8 (77.5 for women and 72.2 for men). In 2022, women significantly outnumbered men in the number of deaths as a result of endocrine metabolic and nutritional diseases and diseases of the circulatory system. On the other hand, men significantly outnumber women in the number of deaths as a result of neoplasms, diseases of the respiratory system, and diseases of the digestive system, as well as COVID-19. The latest, 2022 statistics indicate a total of five women who died in pregnancy, childbirth and the puerperium.<sup>107</sup>

Data on sexual and reproductive health in BiH is limited.<sup>108</sup> Public health institutes are tasked with collecting data and producing statistical reports, but the data is not considered fully reliable as a result of a combination of factors, not least the issues with detection and reporting of diseases and interventions, and consistency of reporting by individual data sources. Abortion prevalence is unknown and monitoring of maternal deaths has certain deficiencies.<sup>109</sup> The latest Multiple Indicator Cluster Survey (MICS) and the MICS for Roma in BiH was conducted for the years 2011-2012 and published in 2013. Moreover, a comprehensive Demographic and Health Survey has not been conducted yet by statistical agencies.

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

In line with legislation, health care 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 FBiH Government adopted the Strategy for Improvement of Sexual and Reproductive Health and Rights in 2010 for the period 2010- 2019.<sup>110</sup> 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 FBiH, a Strategic Framework for SRH was drafted for the period 2020-2026. The latest RS SRH strategy was adopted in 2019 for the period 2019-2029.<sup>111</sup> This strategy considers the specific needs of women and vulnerabilities of marginalized groups and focuses on family planning, maternal health, reproductive health and prevention of sexually transmitted infections, SRH services and information, as well as SRH in crises.

Several sets of clinical guidelines (Guidelines for Development of Clinical Guidelines, Clinical Guidelines for Postpartum Haemorrhage (PPH), Clinical Guidelines for Preeclampsia, Clinical Guidelines for Antenatal Care, Obstetrics Protocol, Intrapartum Care Guidelines) have been developed among the FBiH Ministry of Health and the RS Ministry of Health and Social Welfare.<sup>112</sup>

106 Agency for Statistics of Bosnia and Herzegovina (2023g).

107 Agency for Statistics of Bosnia and Herzegovina (2023g).

108 Karadžinović, N. et al. (2019).

109 UN Women (2021).

110 Federalno ministarstvo zdravstva [FBiH Ministry of Health] (2010).

111 Vlada Republike Srpske/Ministarstvo zdravlja i socijalne zaštite Republike Srpske [Government of Republika Srpska/Republika Srpska Ministry of Health and Social Protection] (2019).

112 Karadžinović, N. et al. (2019); UNFPA BiH information.

Moreover, there have been efforts to establish a surveillance system for monitoring maternal deaths, including near miss cases during pregnancy and 42 days after delivery. Furthermore, elements of the Minimum Initial Service Package (MISP) for SRH in crisis have been integrated to an extent in SRH policies in BiH, e.g. in the RS SRH strategy.<sup>113</sup>

Specific health policies have been developed in the context of response to gender-based violence and conflict-related sexual violence. By the end of 2018, two comprehensive resource packages have been produced for the response of the health sectors to gender-based violence/conflict-related sexual violence in FBiH and RS. In FBiH, the resource package consists of 12 knowledge and operational products, including a resource package for strengthening health sector's response to gender-based violence, training modules and materials for health sector's response to gender-based violence, psychosocial treatment of gender-based violence and conflict-related sexual violence victims, psychosocial treatment of gender-based violence perpetrators, the role of youth in protection from gender-based violence in general and in crisis, treatment of gender-based violence victims in crisis, and an entity level protocol for provision of support to gender-based violence/conflict-related sexual violence 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 Republic of Srpska to Gender Based Violence, 2. Strengthening the Response of Providers of Health Services in Republic of 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 Republic of Srpska to Gender Based Violence, 5. Strengthening the Response of Providers of Psychosocial Services in Republic of 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.<sup>114</sup>

<sup>113</sup> Karadinović, N. et al. (2019).

