

BOSNIA AND HERZEGOVINA <i>Ministry of Human Rights and Refugees Gender Equality Agency of Bosnia and Herzegovina</i>		BOSNIA AND HERZEGOVINA <i>Ministry of Human Rights and Refugees Gender Equality Agency of Bosnia and Herzegovina</i>
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2018-2022 Action Plan for Implementation of UNSCR 1325 on Women, Peace and Security in Bosnia and Herzegovina

October, 2017

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1. Introduction

UN Security Council Resolution 1325 on Women, Peace and Security was adopted on 31 October 2000, as the very first UN Security Council resolution highlighting the importance of the role and equal participation of women in conflict prevention and resolution and sustainable peacebuilding. It calls on the parties to ensure greater involvement of women in decision-making across all levels. This is a prerequisite for greater inclusion of gender equality in the defence and security sectors, and greater protection and respect for the human rights of women and girls, both in conflicts and in the processes of achieving peace and security.

On 29 October 2008, the Secretary-General issued a directive (S/PRST/2008/39) referring to the implementation and reporting processes in accordance with the UN Security Council Resolution 1325 on Women, Peace and Security, requesting the parties to draft national action plans for the implementation of UNSCR 1325.

The first Action Plan for Implementation of UNSCR 1325 in Bosnia and Herzegovina (AP UNSCR 1325 in BiH) for 2010-2013 was adopted under the Decision of the Council of Ministers of Bosnia and Herzegovina in 2010.¹ This was the very first action plan for the implementation of UNSCR 1325 in the region of Southeast Europe and served as a model to other countries in the region in drafting their national action plans for the implementation of UNSCR 1325. Also, under the Decision of the Council of Ministers, **the Coordination Committee for Monitoring of AP UNSCR 1325 Implementation** was established, comprising representatives of 11 institutions, mostly from the defence and security sector,² and one representative from non-governmental sector (initially from the association Women for Women, Sarajevo, and then *Udružene žene*, Banja Luka). Members of the Coordination Committee, both men and women, have been actively engaged and contributed to the implementation and promotion of the Action Plan, both within their institutions, but also in the general public and at the international level.

In 2014, the Council of Ministers of BiH adopted the **Second AP UNSCR 1325 in BiH for 2014-2017**³ relying on the findings and recommendations of the independent assessment of the previous AP UNSCR 1325, which had highlighted all the positive aspects and challenges in its implementation and coordination. **The Coordination Committee for Monitoring AP UNSCR 1325 in BiH for 2014-2017** was reappointed under the Decision of the CoM BiH,⁴ with certain changes and modifications in 2016.⁵ The Coordination Committee (CC) was complemented with the representatives of several new institutions.⁶ Therefore, it gathered 19 line institutions and

¹ Official Gazette of BiH, 92/10.

² Ministry of Defence of BiH, Ministry of Security of BiH, State Investigation and Protection Agency (SIPA), Border Police of BiH, Ministry of Foreign Affairs of BiH, Ministry of Finance and Treasury of BiH, Gender Centre of the Federation of Bosnia and Herzegovina, Gender Centre of the Republika Srpska, FBiH Ministry of Interior, RS Ministry of Interior and the BiH Mine Action Centre.

³ Official Gazette of BiH, 89/14.

⁴ Official Gazette of BiH, 20/15 dated 9 March 2015.

⁵ Official Gazette of BiH, 55/16 dated 29 July 2016.

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

agencies at the state and entity level, as well as one representative and its deputies on behalf of the non-governmental sector (Association *Vive žene* Tuzla and *Lara*, Bijeljina). The RS Ministry of Interior did not respond to the call to nominate its members, although it had representatives in the CC during the implementation of the first AP UNSCR 1325 (2010-2013). Also, in early October 2017, the RS Gender Centre submitted the Decision of the RS Government,⁷ relieving the representative of the RS Gender Centre from the duty of the CC member without additional explanation. First a letter was sent, and then also an urgent request to the Republika Srpska Government to appoint a new member to take part in the drafting of the new AP UNSCR 1325.

The Gender Equality Agency with the Ministry of Human Rights and Refugees of BiH (GEA BiH/MHRR BiH coordinated the preparation of **regular annual reports on the implementation of AP UNSCR 1325 in BiH**, which were adopted by the CoM BiH. **The Final Report on the Implementation of the AP UNSCR 1325** in 2014-2017 with recommendations and lessons learned was used as a baseline for the preparation of this action plan.

Preparation of the **third AP UNSCR 1325 for 2018-2020** was coordinated by the Gender Equality Agency of BiH with the BiH Ministry of Human Rights and Refugees, in consultation with the institutions and NGOs represented in the Coordination Committee for Monitoring the Action Plan. This AP was developed while relying on the structure of the previous one – the existing strategic goals were retained, while certain mid-term objectives, expected outputs and the planned activities were revised, as presented in the table below:

EQUAL PARTICIPATION	PROTECTION AND PREVENTION	COORDINATION AND PARTNERSHIP
<p><u>STRATEGIC GOAL 1.</u> Enhanced participation of women in the military, police and peacekeeping missions, including participation in also decision-making posts</p>	<p><u>STRATEGIC GOAL 2.</u> Enhanced level of human security from the perspective of gender equality</p>	<p><u>STRATEGIC GOAL 3.</u> Improved conditions and approach to implementation of AP UNSCR 1325</p>
MID-TERM OBJECTIVES		
<p>1.1. Key policies, laws and other regulations allow for an increase in the military, police and peacekeeping missions, including participation in also decision-making posts</p>	<p>2.1. Reduced rate of human trafficking in BiH</p>	<p>3.1. Improved coordination mechanisms and instruments for implementation of AP UNSCR 1325</p>
<p>1.2. Necessary preconditions created to improve the position and advancement of women in the military, police and peacekeeping missions, including participation in also decision-making posts</p>	<p>2.2. Improved support and assistance to victims of conflict-related sexual violence and other forms of violence</p>	<p>3.2. Improved cooperation with other stakeholders</p>

⁷ Official Gazette of the RS, 53 dated 5 June 2017.

1.3. Developed awareness on the importance of participation of women in decision-making and preserving peace and security	2.3. Improved gender-responsive approach and support systems in conditions of the current security threats and challenges	
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2. International and national legal framework

2.1. International legal framework

Resolution of the UN Security Council 1325 on Women, Peace and Security (2000) calls for a full and equal participation of women in conflict prevention and resolution, and the building of international peace and security. The adoption of Resolution 1325 is particularly significant as the nature of wars changed over the last decades, with civilians being increasingly exposed to war. Women and girls are involved in war conflicts, and the abuse and rape of women and girls around the world has become an important weapon of war and one of extreme torture methods. This requires increased protection for women and girls, both in conflict and post-conflict situations, which is particularly emphasised by the adoption of accompanying resolutions, relying on UN Resolution 1325, such as 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013) and 2122 (2013).

- **UN Resolution 1820 (2008)** addresses issues of sexual violence in conflict and post-conflict situations. It stresses the importance of preventing sexual violence against women and sanctioning of perpetrators, which is of particular importance for reconciliation processes and the building of lasting and sustainable peace. In this regard, rape and other forms of sexual violence during and after an armed conflict may be considered a war crime and a crime against humanity.
- **UN Resolution 1888 (2009)** pays special attention to protection women and girls from sexual violence in armed conflicts. It relies on Resolution 1820 and requires the appointment of the Special Representative of the Secretary-General and the establishment of expert teams to act within the United Nations on the ground in order to ensure more effective coordination, implementation and reporting on the application of UN R 1820.
- **UN Resolution 1889 (2009)** puts an emphasis on protection women and girls in the post-conflict situations. It calls for additional measures to increase participation of women at all stages: conflict resolution, post-conflict planning and peacebuilding, including political and economic decision-making, suppression of stereotypes and the promotion of women's leadership and capacity, assistance programmes and support for women's organisations.
- **UN Resolution 1960 (2010)** was adopted in response to a slow progress in resolving issues of sexual violence in armed conflicts, especially against women and children. It calls for concrete steps and institutional mechanisms for the prevention and protection against sexual violence in conflicts, such as serious violations of human rights and international law.
- **UN Resolution 2106 (2013)** points to a slow pace in the implementation of important aspects of Resolution 1960 and calls for more effective steps in prosecuting and responding to cases of sexual violence, which would significantly contribute to the maintenance of international peace and security.
- **UN Resolution 2122 (2013)** calls for the continued implementation of UN Resolution 1325 and national action plans, and the improvement of the coordination, monitoring and evaluation system. It puts particular focus on women's leadership and women's participation in monitoring of progress in conflict resolution and safeguarding peace.

- **UN Resolution 2242 (2015)** refers to women, peace and security with an emphasis on relevance of participation and contribution of women in the context of current global security threats and challenges, such as violent extremism, increased number of refugees and internally displaced persons, climate change impacts, various pandemics, etc. It clearly shows the essential nexus between women's participation and sustainable peace and security.

UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979) is applied in Bosnia and Herzegovina since 1993, while the Optional Protocol was signed in 2002. As a party to the Convention, Bosnia and Herzegovina submits regular reports to the UN CEDAW Committee on the Application of the Convention (CEDAW Report). The Sixth Periodic CEDAW Report was prepared for BiH in 2017, and is currently pending adoption by the CoM BiH. The report, among other, provides detailed information on the implementation of the recommendations of the CEDAW Committee in the areas of relevance to the implementation of UNSCR 125, submitted after the previous CEDAW report for BiH.

Beijing Declaration and Platform for Action (1995) in the chapter *Women and Armed Conflicts* calls for comprehensive institutional changes to reduce military expenditures and facilitate the global promotion of human rights and non-violent conflict resolution. The Declaration also emphasises the need to ensure women's participation in peacekeeping and conflict resolution, as well as the protection of women in war zones and refugee camps.

Recommendation CM/Rec (2007) 17 of the Committee of Ministers of the Council of Europe Standards and Mechanisms for Gender Equality in the area of *Conflict and Post-conflict Period*, calls for the full implementation of relevant international legal instruments, in particular *UN Resolution 1325* and stresses the need for: *“women’s participation in decision-making on conflict prevention and resolution must increase as women can make a significant contribution, especially in terms of peacebuilding and preventing further conflicts. Their participation in decision-making and mechanisms for the protection, management and resolution of conflict, including peace negotiations, and democratisation of societies after conflict should not be below 40% as the minimum threshold of equality.”*

2.2. National legal framework

The Constitution of Bosnia and Herzegovina, the Constitution of the Federation of Bosnia and Herzegovina, the Constitution of the Republika Srpska, constitutions of cantons and the Statute of the Brčko District of BiH guarantee to all citizens of Bosnia and Herzegovina, both men and women, the right to participate in political parties, public affairs, equality in access to public services and the right to elect and be elected. The Constitution of Bosnia and Herzegovina, however, does not prescribe a general requirement of a specific gender representation (quotas, proportions, parity, and alike) in public life, nor a specific requirement in terms of representation in legislative, executive or judicial power. It does, however, prohibit gender-based discrimination in enjoying the rights and freedoms set forth in the Constitution of BiH and in the international agreements listed in Annex I to the Constitution.

The issue of gender equality is also regulated in a number of other laws and regulations of the state and entities. **The Law on Gender Equality in Bosnia and Herzegovina – Consolidated Text**⁸ in Article 20 (area related to *Public life*) prescribes equal representation of both sexes in management and decision-making processes. For a more equitable gender representation in policy making and decision-making at all levels of government in Bosnia and Herzegovina, while amending the Law on Gender Equality in BiH, Article 20 is in line with Recommendation (2003) 3 of the Committee of Ministers of the Council of Europe, in that: *“Equitable gender equality exists in the case that one gender is represented at least in the percentage of 40% in state bodies at all levels of government organisation and local self-government bodies, including legislative, executive and judicial power, political parties ...”*

The Election Law of Bosnia and Herzegovina⁹ is compliant with the Law on Gender Equality in Bosnia and Herzegovina. In its Article 4.19 (4), it stipulates that equal gender representation exists in cases where one of the sexes is represented by at least 40% of the total number of candidates on the list. In addition to the compulsory percentage, the quota also introduced a mandatory ranking order. This rule requires at least one (1) candidate of less-represented sex among the first two (2) candidates, two (2) candidates of less-represented sex among the top five (5) candidates and three (3) candidates of the less-represented sex among the top eight (8) candidates, and so on. The Central Election Commission of BiH (CEC) will reject party lists that are not prepared according to this quota rule. In 2016, **Amendments to the Election Law of BiH** were proposed, including a proposal for equal representation of sexes on the candidate lists (50% of both sexes on the list); however, these amendments were not adopted. A **Draft Law on Amendments to the Law on the Council of Ministers of BiH** was also prepared, prescribing equal representation of both sexes in the composition of the CoM BiH (appointment of at least 40% of less-represented gender). Although it was adopted in the first reading at the 28th session of the House of Representatives of the Parliamentary Assembly of BiH, this law was ultimately not adopted.

