

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.bawww.lgbt-prava.ba

Economic and Social Rights of Women in Bosnia and Herzegovina in 2012-2013

Introduction

When discussing European integrations through women's human rights prism and in the context of Bosnia and Herzegovina, it is very important to distinguish between formal and legal framework and public policies which mostly follow European standards on one hand and their implementation and every-day practice which has been pushed into the background of ethnic and national divisions in the long-after-war Bosnia and Herzegovina on the other hand. In this regard, marginalization of women on a regular basis in all spheres of life in Bosnia and Herzegovina is evident; Women are largely underrepresented and discriminated in public and political life, there are no adequate governmental programs of support for economic empowerment of women, violence against women is not adequately sanctioned and State's services designed for supporting women victims of violence are insufficient, poorly managed and inadequate, women victims of sexual violence during the 1992-1995 war are facing statutory discrimination in two BiH entities, and women with disabilities, women from rural areas, Roma women, lesbian, bisexual and transgender women, and women victims of human trafficking are alarmingly invisible and disempowered. There is also no adequate statistical data on most of these issues. In short, women in Bosnia and Herzegovina live beyond their human rights and freedoms which the State has pledged to protect and improve.

Context

Despite the fact that Bosnia and Herzegovina is a signatory to numerous international conventions, protocols and treaties that articulate and require actual application of principles

of prohibiting gender based discrimination, and that the legal framework and public policies that guarantee equal rights for women and men is in place, women in Bosnia and Herzegovina are still not equal to men in exercising their rights in neither public nor private sphere. Thus, women have been excluded from all the important processes regarding a series of reforms that Bosnia and Herzegovina has lately launched, their attitudes have consequently remained invisible, and the trend of having a rather small number of women participating in decision-making bodies and management has continued.

Bosnia and Herzegovina has significantly improved in this area over the past ten years by establishing a framework of government institutions, and adopting the Law on Gender Equality in 2003 and its amendments in 2009, as well as the Anti-Discrimination Law in 2009, but governmental institutions' failure or avoidance to harmonize laws at state, entity and cantonal levels in order to ensure equal rights and treatment of women before the law remains a concern. Significant progress was made with the adoption of Gender Action Plan in 2006 which is supposed to lead to real improvement of status of women in Bosnia and Herzegovina, but it is clearly evident that measures taken by the State party in terms of law and public policies adoption, establishment of the institutional framework, as well as implementation of action plans have not been accompanied by substantial progress in reconstructing traditional and patriarchal gender roles of women and men in BiH society. Post-war transition process usually serves as an excuse to push affirmation of women's human rights at the margins of the public discourse. Stereotypical and traditional attitudes, customs and cultural practices are deeply rooted in the

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.bawww.lgbt-prava.ba

collective awareness of the role of women in the society, who are primarily seen as mothers, wives and housekeepers, as they are generously granted the role of the guardians of the family. Such understanding strongly influences the attitudes and actions of women and men within the government institutions at all levels in BiH which do not support the fundamental and systematic changes aimed at realizing women's human rights in practice.

As this paper is following the *Economic and social rights* chapter of the *Bosnia and Herzegovina 2012 Progress Report*, it will respond to the women's human rights' issues raised in the respective chapter of the Report on economic and social rights of women including position of women in labor market and their maternity rights, political participation of women and violence against women.

„Legal provisions guarantee women's rights and gender equality are in place. The implementation of the Action Plan on UN Security Council Resolution 1325 regarding Women, Peace and Security continued but awareness and financial resources for its implementation need to be strengthened. Political participation by women remains low. The 40% quota for women within the public administration, as stipulated by the Gender Equality Law, has not been reached. Women continue to face unequal access to the labor market and the level of female participation in the workforce remains low. Limited progress was made to harmonize Entity and Cantonal laws with the State-level Law on Gender Equality. Institutional mechanisms for ensuring gender equality continue to face resource constraints. The availability of statistical data on gender equality remains insufficient. Discrimination in employment with regard to maternity rights remains widespread. Some progress was made in combating violence against women. In Republika Srpska, the implementation of the Strategy Against Domestic Violence continued and police training was launched. In the Federation the Law on Domestic

Violence remains to be amended to enhance victim protection. The implementation of the State-level strategy remains weak. Financing of shelters for victims is not sufficient.”¹