<sup>114</sup> Ibid; Agencija za ravnopravnost spolova Bosne i Hercegovine Ministarstva za ljudska prava i izbjeglice Bosne i Hercegovine. [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 2023 was produced by the Agency for Statistics of Bosnia and Herzegovina in cooperation with the Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina, with support of the Sweden-funded bridging phase of the Gender Equality Facility project implemented by UN Women in BiH. The Gender Equality Index for Bosnia and Herzegovina 2023 was developed in line with the EIGE methodology. This report is the second of its kind, as the first Gender Equality Index Bosnia and Herzegovina had been issued in 2022.

In this report, information for three full domains of Gender Equality Index – Knowledge, Time and Power and two partial domains – Work and Health, are presented, out of the total of six domains envisaged by the EIGE methodology – Work, Knowledge, Money, Time, Power, and, Health. Unlike the 2022 report, this report adds a new full domain of Time, which was previously not calculated due to lack of available data. The metadata for the Gender Equality Index Bosnia and Herzegovina 2023 explains the sources and years of information used for calculation of index scores. The data used for calculation of index scores mostly refer to the years 2020, 2021, and 2022. Comparisons in this report are made with EU Gender Equality Index issued in 2023, relying mostly on data from 2021 and 2022.

The reasons behind development of a partial instead of a full Gender Equality Index for Bosnia and Herzegovina lie largely in the lack of relevant data sources, most notably surveys and gender-disaggregated data for calculation of scores for all domains and sub-domains and the overall index score for BiH. The Agency for Gender Equality of Bosnia and Herzegovina of the Ministry of Human Rights and Refugees of Bosnia and Herzegovina and the Agency for Statistics of Bosnia and Herzegovina

continue to invest their efforts in obtaining relevant data for calculation of the BiH scores in all domains. The Gender Equality Index for Bosnia and Herzegovina 2023 suggests possible sources of data for calculation of the remaining index scores for future development of a full Gender Equality Index.

In the domain of Knowledge, BiH scores higher than half-way on the 1-100 scale envisaged by EIGE methodology, which is somewhat (5.2 points) lower than the EU average score. In the domain of Power, BiH also scores half of the top points on the scale, but is still 10 points lower than the EU average score. In the domain of Time, BiH scores below the middle of the 1-100 scale, and comparison with the EU average is not possible due to different survey methodologies. In the domain of Work, sub-domain of participation, BiH scores considerably lower than the EU average. In the domain of Health, sub-domains of status and access, BiH's score is largely comparable to the EU average.

The BiH scores indicate room for improvement in all areas of gender equality, but largely in the domains of Knowledge, Power and Work. It should be noted that the score for the sub-domain of participation in the domain of Work has dropped by 1.4 points in relation to the 2022 report. In the domain of Knowledge, the index score has dropped by 0.3 points in relation to the 2022 report, and by 2.1 points in the domain of Power. The score has increased in the sub-domain of status in the domain of Health by 3.1 points in relation to the 2022 report, while there was a decrease by 0.8 point in the sub-domain of access.

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 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 gender institutional mechanisms to further improve legislation concerning political participation of women. There are specific policies for economic empowerment of women too, largely with a view of 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 recognize the underrepresentation of women in employment, but there are generally no strategic links between women's employment and 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 with full analysis of implications of health policies and healthcare services on women and men. The policy framework relating to care and social activities in the context of gender equality and reconciliation of private and professional life are largely lacking, except as provided in the GAP BiH. In the area of money, future prospects of calculation of index scores will inevitably raise the issue of adequacy and level of gender mainstreaming of BiH policies in this domain.