2013-2017 Gender Action Plan of Bosnia and Herzegovina (GAP BiH)¹⁰ is a strategic document containing strategic goals, programmes and measures for achieving gender equality in all areas of social life and work, both in the public and private spheres. It gives guidelines for the preparation of annual operational plans at the entity, cantonal and local levels. GAP BiH reads that UN Security Council Resolution 1325 and the European Parliament Resolution on Women's Participation in Peaceful Conflict Resolution (2000/2025 (INI)) provide guidelines and instructions to parties for taking appropriate measures to improve the position of women in society and prevent any form of violent problem resolution. Preparation of the new, third, gender action plan of Bosnia and Herzegovina for 2018-2022 is underway.

⁸ Official Gazette of BiH, 32/10

⁹ Official Gazette of BiH, 23/01, 07/02, 09/02, 20/02, 25/02, 04/04, 20/04, 25/05, 52/05, 65/05, 77/05, 11/06, 24/06, 32/07, 33/08, 37/08, 32/10, 18/13 and 07/14

¹⁰ Official Gazette of BiH, 98/13.

3. Analysis of the state of play in gender equality by strategic goals of AP UNSCR 1325

1.1. Participation of women in the military, police and peacekeeping missions, including participation in decision-making posts

Indicators on **representation of women in the military, police and peacekeeping missions, including participation in decision-making posts** point to certain progress from the kick-off in implementation of AP UNSCR 1325 in BiH, yet the progress is still far from equal gender representation.

1.1.1. Women's participation in legislative, executive and judicial authorities

Data on the **participation of women in legislative and executive power** at all levels in BiH is at around 20%. After the **2014 General Elections**,¹¹ the representation of women in the House of Representatives of the Parliamentary Assembly of BiH (HoR BiH) reached 23.8%. There is a noticeable trend in the increase in the number of women in the PA BiH as well as the relation of the electorate towards women who are elected, since four women who were elected in 2010 were re-elected in 2014. A three-member Collegium of the HoR BiH of the Parliamentary Assembly of BiH (PA BiH) is chaired by a woman. Representation of both sexes within the Collegium is prescribed by the Rules of Procedure of the PA BiH.

- Average participation of women is 19.7% in the Entity parliaments (FBiH Parliament 21.4%, RS National Assembly 18%). In the FBiH, the number of women increased by more than 4%, while the RS National Assembly had 5% less women than the previous composition of the parliament in 2010. However, the local elections in 2016 did bring some changes in the RS National Assembly, where women currently hold 23% of the seats. At the cantonal level, women's average is 18.5% with the highest percentage of women elected in the Posavina Canton 23.8%, and the lowest in the Canton 10 with 4%.
- Currently there are two women ministers in the BiH CoM, and in the FBiH Government, there was a significant increase in the number of women to one quarter of ministers, while cantonal governments had seen a decrease in the representation of women in ministerial positions. The RS government has 25% of women, including the Prime Minister leading the government in the second term. A woman also chairs the RS Council of Peoples. The Deputy Prime Minister in the FBiH Government is woman.

In the **2016 Local Elections**,¹² 6.22% of women and 93.78% of men were running for mayors, and 41% of women candidates and 59% of men running for councils/assemblies. When it comes to national minorities, 18 women and 125 men were certified. In the 2016 Local Elections, women accounted for 49% of the electorate. The results of these elections indicate a slight increase in the number of women elected. According to the BiH CEC data, six women (4.3%

¹¹ Data of the Central Election Commission of BiH.

¹² Data of the Central Election Commission of BiH.

were elected mayors (five mayors in the RS, one mayor in the FBiH), while in 2012 this percentage was 3.6%. The share of women in the composition of municipal councils/assemblies is 18.34%, which is a slight increase in the participation of women compared to the 2012 Local Elections, when this percentage was 17.1%.

Data on **participation in the judiciary** in 2016 show that the share of women in courts is about 64% and 51% in prosecutors' offices. Women occupy 43% of managerial posts of presidents of courts and chief prosecutors, which is the increase in the number of women in the structure of the heads of judicial institutions in BiH compared to the previous reporting period. Women as court presidents are mostly in cantonal courts with 80%, and out of nine managerial posts, women make up 33%, both as acting chief prosecutors and two chief prosecutors in district prosecutors' offices.

According to the BiH Ministry of Foreign Affairs (MFA BiH) for the reporting period 2015/2016, the **diplomatic and consular network** had 11 or 23% of women's ambassadors, one consul general (or 17%), and two women (or 40%) as heads of permanent missions. The analysis of the available data revealed that the number of ambassadors increased from six to 11 in 2013 to 2016 or by around 8%. However, according to the latest data from 2017, the number of women ambassadors has been reduced to seven. Further, the number of women civil servants with diplomatic status is, in principle, greater than the number of men.

There are 34% of women in **negotiating delegations of BiH** within the jurisdiction of the BiH MoS on international documents on police cooperation, readmission, classified information protection, protection and rescue. The BiH MoS seeks to ensure equal representation of men and women in these delegations, as shown by the fact that there is at least one woman on each negotiating delegation, while the agreements/protocols on readmission have parity, that is, equal representation of women and men.

Application of the existing legal requirements such as the 40% quota (Article 4.19. of the BiH Election Law or Article 20 of the Law on Gender Equality) did lead to a certain progress; yet, additional affirmative measures should be included to bring about a solid increase in the number of women in decision-making posts.

1.1.2. Participation of women in the military, police and peacekeeping missions

Implementing comprehensive strategic measures under the AP UNSCR 1325 created a more conducive environment to increase the **participation of women in military and police forces**, although this increase is still mostly evident in lower positions and ranks. The BiH Ministry of Defence (BiH MoD) has 38% of women employed (2% increase compared to 2013), while 6.8% of women are in the Armed Forces of Bosnia and Herzegovina (AF BiH) (1.8% and only 0.2% compared to 2013), of which 24% are civilian and 5.5% are women military personnel (1% compared to 2013).

The BiH MoD is successfully implementing the measure of engaging 10% of women from the total number of candidates in its recruitment process, with priority given to the most successful

candidates, both men and women, based on their score. This is further supported by a clear increase in the interest among women to join the Armed Forces in BiH, as illustrated by the fact¹³ that only 23 women applied in 2008, compared to as many as 595 in 2014.

- Of the total of 2693 registered candidates in 2014, there were 241 women candidates (slightly above 10%). Of the total of 369 candidates, there were 76 women (a bit over 20%) applying to a public call for recruitment of officers in the AF BiH. According to data from 2016 for the public call for recruitment of soldiers, 9.9% of the total number of applicants were women. Of the total number of applications submitted for the recruitment of officers, 20.59% of women applied, and 18.75% for internal vacancy for non-commissioned officers. Eleven women or 14% of the total number enrolled in the military academies.

There is an increasing trend in the **participation of women in managerial posts in the defence and security sectors**. For example, a woman is a defence minister of BiH, and three women were appointed heads of department. Currently, 22% of women are in managerial posts. However, in the AF BiH, the percentage of women in leadership posts is still very low (2.5%). The data of the BiH MoS on the participation of women in managerial posts in security sector institutions at all levels of government show that women are mostly represented at middle management level, as heads of department, as opposed to the minimum representation at senior management posts, for example, as assistant ministers or director, with only three women. However, in the total number of staff with the BiH MoS, law enforcement agencies in BiH, the Entity and cantonal ministries and the BD police, representation of women is 50.5% on average.

Participation of women in police forces¹⁴ at all levels is at 7.5%, mainly as police officers and senior police officers, inspectors, junior and senior inspectors. Of the total number of police officers, 11.3% of women are senior inspectors, 3.3% women are independent inspectors, and only 0.3% of women are chief inspectors.

- The State Investigation and Protection Agency (SIPA) employs 14.64% of women police officers, which is an increase of about 1.5% compared to 2013, as early days of the implementation of the AP in the agency. The Border Police of BiH (BP) employs 7.78% women, which is an increase of about 0.5%. The Directorate for Coordination of Police Bodies of BiH (DCPT BiH) employs 38 women police officers or 5.25%. In the FBiH Police Administration, the percentage of women at 7.8% has not changed since 2010. Representation of women in 10 cantonal ministries of the interior of 7.3% slightly increased (by about 1%) compared to 2013. According to the available data, the percentage of police officers in the RS MoI increased by about 2% in the last three years and amounted to 7.8%. The BD Police has 4.8% of women, the same as in 2013.

¹³ Data of the BiH Ministry of Defence.

¹⁴ Data of the BiH Ministry of Security.

Although the data show an unbalanced representation of police officers in certain police bodies, the general conclusion is that there has been an insignificant increase in the participation of women in police forces at all levels in BiH, with an average of about 1.25% in the reporting period. Women are also underrepresented in the highest ranking positions with higher ranks (around 1.2%). In recent years, it has often been stressed that the use of maternity leave is a reason for slower advancement in the police career. Specifically, the criteria for directly acquiring a higher rank, which do not formally differ for women and men, require an exact number of years of service in a certain rank, and performance evaluation for the last three years. If a woman police officer spent one year on maternity leave, she cannot provide the necessary evaluation or apply for vacancy. Some police agencies, such as the BiH Border Police and SIPA, are trying to overcome this problem by taking into account the last three performance evaluations (for years other than the one used for maternity leave), but this is not the case in all law enforcement agencies. Therefore, it is necessary to continue insisting on amendments to the Law on Police Officers of BiH and relevant bylaws, in order to end a practice where the use of maternity leave hampers career advancement, and thus prevent indirect gender-based discrimination.

Participation of women in peacekeeping missions has increased since the start of implementation of UNSCR 1325 Action Plan in BiH.

- The BiH MoS enforces an affirmative measure that has reduced the number of years of work experience, as one of the main criteria for applying for deployment in peacekeeping missions, from 8 to 5 years for women. The use of this affirmative measure contributes to an increase in the number of women in UN peacekeeping missions; the percentage that currently stands at 30% increased by 6% compared to 2014, and by about 14% compared to 2010.
- The BiH MoD has also seen a significant increase in the number of women deployed in the total number in peacekeeping missions. Since 2013, the percentage of women increased from 3.5% to 6.7%. A steady increase in the number of women deployed in peacekeeping missions is also supported by regular five-day trainings on Gender Issues in Peacekeeping Operations, included in the training curricula of the Training Centre for Peacekeeping Missions with the Armed Forces of BiH.

Increasing the participation of women in the defence and security sectors, including participation in decision-making, is a long-term process. Faster progress is quite unlikely given the specificities of these sectors with traditionally dominant role and representation of men. A number of prerequisites are needed to achieve equal representation in accordance with the Law on Gender Equality of BiH.

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

One of the key systemic prerequisites for equal participation of women in the defence and security sectors, as well as in decision-making posts, is **harmonisation of laws, bylaws, strategies, policies and programmes** within the realm of the competent institutions with the

Law on Gender Equality in BiH (LGE BiH). In the course of the implementation of the AP UNSCR 1325 in BiH, most competent institutions have strived to deliver on this obligation under Article 24 of the LGE BiH, but the practice is not uniform – while in some institutions more work was done on harmonisation or adoption of new internal acts, rules and procedures, others introduced a regular practice of submitting laws and policies for consideration to the GEA BiH/MHRR and the Entity Gender Centres, before sending it to the Council of Ministers of BiH, or the Entity governments. The number of acts submitted to the GEA BiH/MHRR BiH seeking their opinion has roughly tripled over the past three years. Notable progress has been achieved in the BiH MoS, which regularly seeks an opinion on compliance with the LGE on draft laws and other regulations, strategies, action plans and programmes within its jurisdiction, where all suggestions of the GEA BiH/MHRR BiH are included.

Furthermore, the majority of competent institutions and agencies have adopted decisions that additionally regulate the requirement to align the regulations of the LGE and other activities in order to regulate, promote and protect gender equality. In addition to the existing internal acts, the BiH MoD is in the process of adoption/approval of also the Gender Equality Policy in the BiH MoD BiH and the AF BiH, with the Pre-draft already in place, as well as the Standard Operational Procedures for Gender Equality in the AF BiH, and the Instructions on the Application of Regulations in Exercising the Right to Maternity and Paternity Leave and Regulating the Status of Pregnant Women in the AF BiH.

Although progress has been made in harmonising regulations and policies with the LGE BiH, and the adoption of internal acts for achieving gender equality, the system for monitoring of impacts in the implementation of introduced provisions within certain institutions has not yet been systemically in place. A uniform monitoring system should be in place and applied by all institutions as part of the overall process of introducing, implementing and monitoring the application of the principle of gender equality.

Strengthening women's capacities and raising awareness of the professional and general public, including promotional activities, are of particular importance in increasing the participation of women, especially in areas dominated by men, such as defence and security. Some institutions, to a greater or lesser extent, sought to provide conditions for professional development of women. Women took part in various trainings and courses, but the ratio of men in vocational and specialised trainings intended for professional training in police and military forces is still much higher.

In the course of the implementation of the AP UNSCR 1325 in BiH a number of educational and promotional activities were conducted aimed to **raise awareness of the professional and general public** on the importance of gender equality issues, greater participation of women in decision-making in achieving peace and security, and the importance of UN Resolution 1325 and all accompanying resolutions. Promotion and training on gender equality for the staff of the defence and security sector institutions, represented in the Coordination Committee, were held within various initiatives and projects of the GEA BiH, BiH MHRR, international and non-governmental organisations. These have significantly contributed to increasing knowledge, but it is important to stress that the capacity building approach has been significantly improved in the

past three years. Training is increasingly being planned in accordance with the needs of individual sectors/organisational units of institutions and is included in regular training curricula in institutions and agencies.

During the implementation of the AP UNSCR 1325, the GEA BiH/MHRR BiH, relevant institutions, non-governmental and international organisations have promoted topics related to UNSCR 1325 on Women, Peace and Sustainability, organised **promotional activities, events and materials** or included these topics in other promotional activities. The reporting period has seen campaigns focused on the promotion of military profession, women's participation in the police, military and peacekeeping missions, and the role and influence of women in political and public decision-making, especially in the context of general and local elections.

Greater efforts are needed to ensure that the conditions for advancement in the police and military structures, as well as the conditions for participation in decision-making positions, are adjusted to the status and needs of both sexes and enable a balance in professional and family life. Also beneficial are regular and occasional trainings to continuously raise awareness and understanding of the importance of applying gender equality standards in the defence and security sectors. Professional capacities within competent institutions have been strengthened and used to further transfer the acquired knowledge and skills. There is also an increase in the number of targeted promotional activities initiated and implemented by competent institutions in order to promote equal opportunities and preconditions for greater participation of women in the defence and security sectors.

1.2. Increasing the level of human security from the perspective of gender equality

There are two approaches to improving the safety of citizens in a country: (1) by protecting national security with full respect for human rights and freedoms (which is more in the realm of security and defence structures) and (2) protecting people from everyday security threats and challenges, which contributes to greater national security (this involves more stakeholders and a wider community).

Introduction of the concept of human security from the aspect of gender equality, as a strategic priority of AP UNSCR 1325 in BiH, made possible that the safety of citizens in BiH, both men and women, is considered while taking into account the following:

- Specificities of the post-conflict BiH that are recognised as a direct or indirect consequence of the war in BiH, in accordance with UNSCR 1325, such as the status of survivors of CRSV and other forms of violence during the war, threats of mine contaminated areas and human trafficking;
- Identifying new security threats and challenges on a global level, which directly or indirectly affect BiH and the region (natural disasters, refugee crisis, violent extremism, etc.) A gender-

sensitive approach to these security threats and challenges has provided timely and concrete action in recent emergency and crisis situations in BiH and the region, such as the floods of 2014, the refugee crisis in the region, and the launch of initiatives for preventive action in the field of violent extremism as a modern-day security threat.

1.2.1. Human trafficking

BiH remains a departure, destination and transit country for women, children and men victims of **trafficking**. Poor economic and social situation is conducive to crimes related to human trafficking. Under the amendments, **the Criminal Code of BiH**¹⁵ kept the criminal offence of Human Trafficking and its underlying elements of exploitation in the country where the victim of human trafficking has no nationality or residence, while other criminal offences falling under human trafficking are regulated in criminal codes of the Entities and the BD. Victims of the crime referred to in the Criminal Code of BiH are persons who are neither nationals or residents of BiH or are a BiH national abroad. A more rigorous criminal framework has been revised for certain forms of crimes such as International Human Trafficking under Article 186 of the Criminal Code of BiH, which will have an impact on the length of sanctions imposed for this crime. As there are no verdicts issued so far that apply a new legal definition, at the moment it is not possible to provide concrete information on the impacts of these amendments to the penal policy. **Criminal Codes of the FBiH**,¹⁶ **the RS**¹⁷ and **the BD**¹⁸ are in line with the **Criminal Code of BiH**.

The report of the **National Anti-Trafficking Coordinator** related to the application of criminal legislation in prosecuting crimes of human trafficking shows the following:

- From 2013 to 2015, potential victims of human trafficking were identified. In May 2014, the Court of Bosnia and Herzegovina confirmed charges for the criminal offence of Organised Crime in conjunction with the crime of Human Trafficking under Article 186 of the Criminal Code of BiH. In this case, 672 trafficking victims were identified, of which 652 were nationals of BiH and 20 were foreign nationals (4 from FYROM and 16 from Serbia), exploited previously as workers in Azerbaijan.
- From 2011 to 2017, the Court of BiH handed down one final and binding conviction for the criminal offence referred to in Article 187 of the Criminal Code of BiH (International Procuring in Prostitution/International Recruitment for Prostitution) against one person (male).
- The verdict was handed down in 2016 and the defendant was sentenced to imprisonment for a total of one year and eight months. There are currently two cases pending before the Court of Bosnia and Herzegovina against two men for the criminal offence under Article 187.
- In the period from the entry into force of the amendments to the Criminal Code of BiH (2015 - 2017), the Court of Bosnia and Herzegovina did not issue any conviction for the

¹⁵ Official Gazette of BiH, 40/15.

¹⁶ Official Gazette of FBiH, 46/16.

¹⁷ Official Gazette of RS, 67/13.

¹⁸ Official Gazette of Brčko District of BiH, 33/13.

criminal offence referred to in Article 186 of the Criminal Code of BiH, by applying the new legal definition. Also, in this period, no verdict was issued for the new criminal offence under Article 186.a of the Criminal Code of BiH.

Following the implementation of the **Strategy for Combating Human Trafficking in BiH and the 2013-2015 Action Plan**, the CoM BiH adopted the **2016-2019 Action Plan against Human Trafficking in BiH** in 2015. This plan aims at improving the support system for combating human trafficking and for effective prosecution of human trafficking and related crimes, prevention, effective protection and assistance to victims of human trafficking, and strengthening of partnership between stakeholders involved in combating human trafficking. The multidisciplinary approach to the implementation of the Action Plan implies the involvement of all competent institutions at all levels of authorities in BiH. The CoM BiH adopted the **2016-2020 Strategy on Migration and Asylum and the Action Plan**. One of the goals in the strategic proposal of the document outlines measures and activities aimed at reducing human trafficking in BiH.

The BiH MHRR and the BiH MoS allocate funds from regular budgets for **assistance programmes for human trafficking victims**. The BiH MHRR provides grants to NGOs for direct support to victims of human trafficking through rehabilitation and reintegration of women and girls victims of human trafficking in local communities. In its budget, the BiH MoS earmarks funds for accommodation and assistance to foreign victims of trafficking in shelters of NGOs that have cooperation protocols signed with the BiH MoS. For 2014, funds were secured for accommodation and legal aid for foreign victims of human trafficking and legal aid for foreigners in the Immigration Centre. Funds are also provided for 2015 and 2016. Since early 2017, with the Law on Free Legal Aid coming into force, free legal aid is available to all those who are in the process of deportation and to victims of human trafficking in accordance with the obligations of BiH under international conventions.

In addition, numerous projects have been implemented in cooperation between the BiH MoS and international and non-governmental organisations, especially with the Network of NGOs RING,¹⁹ aimed at capacity building, analysis, and improvement of legislation and procedures for proactive protection of victims and prevention of human trafficking. From 2014 to 2017, numerous **trainings were held to strengthen capacity and other activities on awareness raising about the problem of human trafficking**, mainly funded by international organisations through various projects. Over 15 training sessions and expert meetings focused on improving investigations and work of investigative teams, increasing the expertise of judicial institutions, topics related to the rights of victims of human trafficking, interviewing techniques (including interviewing children) and financial investigation techniques in cases of human trafficking and border management related to human trafficking.

At the same time, there were also a number of **promotional activities and campaigns aimed at raising awareness about the problem of human trafficking**. The BiH MoS launched the campaign in 2015 “No Price-Tag on People” that pointed to the most common forms of human

¹⁹ RING Network for combating human trafficking comprises 11 NGOs in BiH.

trafficking in BiH: begging and trafficking in children, sexual exploitation and forced marriage, and trafficking in organs and labour exploitation. The campaign called for competent institutions and authorities to conduct more vigorous investigations and apply sanctions provided for by the Criminal Code of BiH. Also, NGOs are active in the field of prevention and combating human trafficking, in particular the members gathered around the RING Network, working intensively to raise public awareness, especially among children and young people, about the phenomenon of human trafficking, with emphasis on the problem of begging, and the importance of mobilising citizens, competent institutions, the judiciary, police and education in a joint fight against the abuse of children in begging as a dangerous crime and human rights violations.

1.2.2. Support to victims of conflict-related sexual violence and other forms of violence

Support to victims of conflict-related sexual violence and other forms of violence is sought through the improvement of the legal framework and mechanisms for achieving the rights of victims, and the availability of compensations and benefits. Survivors often do not exercise their right to indemnity through criminal proceedings. Courts and prosecutor's offices often refer victims to civil litigation, instead of indemnity in criminal proceedings, in accordance with the existing legal basis. This leads to a situation where survivors give up their basic rights to compensation, since indemnification procedures in civil litigation involve disclosing their identities, which are often protected during criminal proceedings. In addition, civil litigation generates additional financial costs that many victims are unable to pay.

Not even 20 years after the war are there official data regarding the number of women victims of rape and torture. Various sources agree on several important points in that (1) mass rapes involved several thousand victims; (2) there were many cases of rape of girls aged 7 to 14; (3) rape was often committed in the presence of victim's parents/children and in general the victim of rape was raped by several attackers.

In the past years, competent institutions, international and non-governmental organisations in BiH have implemented activities and initiatives to define the real needs of survivors, improve the legal and institutional framework, and mechanisms for exercising survivors' rights, including compensations and benefits to them. However, in its final comments and recommendations for BiH from 2013, the UN CEDAW Committee drew attention to the slow pace in resolving most of the problems of survivors of sexual violence during the war in BiH, pointing to the inconsistency of criminal legislation in BiH with international standards and insufficient implementation of strategies, action plans and programmes aimed at protecting survivors and witnesses.

By aligning the existing and adopting new legislation in accordance with international standards, the attempt was to improve access to the enjoyment of the rights of victims of conflict-related sexual violence and torture, including the right to compensation and rehabilitation.

- **Amendments to the Criminal Code of BiH²⁰** were adopted, whereby the definition of sexual violence as a war crime and a crime against humanity is in accordance with the standards of international criminal law and the jurisprudence of international courts and tribunals. The Code applies in all war crimes cases, regardless of the judicial body where the proceeding is pending.
- The **Law on Supplementing the FBiH Criminal Code²¹ from 2014** prescribed imprisonment for provoking national, racial and religious hatred, strife or intolerance by public denial or justification of genocide, crimes against humanity or committed war crimes established by a binding decision of the International Court of Justice, the International Tribunal for the former Yugoslavia or a domestic court. **Amendments of the FBiH Criminal Code²² from 2016** outline the definition of hate crime, as any offence committed on the grounds of race, skin colour, religious belief, national or ethnic origin, language, disability, gender, sexual orientation or gender identity of another person. Such treatment will be taken as an aggravating circumstance, unless the law expressly provides for a more severe punishment for a qualified form of hate crime. Serious punishment is prescribed for qualified forms of murder, grave bodily harm, rape and damage to property of others, committed out of hatred.
- Also, **the RS Criminal Code²³** provides for fines or sentences of imprisonment up to three years for any reference or incitement to violence or hatred directed against a particular person or groups on the grounds of their national, racial, religious or ethnic affiliation, skin colour, gender, sexual orientation, disability, gender identity, origin or other qualities.
- The jurisprudence and the criminal policy of the **Brčko District Appellate Court** are in line with the BiH Criminal Code and international standards, including the notion of rape, and war crime against humanity.

Implementation of the **National War Crimes Strategy** helps to resolve cases involving sexual violence by ensuring that the burden in prosecuting these cases is distributed between the judiciary at the state level and in the Entities or cantons, in the case of the Federation of BiH. According to the Strategy, the Court of BiH is competent for trying the most complex cases. Currently, proceedings are pending before this court in a number of cases in this category, while a significant number of cases are still under investigation before the Prosecutor's Office of BiH.

- In 2016, there was an increase in the number of completed cases compared to previous years, which was the result of a significant increase in the number of war crimes indictments with elements of sexual violence. This is evidenced by the fact that in 2011 the number of persons tried was 13. In 2016, this number increased to 22, while in February 2017 criminal proceedings were pending before the Court of BiH in 46 cases where the defendants were charged for crimes with elements of CRSV.

²⁰ Official Gazette of BiH, 40/15.

²¹ Official Gazette of FBiH, 76/14.

²² Official Gazette of FBiH, 46/16.

²³ Official Gazette of RS, 64/17.

- In 2016, the Prosecutor's Office of BiH had a total of 181 unresolved most complex cases of war crimes at the reporting stage and 147 war crimes cases under investigation. In the same year, 61 proceedings were conducted in the most complex war crime cases before the Court of BiH. Since the beginning of its work (in 2002) until the end of 2016, the Court of BiH delivered final judgments in cases against a total of 70 individuals (67 men and three women) for war crimes with elements of sexual violence committed against women. Out of this total, 53 (51 men and two women) were convicted, while 17 (16 men and one woman) were acquitted of the charges. Those who were convicted were sentenced to imprisonment for a total of 695 years.