It is expected that the information for the full domains of Knowledge, Time and Power, as well as available scores for the sub-domains of Work and Health, in the Gender Equality Index for Bosnia and Herzegovina will serve as sound evidence base for future policy making and improving policies and practice in all spheres of life with a view of achieving higher level of gender equality in BiH, on the other. Working towards calculating all six full domains in line with EIGE methodology will enable further comparisons of BiH with EU average, individual EU member states and candidate and potential candidate countries from the region, with the aim of achieving of EU gender equality standards, transforming of society, reducing the gender gap, and improving the quality of life of all citizens.

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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 refer
 Work	Participation	Full-time equivalent employment rate	Labour Force Survey (LFS), BHAS	2021
		Duration of working life	Labour Force Survey (LFS) and Demography, BHAS	2021
	Segregation and quality of work	Segregation of sectors	Not calculated Labour Force Survey (LFS) envisaged as source of data for this indicator	
		Ability to take time off	Not calculated European Working Conditions Survey (EWCS) envisaged as future source of data for this indicator	
		Career Prospects Index	Not calculated European Working Conditions Survey (EWCS) envisaged as future source of data for this indicator	

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

Domain	Sub-domain	Indicator	Source of information	Year to which data refer
 Knowledge	Attainment and participation	Graduates of tertiary education	Labour Force Survey (LFS), BHAS	2021
		People participating in formal or non-formal education	Labour Force Survey (LFS), BHAS	2021
	Segregation	Tertiary students in education, health and welfare, humanities and arts	Education Statistics, BHAS	2021

Domain	Sub-domain	Indicator	Source of information	Year to which data refer
 Time	Care activities	Care for children, elderly and persons with disabilities	Household Budget Survey, BHAS	2021
		Cooking and/or housework	Household Budget Survey, BHAS	2021
	Social activities	Engaging in sports, culture or leisure activities	Household Budget Survey, BHAS	2021
		Involvement in voluntary or charitable activities	Household Budget Survey, BHAS	2021

Domain	Sub-domain	Indicator	Source of information	Year to which data refer
 Power	Political power	Share of ministers	EIGE Gender Statistics Database – Women and men in decision making Data refers to BiH Council of Ministers and includes ministers and deputy ministers	3-year average (2020, 2021, 2022)
		Members of parliament	EIGE Gender Statistics Database - Women and men in decision making Data refers to BiH Parliament’s House of Representatives and House of Peoples	3-year average (2020, 2021, 2022)
		Regional assemblies	EIGE Gender Statistics Database - Women and men in decision making Data refers to FBiH Parliament’s House of Representatives and RS People’s Assembly, and local councils (only for the year 2000)	3-year average (2020, 2021, 2022)
	Economic power	Largest quoted companies	EIGE Gender Statistics Database - Women and men in decision making	3-year average (2020, 2021, 2022)
		National Bank	EIGE Gender Statistics Database - Women and men in decision making BiH Central Bank data	3-year average (2020, 2021, 2022)
	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 (2020, 2021, 2022)
		Broadcasting	EIGE Gender Statistics Database - Women and men in decision making Data refers to BiH Public Broadcasting Service	3-year average (2020, 2021, 2022)
		Sports organizations	EIGE Gender Statistics Database - Women and men in decision making	3-year average (2020, 2021, 2022)

Domain	Sub-domain	Indicator	Source of information	Year to which data refer
 Health	Access to health care	Population without unmet needs for medical and dental examinations	Household Budget Survey (HBS) – module on health, BHAS	2015
	Behaviour	Smoking and alcohol consumption	Not calculated HBS envisaged as future source of data for this indicator	
		Consumption of fruit and vegetables, physical activity	Not calculated HBS envisaged as future source of data for this indicator in absence of European Health Interview Survey (EHIS)	
	Status	Self-perceived health	Household Budget Survey (HBS) – module on health, BHAS	2021
		Life expectancy at birth	Demography, BHAS	2021
		Healthy life years at birth	HBS and Demography, BHAS	2021