The new **Law on Witness Protection Programme of BiH**²⁴ was enacted in 2014 with the aim of ensuring effective witness protection before, during, and after the criminal proceedings, in order to allow them to testify freely and openly. This Law is applied only in proceedings before the Court of BiH, and it lists crimes where witness protection can be applied for these to be proven. The programme applies only to those witnesses who, due to their evidence, are exposed to a serious danger to life, health, their freedom and property. The decision to include a witness into the witness protection program is made by a special Program Implementation Commission, consisting of a judge of the Criminal Division of the Court of BiH, a prosecutor of the Prosecutor's Office of BiH and the Head of the Witness Protection Department of the State Investigation and Protection Agency, while the organisation and implementation of protection programmes at the operational level is assigned to the Witness Protection Unit.

Witness support departments are in place in the Court of BiH, the Prosecutor's Office of BiH, district prosecutor's offices and district courts in the RS, cantonal courts and prosecutor's offices in the FBiH²⁵ and the Basic Court of the BD BiH. Witness support departments employ psychiatrists, providing psychosocial, informative and organisational support and assistance to witnesses before, during and after judicial proceedings (including victims of war crimes, domestic violence, etc.).

In order to create a **support network for victims and witnesses in war crimes cases**, cases of sexual violence and other crimes, in nine out of ten cantons in FBiH, protocols on mutual cooperation were signed between competent ministries, institutions and non-governmental organisations in providing comprehensive and effective support to victims and witnesses in cases of war crimes, sexual violence and other forms of crimes. The establishment of networks enables better access to information and familiarisation with steps, procedures, and the type of support that victims and witnesses can receive from signatories to the Protocol.

The BiH MHRR developed a **Proposal for the Programme for Victims of War Rape, Sexual Abuse and Torture and Their Families in BiH** (2013-2016), intended to ensure measures for full protection and support of victims (including psychological support and health care). However,

²⁴ Official Gazette of BiH, 36/14.

²⁵ Cantonal Court in Sarajevo (also includes the Municipal Court), Cantonal Prosecutor's Office in Sarajevo, Cantonal Court in Novi Travnik, Cantonal Prosecutor's Office of the Central Bosnia Canton, Cantonal Court and Cantonal Prosecutor's Office in Bihać, Cantonal Prosecutor's Office in Mostar (also includes the Court), Cantonal Court and Cantonal Prosecutor's Office in Zenica, Cantonal Prosecutor's Office of the Tuzla Canton.

although the Programme represented a comprehensive framework with clear roles of all institutions in the system for resolving this issue, the BiH Council of Ministers did not adopt this programme as it did not receive the support of all levels of government in BiH. Likewise, there is no **Transitional Justice Strategy** adopted or the **Law on the Rights of Victims of Torture in BiH**, despite being included several times in the programmes of the BiH CoM. Issues of torture victims and civilian war victims in achieving equal status and access to rights and protection are regulated at the level of the Entities of the RS and the FBiH, as well as those of the BD BiH and their access to rights depends on their place of residence. In 2016, the RS Government presented the **Preliminary Draft Law on Victims of War Torture of the RS** which aims to resolve the status and provide social assistance to survivors, including women victims of conflict-related sexual violence. It is expected that the legislative procedure will be completed in 2017.

At the BiH level, there is no integrated law that regulates the **exercise of rights of survivors, providing compensation, rehabilitation, and access to victims to services** regardless of their place of residence. These issues are regulated at the Entity and the Brčko District levels. In BiH, there is no fund for indemnification or other compensation mechanisms for victims of criminal offences in cases where perpetrators are unable to pay damages.

- The **Law on the Protection of Civilian Victims of War in the Republika Srpska**²⁶ does not recognise survivors of sexual abuse and rape as a special category of civilian victims of war. The rights under this law are guaranteed to those who suffered physical injuries of at least 60% during the war due to violence, including rape. In 2015, the RS Government and the RS National Assembly adopted the **Information of the RS Gender Centre on findings and recommendations of the study on the position of Serb women victims of CRSV in BiH**.²⁷ The significance of this Information is that for the first time in the highest legislative body of the Republika Srpska the position of women victims of war and the shortcomings in legislation and practice have been addressed and highlighted. Specific recommendations were provided for the work of the competent authorities, also adopted by the RS National Assembly. The first Association of Women Victims of War in the RS was established, which now has the status of an association of special interest.
- In the Federation of BiH, the rights of survivors to material indemnification are exercised in accordance with the **Law on the Basis of Social Protection, Protection of Civilian Victims of War and Protection of Families with Children of the FBiH**.²⁸ This Law recognises the status of a special category of civilian war victims of rape and sexual abuse and prescribes the obligation for the survivors to prove that they have suffered sexual violence during the war, but no evidence of physical injuries. **Amendments to this Law**²⁹ in 2016 introduced an independent expert commission in charge of issuing certificates to survivors.

²⁶ Official Gazette of RS, 25/93; 32/94; 37/07; 60/07, 111/09 and 118/09.

²⁷ Conclusion of the Republika Srpska National Assembly, No. 02/1-021-492/15 dated 21 April 2015 (Official Gazette of the Republika Srpska, 32/15).

²⁸ Official Gazette of FBiH, 36/09, 54/04, 39/06, 14/09 and 45/16.

²⁹ Official Gazette of FBiH, 45/16.

- In accordance with **cantonal regulations**, survivors of sexual violence are considered to be a special category of civilian victims of war, and besides the right to monthly personal cash allowance, they have other rights that include health care, psychological assistance, assistance in treatment costs and procurement of orthopaedic aids, professional rehabilitation, retraining and further qualification, and in some cantons also priority in employment, priority housing, and legal assistance.
- Amendments to the **Decision on the Protection of Civilian Victims of War in the BD BiH** from 2015 abolished the earlier discriminatory provision whereby the status of a survivor of sexual violence was recognised only to those who, in addition to evidence of physical injuries, could prove that the perpetrator was found and convicted. Current provisions are less restrictive and recognise a psychological injury as a basis for the status, but require confirmation that the victim had suffered sexual violence and medical evidence of a persistent psychological trauma issued by an independent expert commission. At the time of writing this report, the commission has not yet commenced its work.
- In both entities, civilian victims of war, including survivors of conflict-related sexual violence, continue to face different treatment compared to disabled war veterans. This is manifested in considerably lower allowances, often in the amount of 70% of the maximum monthly allowance for disabled war veterans. One cannot ignore the impact of the stigma on the overall efforts to provide assistance and support to survivor victims.

There are noted decisions of the courts in BiH on granting monetary compensation to victims of conflict-related sexual violence in criminal proceedings. However, claims for non-pecuniary damage are liable to be statute-barred, and such claims may be directed exclusively to perpetrators, and not to the State or the Entities, thereby eliminating subsidiary liability of the country for damages. Most victims claim indemnification in separate civil proceedings before local courts that do not apply the same standards, nor have adequate witness protection capacities. In seeking indemnification in civil litigation, the burden of proof is on victims – they must hire lawyers and are responsible for paying court fees.

UN agencies in Bosnia and Herzegovina (UNDP, UNFPA, UN Women and IOM), in cooperation with the institutions of BiH, the Entities and the Brčko District of BiH, have developed a joint support programme **Seeking Care, Support and Justice for Survivors of Conflict-Related Sexual Violence in BiH (2014-2017)**. The goal of the programme was the improvement of the status and position of all women victims of conflict-related sexual violence, including the suppression of stigma, compensation, rehabilitation, and access to services for victims regardless of their place of residence. The programme also included a study on 'Social and economic rights of survivors of conflict-related sexual violence in BiH' and 'Stigmatisation of survivors of conflict-related sexual violence in BiH'. Activities included development of legislation and regulations, support to economic and psychosocial empowerment of women, and sectoral capacity analyses of institutions, service-providers to victims, in the field of health, social protection, free legal aid, education, labour and employment. In co-operation between the Entity ministries of health and UNFPA, resource packages have been developed to support victims of

gender-based violence in the health sector in the FBiH and the RS, which include treatment of victims-survivors of sexual abuse and rape during the war.

Nevertheless, NGO reports confirm that the needs on the ground exceed realistic possibilities by far, as there are a number of obstacles to providing assistance and support. Many victims live in remote communities and cannot come to treatment regularly or seek the exercise of their rights.

Non-governmental organisations in BiH such as Vive Žene from Tuzla, Medica in Zenica and other NGOs provide **psychological support and legal aid to victims of war rape**, sexual abuse and torture. The support programme includes psychotherapeutic treatment, social counselling, and the provision of findings and opinions for exercising the right to civilian war victim status. The Local Democracy Foundation provides legal assistance to victims and witnesses before, during and after the trial, as well as in resolving status-related issues. Psychological support is also available within the Mental Health Centres (MHCs), yet their capacities are insufficient and the availability of their services is restricted to larger cities. It is also important to stress that there are still victims who have not sought help, and that particular attention should be paid to the issue of access and support for this particularly vulnerable category.

The exercise of rights and official status for all surviving victims of rape and torture implies the existence of a **multi-sectoral approach, coordination and institutional support networks**, addressed in the past period within the various initiatives, programmes and projects. The project **Ensuring Access to Justice for Witnesses/Victims through the Strengthening of Existing Ones and the Establishment of New Witness Support Networks in BiH (2015-2017)**, funded by the European Union, and implemented by NGOs Vive Žene Tuzla, Medica Zenica, *Udružene žene* Banja Luka and ACED Banja Luka, had established 11 networks of competent institutions and signed protocols on cooperation in the FBiH cantons, the RS regions and the Brčko District of BiH.

The networking and coordination of key stakeholders – social welfare centres, mental health centres, competent municipal services, and competent cantonal and entity ministries brings about a more efficient implementation of all practical measures by the involved institutions and organisations, aimed at attaining the fundamental human rights of all women victims of war rape and torture.

1.2.3. Reducing mine risk

Risk of mines and explosive remnants of war is still an obstacle to creating a safe environment for BiH citizens, to sustainable return, as well as socio-economic development in local communities, or municipalities affected by mines and remnants of war. Mine risk reduction activities in the Implementation of the AP UNSCR 1325 in BiH focus on gender aspects in certain mine action segments, including the risk reduction and elimination, that is, reduction of mine risk to an acceptable level.

According to the latest official data of BHMACH, the current size of mine suspected areas in BiH is 1.091 km² or 2.2% in relation to the total area of BiH. Data on mine victims are recorded in the BHMAIS database and are classified by gender, type of injury, age groups and means of causing an accident. Since 1992, 8,358 were killed by mine/cluster munitions/remnants of war, of which 608 are women (9.5%). In the post-war period, a total of 1735 were killed, of which 164 were women (9.51%) and 249 children (14%). Since 1996, 123 deminers were injured in humanitarian demining operations, of which 74 fatally.

There were eight mine and one demining accidents registered in 2014, with 18 casualties, of which six fatalities. In 2015, one mine accident was registered in BiH, killing one male. In 2016, 12 people were injured, six were fatalities. In 2017, five people were injured, of which two were fatalities, and one injured victim was a woman.

Despite the mine warning signs, due to the poor economic situation in the country, the population in BiH is deliberately entering into suspected risk areas to collect firewood or secondary raw materials. For example, two were killed in 2014 while collecting secondary raw materials, eight people were killed while collecting firewood, three people were injured by an anti-tank mine that was activated during the construction works, while the other three were injured by war remnants while working on private properties.

In the context of mine warning activities in 2014, it was estimated that mine threat was eliminated for about 13,000 citizens under direct threat, who will benefit from the cleared area. In the second phase of the implementation of the Land Release project, funded by the EU (IPA 2011), an additional aspect is included in terms of collecting new and checking available data on mine victims. Representatives of BHMACH actively participated in workshops in order to strengthen sub-coordination when it comes to mine victims and other persons with disabilities. However, apart from the gender breakdown for one part of the statistics, there were no indicators or initiatives to **include a gender component** in the BHMACH documents, programmes of measures, analyses, reports, projects and activities, that is, to **take into account the different experiences, needs and interests of women and men**, whether it is assistance to mine victims, families of victims, or beneficiaries of demined areas.

According to the information provided by BHMACH for this report, the project **“Victim’s Alternative is Independence”**, as one of the mine victim assistance projects, was implemented by the amputee organisation UDAS and included an educational programme for women mine victims and female-headed households where members are mine victims, aimed to improve their competitiveness in the labour market.

Increased awareness and capacities to reduce the risk of mined areas is being implemented through continuous mine action activities with the basic aim of raising awareness about mine threats through education, information through the media or direct contact with risk target groups, reducing the possibility of new accidents and indicating the long-term danger of mines and explosive remnants of the war. These activities are carried out by accredited mine action organisations in BiH, with the expert supervision of BHMACH. There is data on the number

and profile of persons who underwent training programmes, such as pupils and students from elementary and secondary schools, rural population, returnees, those at particular risk, such as hunters and fishermen, scouts, construction workers, foresters and farmers. The data submitted is not gender-disaggregated.

Although there is some progress, there is an evident lack of gender-disaggregated statistics and analyses in mine action activities, which is one of the obstacles to the introduction of gender equality principle into the scope of BHMIC's work. These point to the lack of capacity in BHMIC, and the lack of interest and support within BHMIC's management structures to implement requirements from the Law on Gender Equality in BiH. More efforts are needed to introduce a gender-responsive approach to activities to reduce mine threats, including socioeconomic reintegration of mine victims into society, and encouraging the development and sustainable return to local communities at risk, which contributes to creating a safer environment for all citizens in BiH.

1.2.4. Current security threats and challenges from the perspective of gender equality

3.2.4.1. Natural disasters

Various natural or other disasters affect millions of people worldwide and result in numerous human casualties and the destruction of material and cultural goods, destruction of infrastructure, degradation of the environment with great damage to the economy and the economy of the country and severe economic and social impacts. In the area of Southeast Europe, which includes Bosnia and Herzegovina, large-scale natural and other disasters are increasingly frequent.

The requirement to integrate gender perspectives into policies and activities in prevention and reduction of the risk of natural and other disasters is also based on recent international documents, such as the **Beijing Declaration and the Platform for Action (Goal K.3.258.II)** requiring member governments to develop gender-disaggregated databases, gender analysis of policies, and gender-responsive monitoring and reporting systems in different areas and topics, including the impact of natural disasters on women, the **2005 Hyogo Framework for Action** which requires that *“gender perspective is integrated into all policies, plans and decision-making processes in the field of disaster risk management”*, as well **UNISDR The Beijing Agenda for Global Action on Gender-Sensitive Risk Reduction of Natural Disasters**.

In May 2014, Bosnia and Herzegovina suffered floods that caused major damage in some parts of the country. Gender institutional mechanisms in BiH immediately reacted in a way to point out the complex and diverse consequences of floods on men and women, boys and girls, and that the gender aspect is taken into account when planning and implementing interventions for the prevention and elimination of aftermath of disasters. Attention was drawn to the issue of insufficient understanding of the different roles, needs, abilities and interests of women and men,

boys and girls of all ages, and the importance of equal participation of both sexes in the protection and rescue system.

Due to the emergency, the GEA BiH/ MHRR BiH managed to allocate BAM 30,000 from the FIGAP Programme funds for **assistance to women, children and the elderly in municipalities most affected** by floods in BiH – Doboj, Maglaj and Orašje. The RS Gender Centre has drafted the **Gender Equality Action Plan in Disasters in the RS** for the period May to December 2014, adopted by the RS Government. All planned activities aimed at mitigating and remedying the consequences of natural disasters on the multiple marginalised groups of women and men were carried out in coordination and cooperation with relevant institutions, local self-government bodies, including gender equality commissions in cities and municipalities, and women's NGOs. The FBiH Gender Centre has drafted the **Guidelines for Intervention Action of the FBiH Government** in conditions of natural disasters, to ensure that the intervention response is gender sensitive to the maximum extent possible. From October to December 2014, with the support of the OSCE Mission to BiH, **gender-sensitive post-flood analysis** was conducted in Žepče, Maglaj and Orašje, as three of the seven most endangered municipalities in the FBiH. The analysis pointed to the importance of sensitizing staff involved in reconstruction and recovery programmes towards vulnerable groups, such as rural women, persons with disabilities, elderly women, single mothers, Roma women.

In cooperation with the Commission for the Enforcement of Gender Equality of the HoR of the Parliamentary Assembly of BiH and the GEA BiH, the BiH MHRR organised a **thematic session in 2015 on “Gender and Disasters”** to present the results of interventions and analysis of gender institutional mechanisms and NGOs during the 2014 floods in BiH. The basic message was that the gender approach has the power to improve the response to the consequences of disasters, for it is precisely the gender inequality that is the cause of the greater vulnerability of women in these conditions. Women show exceptional skills and abilities in immediate response to disasters, but are often perceived as helpless victims, and their capacities remain invisible and underutilised.

Due to the importance and the need to reduce the risk and the negative impact of natural or other disasters as one of the key security issues, the Ministry of Security of BiH has developed a **Development Programme for Protection and Rescue System at the Level of Institutions and Bodies of BiH** for a five-year period 2018-2022. By applying a gender-responsive approach in developing measures for reducing risks, protecting and saving people and material goods in conditions of natural and other disasters, the Programme recognises the fact that in BiH, which is *“a predominantly rural country with prominent traditional views on the economic and social role of women in the function of preserving the household and community, natural and other disasters do not affect women and men equally.”* This programme also emphasises that *“The humanitarian response follows after the assessment of people's needs, existing weaknesses and capacities as a whole, taking into account the different needs, interests, vulnerabilities and abilities of women and men, girls and boys, and the different impacts of disasters or conflicts on them.”*

The Programme also stresses the importance for all stakeholders at all levels in the protection and rescue system to have a clear understanding of the overall potential dangers that Bosnia and Herzegovina can face in the event of natural or other disasters, as well as the elaborated methodology of action in such an event. Timely and effective response to disasters often requires the involvement of not only institutions and bodies of Bosnia and Herzegovina but also neighbouring countries, countries of the region and the wider international community.

Extraordinary yet timely interventions, due to the floods that hit BiH in 2014, are an example of good practice of timely action on including gender perspectives into action to eliminate the flood impacts. It is an innovative example of this type of intervention in the region. However, it can be concluded that, in the absence of a regulatory framework and the lack of expertise in the field of gender and disaster management, the impact of these interventions was limited with regard to the different needs of women and men, girls and boys; hence, activities to strengthen capacity and raise awareness of gender aspects of natural disasters should be continued.

3.2.4.2. Migration and refugee crisis

Current conflicts in various parts of the globe, instability and human rights violations, including gender-based violence and rape as weapons, have all led to an increasing number of men, women and children seeking international protection in the European Union. The refugee crisis is a serious security challenge for Europe in the coming years. The European Parliament's Committee on Women's Rights and Gender Equality (FEMA) has drawn attention to the needs of women and refugee children who are arriving in an increasing number and make up for more than half of refugees and migrants. They are often victims of physical and psychological violence, prostitution and smuggling of people, and also make up the largest percentage of those who disappear during their transfer to Europe.

During the influx of refugees from Syria to Serbia and Croatia in 2015, the GEA BiH/MHRR BiH pointed to the special needs and vulnerabilities of women and children during migrations, and the importance of targeted actions and measures for their protection and integration into society. The Coordination Committee for Monitoring the Implementation of AP UNSCR 1325 has launched a campaign to collect aid for Syrian refugees on the territory of the Republic of Serbia. The Coordination Committee pointed to the fact that the migrant crisis is a new security challenge, especially for women and children, and that this issue should be addressed in the development of future policies and measures for the implementation of UN Resolution 1325 on Women, Peace and Security.

There are women among the refugees, travelling alone or with children, sometimes with newborn babies, pregnant and nursing women, adolescents, unaccompanied girls, LGBT women, and women with disabilities. One of the reasons for the vulnerability of asylum seekers and refugee women is related to the difficulties they often face in proving the grounds for recognition of their refugee status, as women often refuse to disclose that they were victims of sexual violence or gender-based persecution, or have no awareness that they were victims in

their country of origin. Gender-based violence is often the result of unequal gender relations in the country of origin and is often used as a threat mechanism by male family members with whom they travel, or may be the result of forced displacement due to conflicts in the country of origin.

2016-2020 Migration and Asylum Strategy of the Ministry of Security of BiH recognises vulnerable categories and risk groups. It is necessary to ensure a gender-responsive approach to the implementation of the strategy's activities, and a role in activities and procedures related to the identification, assistance and protection of vulnerable categories of foreigners, as well as in defining the methodology for collecting data and information on crisis situations in the field of immigration with the aim of timely information and actions. This will enable better understanding and addressing the needs of both sexes in the development and implementation of emergency response plans in crisis situations in the field of immigration.

The Emergency Plan for ensuring additional capacity, control and management of the mass influx of migrants/refugees in BiH is an integral part of Bosnia and Herzegovina's Information on Assessments and Opportunities in the Area of the Refugee Crisis in the Region and the European Union adopted by the CoM in September 2015. The plan contains an overview of measures to ensure that people are treated in a humane way and in accordance with legislation in the field of immigration and asylum. **The Operational Action Plan in case of a massive influx of migrants/refugees in BiH, arising from the Emergency Plan**, takes into account the needs of the recognised category of vulnerable migrants, as well as the actions by competent organisations and international organisations.

Although BiH is not currently faced with an increased influx of migrants and refugees, it is necessary to further advance regional and international cooperation, fulfilment of obligations in the process of European integration, and the exploitation of all existing resources for the timely BiH's response to a potential refugee crisis from a security, but also a human point of view, taking into account the different needs and interests of women and men.

3.2.4.3. Violent extremism

The question of the role of women in the context of violent extremism and terrorism remains an underexplored issue. The role of women is associated with gender prejudices about her “inherent” role of mother and housewife, as her greater inclination towards peace, dialogue, non-violence and co-operation. Examples across the globe show that this image of a “peaceful woman” or of nonviolent nature is used by terrorist groups to recruit women into their ranks.

In the context of implementation of the **2015-2020 Anti-Terrorism Strategy**, with the significant support of the OSCE, IOM and other international partners, the Ministry of Security of BiH is conducting awareness raising activities on threats of violent extremism and terrorism, with a special emphasis on taking preventive measures aimed at preventing radicalisation in society. In the past and current year, a number of workshops in Bosnia and Herzegovina was held for the

broader range of stakeholders, such as young people, religious communities, non-governmental organisations, including women's non-governmental organisations, academia, etc.

One part of these workshops was exclusively devoted to the gender aspects of this phenomenon, while the second, more significant part concerned the comprehensive approach to the challenges of suppressing violent extremism and terrorism, which includes a gender perspective. The BiH MoS will also encourage greater involvement of women in prevention and fight against terrorism in the next period. Significant attention will be paid to the issues of abuse of women and children for violent extremism and terrorism purposes. A special focus will be on reintegration of women and children returning from the Iraqi and Syrian war, as well as on outreach with women in the so-called closed radical communities in Bosnia and Herzegovina. To that end, the BiH MoS will initiate appropriate activities in cooperation with international partners, non-governmental sector, academia and religious communities in BiH.

The BiH delegation to the Committee of Experts on Combating Terrorism of the Council of Europe (CODEXTER) extended its support to the Report of the Council of Europe's Rapporteur on Terrorism and Gender Issues with proposals to integrate the gender perspective into the priority activities of CODEXTER over the next two years, and also to organise an international conference of the Council of Europe on this topic in 2018/19.

This is also reflected in the latest UNSCR 2224 Resolution, adopted on 20 October 2015, which deals with women, peace and security with emphasis on the importance of gender / gender integration as a cross-cutting issue in UN areas and actions when it comes to current global security threats and challenges, such as radical extremism and terrorism, an increasing number of refugees and internally displaced persons, climate change, various pandemics, and alike. The Resolution highlights the different impacts that terrorism and violent extremism can have on women's and girls' human rights in terms of their health, education and participation in public life, and that women and girls are often targeted by terrorist groups. In addition to the UN Resolution 2224, the UN Secretary General's Action Plan for the Prevention of Violent Extremism of 2015 also requires, among other, the integration of a gender perspective into all activities aimed at the prevention of violent extremism.

Therefore, it is necessary to continue working on the application of a comprehensive approach in the context of prevention and the fight against violent extremism and terrorism, which includes a gender component. In doing so, it is necessary to support the activities of citizens and civil society organisations aimed at preventing hatred and promoting positive narratives (opposing violent extremist narratives by highlighting positive examples of social values, tolerance, openness and peaceful conflict resolution).

3.2.4.4. SALW

Council of Europe Convention on preventing and combating violence against women and domestic violence, ratified by Bosnia and Herzegovina on 7 November 2013, in Article 46 on Aggravating Circumstances, requires parties to take the necessary legislative or other measures

to ensure that the **use or a threat of weapon (paragraph g), is considered one of the aggravating circumstances in the determination of the sentence in relation to the offences established in accordance with the Convention.** Also, in Article 51 on Risk Assessment and Risk Management, the Convention requires parties to take the necessary legislative or other measures to ensure that when assessing the risk of lethality, the seriousness of the situation and the risk of repeated violence, carried out by all relevant authorities, at all stages of the investigation and application of protective measures, takes into consideration the fact that **perpetrators of acts of violence covered by this Convention possess or have access to firearms.**

Given the impact of illegal possession of SALW on the phenomenon of violence against women and domestic violence, the Gender Equality Agency of BiH of the Ministry of Human Rights and Refugees of BiH **gave suggestions** on the draft revised **SALW Control Strategy in BiH (2016-2020)**, so as to ensure alignment with the Law on Gender Equality in BiH and international standards for equality. **The Strategy should be more explicit in addressing the issue of armed domestic violence** as expressed in this opinion.

The BiH Ministry of Security participates in the Gender Equality Programme, implemented by the Belgrade-based South-Eastern and Eastern Europe Clearinghouse for Control of Small and Light Weapons (SEESAC). The programme includes individual (formal and informal) meetings of assistant security ministers with SEESAC gender adviser, to reviews the implementation of the defined goals of the **2016-2020 SALW Strategy in Bosnia and Herzegovina**, through the prism of gender equality. A special emphasis is on activities related to the misuse of weapons in the context of gender-based violence and the different impacts that the use of small arms and light weapons (SALW) has on women and men. The Program will conduct mapping and discuss the changes that are necessary in the legislative and strategic framework in order to improve the gender sensitivity of SALW control measures. The BiH Ministry of Security has collected data from all relevant institutions and agencies, as a contribution of Bosnia and Herzegovina, to the study of Gender and Small Arms in South-East Europe, with recommendations for action in this field.

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

Lessons learned, good practices and challenges during the implementation of AP UNSCR 1325 in BiH are based on findings and recommendations of an independent evaluation conducted after the completion of the first AP in 2013 and on the basis of continuous exchange of experience and comparisons with other countries that adopt and implement national action plans for the implementation of UN SCR 1325. Good practices in BiH are often cited as an example of a successful and innovative approach to the implementation of UNSCR 1325. The following sections highlight several key success factors and challenges in implementing the AP:

- **The Coordination Committee for Monitoring the Implementation of AP UNSCR 1325 has become a key player in mobilising competent institutions** and individuals for the implementation of the AP. This is due to a long-term engagement of most members of the CC, both men and women, involved in this process since 2010 when the first AP for BiH was created and adopted. There is constructive cooperation and knowledge exchange between all institutions represented in the CC and gender institutional mechanisms, in particular the GEA BiH, which manages and coordinates the process of drafting, implementing and reporting on the AP implementation.
- **Coordination and advisory role of the GEA BiH/MHRR BiH**, as the policy-holder, is highlighted as one of the success factors in relation to other countries where the role of gender institutional mechanisms is largely ignored. Holders of national action plans are often line ministries of the defence and security sectors that do not have sufficient capacities to introduce gender issues, which results in poor implementation of plans.
- It was noted that the implementation of AP UNSCR 1325 in BiH **was more effective in institutions where there was support of senior management**. However, it is very important to emphasize the **role of individuals** who, thanks to their personal, realistic commitment and expertise, have been able to initiate changes within their institutions.
- Introduction of the **concept of human security as one of the three strategic pillars of the AP UNSCR 1325** enabled initiatives at the local level with the aim of improving day-to-day safety of citizens, taking into account the different situation, needs and interests of women and men. This has opened the possibility of concrete and preventive action in certain unforeseen situations or phenomena that fall within the scope of the security issue or threat (natural disasters, migration, violent extremism, etc.). With this approach, BiH made an important step forward in the implementation of the UNSCR 1325, which is globally recognised as a good practice that other countries in the region and the world rely on.
- **Regional cooperation** on the implementation of UNSCR 1325 and national action plans, has proved to be very effective through the exchange of good practices, experiences, professional and financial resources with neighbouring countries, that is, within similar historical, cultural and socioeconomic contexts. Mutual co-operation between gender-based institutional mechanisms and security sector institutions in the countries of the

region contributes to the processes of reconciliation, strengthening and preserving sustainable peace and stability in countries that were warring parties during the war from 1992 to 1995.

- Concrete results achieved by Bosnia and Herzegovina are all the more visible and there is a better understanding of the professional and wider public about the importance of UN Resolution 1325 on Women, Peace and Security. **Promotion at the international level** has resulted in an increasing number of calls for the experiences and practices of BiH to be presented and applied especially in the countries that are in the process of adoption of national action plans (invitation to participate in the National Action Plans Academy in Vienna with over 20 countries of the world, and invitations from the competent ministries of Finland, Moldova and Albania to support the drafting of the National Action Plan according to the structure of the AP UNSCR 1325 in BiH). **International exchange of experience and practices** pointed to the fact that the success of this Action Plan, as well as other strategic and action plans in BiH related to gender equality in different areas, derives from the actual partnership of gender institutional mechanisms and relevant institutions, reflected in the systemic approach, exchange of professional capacities and learning from one another.
- **Monitoring and Evaluation Plan for the AP UNSCR 1325 (M&E Plan)**, developed with support of the Institute for Inclusive Security, has served to operationalise and oversee the implementation of the Action Plan. Based on the M&E plan and indicators, tables have been prepared for the annual operational plan of the activities of the institutions and for the annual report on the achieved results. This approach to annual planning and reporting, coordinated by the GEA BiH/MHRR BiH has significantly simplified the way information is delivered by competent institutions, the definition of concrete actions and the measurement of progress in achieving results. This is a positive example of the practical application of the M&E plan for effective oversight of public policy implementation.
- The lack of funds from the regular budgets of relevant institutions poses a challenge for the implementation of the AP UNSCR 1325. In this segment, the importance of the role of the GEA BiH/MHRR BiH was emphasised in continuing efforts to provide funds for partial financing of the activities of the AP. Also, other institutions represented in the CC, such as the BiH MoD and the BiH MoS, are trying to overcome this problem by finding additional donor funding. In addition to the funds of the FIGAP programmes intended to support the implementation of the AP, it is also important to emphasise the readiness of international organisations, such as UN agencies, OSCE and others to support certain activities in accordance with the stated needs of institutions.

Despite the evident progress, along with numerous examples of good practices, **challenges in the implementation of the AP UNSCR 1325** in BiH still remain. The mentioned **lack of financial and human resources** is an obstacle to the continued application of the principle of gender equality in competent institutions. There is still an **uneven level of commitment, understanding and implementation of the principles of gender equality** within the competent institutions. This is greatly dependant on the support of management, but also on the level of contribution and impact of individual members and members of the CC, as well as gender focal points. However, there are fewer institutions where gender equality is perceived

only as gender-disaggregated statistics, ignoring the fact of extremely low percentage of women in the top management positions. There is a growing understanding and recognition of the benefits that women and men can have if a gender perspective is used in the work of ministries, especially financial and other benefits, taking into account the equal representation of women at different levels of decision-making, in commissions and committees, in working groups, negotiating teams, trainings, official travel abroad, etc. At the same time, there is still a concern in the context of possible changes that can disturb the established positions and benefits.

The implementation of the AP UNSCR 1325 in BiH has been assessed by the competent institutions represented in the CC as an instructive example that shows that gender-based stereotypes and barriers that still exist in institutions can be taken down by comprehensive approach and joint work.

5. Structure of the UNSCR 1325 Action Plan in BiH (2018-2022)

Action Plan for the Implementation of UNSCR 1325 in BiH for 2018-2022 was made by relying on it to the structure of its predecessors, meaning that the existing strategic goals have been preserved, while certain mid-term objectives and expected results have been revised, especially in Strategic Goal 2 as presented in the following table:

EQUAL PARTICIPATION		
STRATEGIC GOAL 1. Enhanced participation of women in the military, police and peacekeeping missions, including participation in also decision-making posts		
MID-TERM OBJECTIVES		
1.1. Key policies, laws and other regulations allow for an increase in the military, police and peacekeeping missions, including participation in also decision-making posts	1.2. Necessary preconditions created to improve the position and advancement of women in the military, police and peacekeeping missions, including participation in also decision-making posts	1.3. Developed awareness on the importance of participation of women in decision-making and preserving peace and security
EXPECTED OUTPUTS		
1.1.1. Policies, laws and other regulations are compliant with international and domestic standards for gender equality and concrete measures adopted to increase the participation of women in the defence and security sectors, including decision-making posts	1.2.1. Facilitated capacity building for women aimed at their greater participation in the defence and security sectors, and in decision-making posts	1.3.1. Trainings held for key decision-makers, management and staff in the defence and security sectors on the importance of equal participation of women and men
1.1.2. Enhanced capacities for alignment of policies, laws and others regulations with international and domestic standards for gender equality and adoption of special, affirmative measures	1.2.2. Created conditions for improvement of mutual cooperation and networking of women in the defence and security sectors	1.3.2. Conducted campaigns for awareness raising of the public on the importance of participation of women in decision-making, and defence, security and peace-building processes
PROTECTION AND PREVENTION		
STRATEGIC GOAL 2. Enhanced level of human security from the perspective of gender equality		
MID-TERM OBJECTIVES		
2.1. Reduced rate of human trafficking in BiH	2.2. Improved support and assistance to victims of conflict-related sexual violence and other forms of violence	2.3. Improved gender-responsive approach and support systems in conditions of the current security threats and challenges
EXPECTED OUTPUTS		

2.1.1. Legal mechanisms and appropriate measures applied to combat human trafficking, especially of women and girls	2.2.1. Improved legal framework and mechanisms for exercising the rights of survivors of CRSV and other forms of violence	2.3.1. Gender-sensitive approach applied (or gender-responsive perspective introduced) into programmes and measures to reduce mine threat
2.1.2. Facilitated capacity building for prevention and combating human trafficking and awareness raising about the problem of trafficking in women and girls	2.2.2. Compensation and benefits / rehabilitation available to victims of CRSV and other forms of violence during the war	2.3.2. Created preventive measures and established conditions for gender-responsive approach to current security
COORDINATION AND PARTNERSHIP		
STRATEGIC GOAL 3. Improved conditions and access to the implementation of AP UNSCR 1325		
MID-TERM OBJECTIVES		
3.1. Improved coordination mechanisms and instruments for implementation of AP UNSCR 1325	3.2. Improved cooperation with other stakeholders	
EXPECTED OUTPUTS		
3.1.1. Reinforced institutional mechanisms for coordination, implementation and monitoring of AP UNSCR 1325	3.2.1 Enhanced cooperation and coordination with organisations, civil society, academia and the media	
3.2.1. Enhanced instruments for introduction and application of principles of gender equality in the defence and security sectors (gender-responsive statistics, gender analysis, gender-responsive budgeting)	3.2.3. Improved regional and international cooperation and exchange of information on the implementation of UNSCR 1325	

6. Monitoring and Evaluation

The basic mechanism for monitoring the implementation of the Action Plan for the implementation of the UNSCR 1325 in Bosnia and Herzegovina is the **Coordination Committee**, consisting of members, both men and women, from the security sector institutions and one member representing the non-governmental sector in BiH. The Coordination Committee is appointed for the duration of the Action Plan.

In accordance with the Rules of Procedure, the Coordination Committee is responsible, among other, for the following:

- a) Reviews and adopts annual operational plans for the implementation of the Action Plan;
- b) Coordinates the implementation of the Action Plan activities in relevant institutions, international organisations and non-governmental organisations;
- c) Reviews and proposes annual reports on the implementation of the Action Plan to the Council of Ministers of Bosnia and Herzegovina for adoption;
- d) Follows other activities that are focused on the implementation of the UNSCR 1325 in BiH.

The work of the Coordination Committee for monitoring the Action Plan for the Implementation of UNSCR 1325 in BiH has been recognised in BiH and in the region, as an example of extremely good practice of action, interest and cooperation of relevant institutions in the implementation of strategic documents.

During an independent assessment of the implementation of the first AP UNSCR 1325, the need for a more efficient monitoring and evaluation system was identified. The action plan had too many indicators that were difficult to monitor and control. This resulted in the lack of a single reporting system in relevant institutions. Almost all indicators were quantitative in nature, which prevented the monitoring of progress in reaching the strategic and mid-term objectives, as well as qualitative institutional and, in general, social changes in achieving gender equality in defence and security.

Based on the evaluation recommendations, the **Monitoring and Evaluation Plan for the second AP UNSCR 1325** was developed with quantitative and qualitative indicators for each goal and the expected result. The significance of this plan is its concrete application in practice. Guided by the indicators as set, participatory process of developing annual operational plans of activities, monitoring of implementation, and annual reporting has been significantly simplified and improved. This approach to the annual planning and reporting, coordinated by the GEA BiH/MHRR BiH, has significantly simplified the way information is delivered from the competent institutions, the definition of concrete actions and the measurement of progress in achieving results, and it will continue during the implementation of the AP UNSCR 1325 for 2018-2022.

7. Glossary of terms

- **Gender**

Refers to the social differences between men and women. Gender identifies socially, culturally, politically and economically determined relations between women and men. Gender relations vary from one place to another, as well as in time; they are changing in relation to changing circumstances. Sex, on the other hand, identifies biological differences between women and men, which remain constant.

- **Gender budgeting**

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

- **Gender mainstreaming**

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

- **Gender-based discrimination**

Gender-based discrimination is any disadvantageous position of any individual or group based on gender, which hampers or denies recognition, enjoyment or exercise of human rights or freedoms to individuals or groups.

- **Human security**

In the last few decades, there are less interstate conflicts, while the number of insurgencies, terrorism and conflicts within state borders has increased. Changes in the nature of the conflict require changes in the answers to these. Human security is a look at the state's security with a focus on individuals. It emphasises the importance of day-to-day people's security by improving public services and poverty reduction programmes. In 1994, the UN introduced the concept of human security, whose basic components are “freedom from fear and freedom from scarcity”. Therefore, key issues related to human security are personal (physical) security, economics, health, environment and community safety. Internal empowerment improves national, regional and global stability, which ultimately leads to a reduction in the incidence of conflicts.³⁰

- **Capacity building**

Targeted training for improving the knowledge and skills of duty-holders for effective implementation of strategies, policies, programmes and projects.

- **Impact**

Long-term impact (positive or negative, deliberate or accidental) of certain strategies, policies, programmes or projects on duty-holders, as well as on current social circumstances.³¹

- **Indicators (quantitative and qualitative)**

Quantitative or qualitative variables that enable simple and reliable measurement of achievements and changes associated with a particular intervention, as well as assistance in assessing the performance of an organisation/institution in relation to the set goal.³²

- **Mid-term deliverables**

The likely or achieved impacts of the programme, policy or project half way into implementation.

- **Monitoring and Evaluation Plan**

A data collection strategy that provides the necessary information for an effective monitoring and evolution system. The plan documents baseline data, projected targets, data sources, data collection tools, and quantitative and/or qualitative indicators for assessing progress in

³⁰ UNDP 2013, *2013 Development Report of the Society – The Rise of the South: Human Progress in the World of Diversity*.

³¹ Gorgens, Marelize and Jody Zall Zusek, *Making Monitoring and Evaluation Systems Work*, World Bank, Washington DC: 2009.

³² Kusek Jody and Ray Rist, *A Handbook for Development Practitioners: Ten Steps to a Results-Based Monitoring and Evaluation System*. World Bank, Washington DC: 2004.

implementing a particular strategy, policy, programme, project or activity. The plan also clearly sets out deadlines, liability holders, and reporting methods.

- **Monitoring and Evaluation System**

Methods for collecting data, defining the necessary human resources, reporting and evaluation mechanisms, and technology that promptly provides information to those who implement the strategy, policy, programme or project. The purpose of this information is to better inform key stakeholders in order to achieve all the set goals.³³

- **Outcome**

The likely or achieved final output of a product, goods or service as a result of a particular intervention.³⁴

³³ Gorgens, Marelize and Jody Zall Zusek. *Making Monitoring and Evaluation Systems Work*. World Bank, Washington, DC: 2009.

³⁴ Kusek, Jody and Ray Rist. *A Handbook for Development Practitioners: Ten Steps to a Results-Based Monitoring and Evaluation System*. World Bank, Washington DC: 2004.

8. Goals and Activities of the 2018-2022 Action Plan for the Implementation of UNSCR

STRATEGIC GOAL 1. Enhanced participation of women in the military, police and peacekeeping missions, including also participation in decision-making posts				
Mid-Term Objective 1.1. Key policies, laws and other regulations facilitate an increase in participation of women in the military, police and peacekeeping missions, including also decision-making posts				
Expected output	Activity	Implementing body	Deadline	Source of funding
1.1.1. Policies, laws and other regulations are compliant with international and domestic standards for gender equality and concrete measures adopted to increase the participation of women in the defence and security sectors, including also decision-making posts	Continuation of work on alignment of policies, laws, by-laws and other regulations in the military and police structures with national and international standards for gender equality, especially those related to recruitment, career advancement and a balance of professional and family life of women in the defence and security system.	BiH Ministry of Defence (MoD BiH), BiH Ministry of Security (BiH MoS), State Investigation and Protection Agency (SIPA), BiH Border Police (BP BiH), Directorate for Coordination of Police Bodies of BiH (DCPB), FBiH Ministry of Interior (FBiH Mol), FBiH Police Administration (FBiH PA), Brčko District Police (BD BiH) Partners: Gender Equality Agency of BiH, BiH Ministry of Human Rights and Refugees (GEA BiH/MHRR BiH), FBiH Gender Centre (FBiH GC)	Continuous	Budgets of competent institutions, donor funding
	Developing monitoring and reporting tools on the implementation of aligned regulations (by institutions that adopt, implement and supervise the aligned regulations)	BiH MoD, BiH MoS, SIPA, BiH BP, BiH DCPB, FBiH Mol-FBiH PA, BD BiH Police Partners: GEA BiH / MHRR BiH, FBiH GC	2018-2019	Budgets of competent institutions
	Analysis and identification of obstacles (visible and hidden) for greater participation and promotion of women in the defence and security system, including decision-making posts (examine the reasons that directly affect	BiH MoD, BiH MoS, SIPA, BiH BP, BiH DCPB, FBiH Mol-FBiH PA, BD BiH Police Partners: GEA BiH / MHRR BiH, FBiH GC	Annually	Budgets of competent institutions

	employment/recruitment of women and career guidance)			
	Developing and adopting specific, affirmative measures aimed at eliminating the existing obstacles for greater participation of women in the defence and security sectors, including decision-making posts (quotas, recommendations, guidelines, criteria, institutional programmes of measures, etc.).	BiH MoD, BiH MoS, SIPA, BiH BP, BiH DCPB, FBiH MoI-FBiH PA, BD BiH Police Partners: GEA BiH / MHRR BiH, FBiH GC	Continuous	Budgets of competent institutions, donor funding
1.1.2. Enhanced capacities for alignment of policies, laws and others regulations with international and domestic standards for gender equality and adoption of special, affirmative measures	Analysis of the application of aligned policies, laws, by-laws and other regulations, and adopted affirmative measures, with recommendations for improvement	GEA BiH / MHRR BiH Partners: BiH MoD, BiH MoS, SIPA, BiH BP, BiH DCPB, FBiH MoI-FBiH PA, BD BiH Police	2019-2022	Donor funding
	Organising continuous training of civil servants on alignment of laws and internal regulations with the Law on Gender Equality in BiH (in accordance with the Activity Plan of the BiH CSA)	BiH Civil Service Agency (ADS BiH) Partners: GEA BiH / MHRR BiH, FBiH GC	Continuous	Budgets of competent institutions, donor funding
	Organising continuous training for staff working on the preparation of new and alignment of the existing policies, laws and other regulations, and proposing and developing affirmative measures in the defence and security sectors	GEA BiH / MHRR BiH, FBiH GC Partners: BiH MoD, BiH MoS, SIPA, BiH BP, BiH DCPB, FBiH MoI-FBiH PA, BD BiH Police	Annual	Budgets of competent institutions, donor funding
Mid-Term Objective 1.2. Necessary preconditions created to improve the position and advancement of women in the military, police and peacekeeping missions, including participation in also decision-making posts				
Expected output	Activity	Implementing body	Deadline	Source of funding
1.2.1 Facilitated capacity building for women aimed at their greater participation in the defence and security sectors, and in decision-	Organising training for developing leadership capacity of women to participate in decision-making processes	GEA BiH/MHRR BiH, FBiH GC Partners: NGOs and international organisations	2019-2021	Donor funding
	Undertake necessary steps to create equal opportunities in practice in education, employment, professional development, career guidance and advancement of women in the	BiH MoD, BiH MoS, SIPA, BiH BP, BiH DCPB, FBiH MoI-FBiH PA, BD BiH Police	Continuous	Budgets of competent institutions, donor funding

making posts	defence and security sectors, including military diplomatic missions.	Partners: GEA BiH / MHRR BiH, FBiH GC		
1.2.2 Created conditions for improvement of mutual cooperation and networking of women in the defence and security sectors	Support to the work of the Network of Women Police Officers (educational, promotional and advocacy activities aimed at improving the position of women in police structures)	GEA BiH/MHRR BiH, BiH MoS, FBiH GC, FBiH MOI-FBiH PA Partners: Association Network of Women Police Officers and other NGOs, international organisations	2018-2021	Donor funding
	Initiating further networking of women in the defence and security system, mutually reinforcing cooperation, exchange of experiences and positive practice	BiH MoS, BiH MoD, FBiH Mol-FBiH PA Partners: Association Network of Women Police Officers and other NGOs, GEA BiH / MHRR BiH, FBiH GC	Continuous	Budgets of competent institutions
Mid-Term Objective 1.3. Developed awareness on the importance of participation of women in decision-making and preserving peace and security				
Expected output	Activity	Implementing body	Deadline	Source of funding
1.3.1 Trainings held for key decision-makers, management and staff in the defence and security sectors on the importance of equal participation of women and men	Continuing work on the introduction of gender perspective in training curricula for police officers, with the goal of increasing knowledge about the implementation and application of the principle of gender equality in the security sector.	BiH MoS, SIPA, BiH BP, BiH DCPB, Agency for Training and Professional Development of Personnel (AEPTM), FBiH Mol-FBiH PA, FBiH Police Academy Partners: GEA BiH / MHRR BiH, FBiH GC	Continuous	Budgets of competent institutions, donor funding
	Continuing to include topics related to introduction and application of the principle of gender equality (advanced trainings) in all aspects of training for members of the BiH Armed Forces	BiH MoD and BiH AF Partners: GEA BiH / MHRR BiH, NGOs, international organisations	Continuous	Budgets of competent institutions, donor funding
	Continuing to include topics from UN Resolution 1325 and related resolutions on the position and role of women in conflict and post-conflict situations, gender-based violence, etc. in advance training for peacekeepers as well as diplomatic staff.	BiH MoS, BiH MoD, MFA BiH Partners: GEA BiH // MHRR BiH, FBiH GC	Continuous	Budgets of competent institutions, donor funding
	Integrating gender equality topics in	BiH CSA, GEA BiH/MHRR BiH	Continuous	Budgets of competent

	regular and extraordinary training for managerial staff, especially in the defence and security sectors.	Partners: BiH MoD, BiH MoS		institutions, donor funding
	Continuation of basic and advanced trainings for capacity building for appointed/newly appointed gender focal points in the BiH MoD and the BiH AF, as well as in all police structures at all levels.	BiH MoD and BiH AF, BiH MoS, SIPA, BiH BP, BiH DCPB, FBIH MoI-FBIH PA, BD BiH Police Partners: GEA BiH/MHRR BiH, FBIH GC, NGOs, international organisations	Continuous	Budgets of competent institutions, donor funding
1.3.2 Conducted campaigns for awareness raising of the public on the importance of participation of women in decision-making, and defence, security and peace-building processes	Conduct a public campaign to promote full and equal participation of women in decision-making, especially in the context of the 2018 General Elections.	GEA BiH / MHRR BiH, FBIH GC, Parliamentary Commission for Gender Equality Partners: NGOs and international organisations	2018	Donor funding
	Continuous promotion of military and police profession to motivate as many young women to apply for vacancies in the armed forces and the police service.	BiH MoD and BiH AF, BiH MoS, SIPA, BiH BP, BiH DCPB, FBIH MoI-FBIH PA, BD BiH Police Partners: GEA BiH/MHRR BiH, FBIH GC, NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Continuous promotion of the importance of participation and contribution of women in peacekeeping missions with special emphasis on tolerance and respecting the specific needs of women from certain settings.	BiH MoD and BiH AF, BiH MoS Partners : GEA BiH/MHRR BiH, FBIH GC, NGOs and international organisations	Continuous	Budgets of competent institutions
	Organising and/or supporting promotional activities and initiatives that advocate active participation and the role of women in the conditions of the current security threats and challenges (terrorism and violent extremism, migration, natural disasters and protracted crisis and extraordinary situations), such as the participation of women in national and international	BiH MoD, BiH MoS and BiH AF, GEA BiH/MHRR BiH Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding

negotiations.

STRATEGIC GOAL 2. Enhanced level of human security from the perspective of gender equality

Mid-Term Objective 2.1. Reduced rate of human trafficking in BiH

Expected output	Activity	Implementing body	Deadline	Source of funding
2.1.1. Legal mechanisms and appropriate measures applied to combat human trafficking, especially of women and girls	Continuous monitoring of application of legal framework and penal policy in cases of human trafficking	BiH MoS, HJPC, FBiH Ministry of Justice, Brčko Distillery BiH Judicial Commission Partners: GEA BiH/MHRR BiH, NGOs	Continuous	Budgets of competent institutions
	Strengthening mechanisms for early identification and referral of human trafficking victims with a special focus on trafficking of vulnerable categories.	BiH MoS Partners: BiH MHRR, SIPA, BiH BP, BiH DCPB, FBiH MoI-FBiH PA, BD BiH police, NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Continuous updating and improvement of database on victims of human trafficking (disaggregated by sex, age of victim, nationality)	BiH MoS Partners: GEA BiH/MHRR BiH, NGOs	Continuous	Budgets of competent institutions
	Supporting programmes/projects assisting human trafficking victims in the process of their rehabilitation and reintegration into society.	BiH MHRR, BiH MoS Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
2.1.2 Facilitated capacity building for prevention and combating human trafficking and awareness raising about the problem of trafficking in women and girls	Continuation of the work on capacity building of judicial institutions, the police and stakeholders in human trafficking prevention and protection, especially women and girls, including witness protection, and indemnification of victims in criminal proceedings	BiH MoS, SIPA, BiH BP, BiH DCPB, AEPTM, FMoI-FBiH AP, BD BiH Police Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Initiating and ensuring an appropriate profile and the required number of women investigators in the teams for investigation of criminal offences related to human trafficking	BiH MoS, SIPA, BiH BP, FBiH MoI-FBiH PA, BD BiH Police	Continuous	Budgets of competent institutions, donor funding
	Continuation and support to public awareness raising activities	BiH MoS, SIPA, BiH BP, FBiH MoI-FBiH PA, BD BiH Police	Continuous	Budgets of competent institutions

	(especially children and youth, special-risk groups) on the types and consequences of human trafficking, including begging and other forms of labour exploitation	Partners: NGOs and international organisations		
	Continuous promotion of the crime reporting phone lines and electronic forms for reporting criminal offences with a special focus on anonymous reporting of human trafficking cases	BiH MoS, SIPA, BiH BP, FBIH MoI-FBIH PA, BD BiH Police Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
Mid-term objective 2.2. Improved support and assistance to victims of conflict-related sexual violence and other forms of violence				
Expected output	Activity	Implementing body	Deadline	Source of funding
2.2.1 Improved legal framework and mechanisms for exercising the rights of survivors of CRSV and other forms of violence	Continuing the work on alignment of the existing and adopting new regulations, policies and programmes with the goal of improving access to attainment of the rights of CRSV and torture victims, including the right to compensation and rehabilitation.	Ministry of Justice of BiH (BiH MoJ), Ministry of Justice of BiH Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Further development and adjustment of standards for supporting witnesses and victims of CRSV and other violence (including protocols, departments for support, resource support packages, guidelines, decisions, instructions for providing psychosocial, informative, procedural and organisational support before, during and after trials, etc.)	BiH MoJ, HJPC Partners: NGOs and international organisations	2018-2019	Budgets of competent institutions
	Allocating more resource and research capacities to reduce the number and resolve the backlog of war crime cases for sexual violence and other forms of violence.	BiH MoJ, HJPC Partners: NGOs and international organisations	Continuous	Budgets of competent institutions
2.2.2 Compensation and benefits /	Support for a uniform model for faster and more efficient exercise of survivors' rights, granting compensations, rehabilitation, and	MHRR BiH/GEA BiH, FBIH GC, Partners: NGOs and international	2018-2019	Budgets of competent institutions, donor funding

rehabilitation available to victims of CRSV and other forms of violence during the war	access to services to victims regardless of their place of residence (fund for indemnification or other mechanisms for compensation of victims)	organisations		
	Continuous support for strengthening multi-sectoral access and coordination, and providing assistance for the work of the support network, including strengthening of capacities of key stakeholders providing services to victims of CRSV victims and victims of sexual violence and other forms of violence during the war	MHRR BiH/GEA BiH, FBiH GC, Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Supporting programmes and projects for psychosocial and economic empowerment of women CRSV victims	MHRR BiH/GEA BiH Partners: NGOs and international organisations	2018-2021	Budgets of competent institutions, donor funding
Mid-term objective 2.3. Improved gender-responsive approach and support systems in conditions of the current security threats and challenges				
Expected output	Activity	Implementing body	Deadline	Source of funding
2.3.1. Gender-sensitive approach applied (or gender-responsive perspective introduced) into programmes and measures to reduce mine threat	Conduct gender analysis on the impact of mine contaminated areas in BiH on the quality of life of people (considering the different roles and needs of women and men, and a different influence on one or the other sex)	Mine Action Centre in BiH (BHMAC) Partners: GEA BiH / MHRR BiH, NGOs	2018	Budgets of competent institutions, donor funding
	Introducing gender component in mine clearance programmes and measures, taking into account the different opportunities, roles and needs of women and men	BHMAC Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Continuously warning about mine risks, especially girls and boys of school age, women and men in rural areas, and vulnerable groups (mountaineers, hunters, farmers), taking into account the gender aspect	BHMAC Partners: NGOs and international organisations, media	Continuous	Budgets of competent institutions, donor funding

	of the issue.			
2.3.2 Created preventive measures and established conditions for gender-responsive approach to current security threats and challenges, and in crisis and extraordinary situations (natural disasters, violent extremism, refugee / migrant crisis)	Analysis of gender aspects of current security threats and challenges such as violent extremism and terrorism, an increased number of migrants, internally displaced persons, climate change (with reference to global, regional and BiH context).	GEA BiH / MHRR BiH Partners: International organisations	2018-2019	Donor funding
	Introduction of gender perspectives into statistical records, analyses, programmes and measures, as well as reports in the area of disaster risk management.	BiH MoS Partners: GEA BiH / MHRR BiH, NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Ensure that estimates of the needs of people, existing weaknesses and capacities that precede humanitarian reactions in potential cases of disasters take into account different needs, interests, vulnerabilities and abilities of women and men, girls and boys, and various impacts of disasters on them.	BiH MoS, BiH MoD and OS BiH Partners: GEA BiH / MHRR BiH, NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Ensuring legal and psycho-social support to women and girls, especially women from multiply-marginalised groups, in cases of crisis and emergency situations.	GEA BiH / MHRR BiH Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Ensure that needs and interests of vulnerable categories, especially women and girls are taken into consideration when collecting data, in analysis, development and implementation of emergency action plans in case of crisis in the field of migrations.	BiH MoS, GEA BiH/MHRR BiH Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, donor funding
	Ensure that gender perspective is integrated into activities aimed at preventing the violent extremism and terrorism, hate speech prevention, and the promotion of dialogue and	BiH MoS, GEA BiH/MHRR BiH Partners: NGOs, international organisations	Continuous	Budgets of competent institutions, donor funding

	nonviolent conflict resolution (promotional and educational activities).			
	Analysis and recommendations for amending regulations that regulate the issuance of permits for the possession of weapon for the purpose of suppression and prevention of SALW misuse in the context gender-based violence (which implies professional and detailed verification of evidence of violent behaviour of an applicant).	BiH MoS, GEA BiH/MHRR BiH Partners: NGOs, international organisations	2020	Budgets of competent institutions, donor funding

STRATEGIC GOAL 3. Improved conditions and access to the implementation of AP UNSCR 1325

Mid-Term Objective 3.1. Improved coordination mechanisms and implementation instruments for AP UNSCR 1325

Expected output	Activity	Implementing body	Deadline	Source of funding
3.1.1 Reinforced institutional mechanisms for coordination, implementation and monitoring of AP UNSCR 1325	Adoption of the Decision on the Establishment of the Coordination Committee of Institutions for Monitoring AP UNSCR 1325 (2018-2022)	Council of Ministers of BiH (BiH CoM) Proponent: MHRR BiH/GEA BiH	2018	n/a
	Support to the work of the Coordination Committee for monitoring AP UNSCR 1325 (expert support, organisation of regular meetings, etc.)	GEA BiH / MHRR BiH Partners: International organisations	Continuous	Budgets of competent institutions, donor funding
	Revising the Monitoring and Evaluation Plan AP UNSCR 1325	Coordination Committee for Monitoring of UNSCR 1325 (CC AP UNSCR 1325) Partner: GEA BiH/MHRR BiH	2018	Donor funding
	Developing and monitoring the implementation of the annual operational plans for the implementation of AP UNSCR 1325 in the defence and security sector institutions	CC AP UNSCR 1325 Partner: GEA BiH / MHRR BiH	Annual	Budgets of competent institutions, donor funding
	Coordination, preparation and submission of annual reports to the	GEA BiH / MHRR BiH	Annual	Budgets of competent institutions, donor

	BiH CoM on the implementation of the AP UNSCR 1325, based on information from institutions represented in the CC AP UNSCR 1325	Partner: CC AP UNSCR 1325		funding
	Strengthening positions of appointed gender focal points in the defence and security sectors	BiH MoD and BiH AF, BiH MoS, SIPA, BiH BP, BiH DCPB, FBIH MoI-FBIH PA, BD BiH Police Partner: CC AP UNSCR 1325	Continuous	Budgets of competent institutions
3.1.2 Enhanced instruments for introduction and application of principles of gender equality in the defence and security sectors (gender-responsive statistics, gender analysis, gender-responsive budgeting)	Provide regular professional support to institutions of the defence and security sector on implementation of annual operational plans for AP UNSCR 1325, and application of instruments for introduction and application of the principle of gender equality within the scope of work of competent institutions	GEA BiH/MHRR BiH, FBIH GC Partner: CC AP UNSCR 1325	Continuous	Budgets of competent institutions, donor funding
	Gender analysis of implementation, results and impact of the general and local elections on representation and participation of women in public life and decision-making	GEA BiH/MHRR BiH, FBIH GC Partner: Central Election Commission (CEC)	2018-2020	Budgets of competent institutions
	Regular updating and improvement of databases with data classified by sex on participation in the armed forces, police and peacekeeping missions (including sorting by positions and ranks, professional engagement and participation in decision-making, participation in professional development and specialist training, rewarding, etc.)	BiH MoD and BiH AF, BiH MoS, SIPA, BiH BP, BiH DCPB, BiH Police Support Agency, FBIH MoI-FBIH PA, BD BiH Police Partners: GEA BiH/MHRR BiH, FBIH GC	Continuous	Budgets of competent institutions
	Continuation of the work on the introduction of gender-responsive budgeting within the programmatic budgeting of all institutions represented in the Coordination	BiH MoD and BiH AF, BiH MoS, SIPA, BiH BP, BiH DCPB, BiH MoFA, BiH Ministry of Finance and Treasury (BiH MoFT), FBIH MoI	Continuous	Budgets of competent institutions

	Committee	Partners: GEA BiH/MHRR BiH, FBiH GC		
Mid-Term Objective 3.2. Enhanced cooperation with other stakeholders				
Expected output	Activity	Implementing body	Deadline	Source of funding
3.2.1 Enhanced cooperation and coordination with organisations, civil society, academia and the media	Organising regular meetings of the Coordination Committee and NGOs that signed the MoU on the implementation of AP UNSCR 1325 (Coordination Group of NGOs).	GEA BiH / MHRR BiH Partner: CC AP UNSCR 1325	At least once a year	Budgets of competent institutions, donor funding
	Regular exchange of information of the NGO Coordinating Group with other NGOs and NGO networks.	NGO Coordination Group Partner: CC AP UNSCR 1325, GEA BiH / MHRR BiH	Continuous	Funds of NGOs and donor funding
	Planning and implementation of joint projects and activities on the implementation of UNSCR 1325 with NGOs, with a focus on support for UNSCR 1325 localisation (in cooperation with Associations of Municipalities and Cities).	GEA BiH/MHRR BiH, Coordination Committee Partners: NGOs and international organisations	Continuous	Budgets of competent institutions, funds of NGOs, donor funding
	Support to greater involvement of academia in the promotion and implementation of UNSCR 1325 and accompanying resolutions, with a special focus on issues of gender perspective in the conditions of the current security threats and challenges.	GEA BiH / MHRR BiH, FBiH GC Partners: NGOs and international organisations	Continuous	
	Support to the production of media content in public outreach on the importance of UNSCR 1325 and accompanying resolutions in building and preserving sustainable peace and security.	GEA BiH / MHRR BiH, FBiH GC Partners: NGOs and international organisations	Continuous	
3.2.3 Improved regional and international cooperation and	Organising regional information exchange forums related to implementation of national action plans for the implementation of UNSCR 1325, and in relation to the	GEA BiH / MHRR BiH, CC AP UNSCR 1325 Partners: Regional Gender Institutional	2018-2020	Budgets of competent institutions, donor funding

exchange of information on the implementation of UNSCR 1325	regional aspect of modern security threats and challenges.	Mechanisms, international organisations		
	Participation (by invitation) in regional / international events (conferences, roundtables, public debates, educational and promotional activities, study visits) related to the implementation of UNSCR 1325.	GEA BiH / MHRR BiH, CC AP UNSCR 1325 Partners: Regional Gender Institutional Mechanisms, international organisations	Continuous	Budgets of competent institutions, donor funding
	Lobbying, by diplomatic staff, all relevant regional and international bodies and implementing organisations of UNSCR 1325 (UN, Council of Europe, OSCE, NATO and others)	MFA BiH, GEA BiH / MHRR BiH Partners: International organisations	Continuous	Budgets of competent institutions, donor funding
	Planning and implementation of joint regional projects and activities on the implementation of UNSCR 1325 with regional governments and/or regional coordinating body, as well as international organisations (one of the most important fields of action is greater inclusion and regional integration of women, as well as local communities in building trust for improving security and stability in the region.	GEA BiH / MHRR BiH, KO AP UNSCR 1325 Partners: Regional Gender Institutional Mechanisms, international organisations, NGOs in BiH and the region	Continuous	Budgets of competent institutions, donor funding

After consideration of the **2018-2022 Action Plan for the Implementation of UNSCR 1325 on Women, Peace and Security in Bosnia and Herzegovina**, the proposal is for the Council of Ministers of Bosnia and Herzegovina to adopt the following:

CONCLUSIONS

1. **2018-2022 Action Plan for Implementation of UNSCR Resolution 1325 on Women, Peace and Security in Bosnia and Herzegovina** is hereby adopted.
2. All relevant institutions are tasked to carry out activities from the **2018-2022 Action Plan for Implementation of UNSCR 1325 on Women, Peace and Security in Bosnia and Herzegovina**.