Labor market and maternity rights

Participation of women in labor force is still at a low level. According to data from the Federal Employment Institute, the unemployment level of women in the Federation of Bosnia and Herzegovina increased by 3.09% in the second half of the 2012, i.e. almost 6,000 women were left without a job in only six months in the Federation of Bosnia and Herzegovina.² At the end of June 2013, in the Federation of Bosnia and Herzegovina were registered 385,253 unemployed persons, and it represents an increase of 1,740 or 0.45% in regard to the previous month.³ Out of that number, 198,185 (51.44%) are women, of which 32.69% are unskilled (NKV), and 7.81% are highly educated (VSS).⁴ In the second entity of Bosnia and Herzegovina, the Republic of Srpska, the unemployment level of women has varied in the first half of 2012, but then stabilized in the second half of 2012 showing 73,275 women in unemployment register.⁵ That number slightly increased in the first trimester of 2013, but then decreased by 2.53% until July

1 European Commission (2012) Bosnia and Herzegovina 2012 Progress Report accompanying the document Communication from the commission to the European Parliament and the Council; Enlargement Strategy and Main Challenges 2012-2013, Brussels, Chapter 2.2., 17-18 p.

2 Federal Employment Institute Sarajevo, Statistical data from January 2012 to June 2013, available at: <http://www.fzzz.ba/statistika-graf/statistika-graf?Itemid=2>

3 Federal Employment Institute Sarajevo, Statistical Review - June 2013, available at: http://www.fzzz.ba/statistika/pdf/2013/Bilten_FZZZ_06_2013.pdf

4 Ibid.

5 Employment Institute of the Republic of Srpska, Statistical data from January 2012 to July 2013, available at: <http://www.zzzrs.net/index.php/statistika/>

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.bawww.lgbt-prava.ba

2013.⁶ The same statistics show there are currently 72,106 unemployed women in the Republic of Srpska, out of which number 22.23% of women are unskilled (NKV), and 11.38% are highly educated (VSS).⁷

The preliminary data obtained from the Labor Force Survey in BiH 2013 show that 898,596, i.e. 61.3% of women are inactive at the labor market.⁸ Out of that number, 58.8% of women stated that they are discouraged from seeking a job for various reasons.⁹ Civil society organizations in Bosnia and Herzegovina assume that this category mostly consists of women who lost their jobs during the privatization process and are older than 40, hence they represent a group of people that face extreme difficulties with finding a job.¹⁰ The same source points out that this category includes women from vulnerable groups, such as women with disabilities, Roma women, victims of violence and so on, whereas it is almost impossible for these women to find jobs due to lack of qualifications, job skills and long absence from the labor market.¹¹ On the other hand, there is a concerning high percentage (around 70%) of women who are unpaid family members/workers, i.e. women working in family establishments or at farms.¹²

Bosnia and Herzegovina has indeed adopted measures aiming to provide gender equality in employment policies,¹³ and reduction of

discrimination against women in this field is also recognized and planned in other relevant strategic documents.¹⁴ However, these policies have not led to a more significant change in this regard, and the implementation practice for incentive programs for the unemployment or self-employment of vulnerable population categories shows that women are not properly informed on the programs and pre-requisites they need to meet in order to obtain these funds.

Even when employed, women are facing discrimination on more than one ground. The most concerning problem is related to violations of workers' rights of pregnant women, particularly in private sector, especially when they have temporary engagement contracts which are often not extended by employers in order to avoid its legal obligations toward the future mothers. There is no adequate data on these violations since these cases are rarely reported and discovered. Hence, frequency of these incidents remains to be a dark figure.

Another frequent form of violating women's labor rights is related to maternity pay which is, in most cases, lower than the wage earned during work. The budget constantly lacks funds for maternity leave payments and in the period of crisis when the State reduces pricey security transfers, the first on the target are the budgets intended for women and marginalized groups.¹⁵ Also, analysis of the impacts of the current legal solutions governing the compensation during the maternity leave shows that the enjoyment of this right depends on the place of residence, that is, the place where contributions are paid. There are huge differences between the amount,

Strategy of the Federation of Bosnia and Herzegovina 2009-2013, Employment Strategy of the Republic of Srpska 2010-2015

6 Ibid.

7 Ibid.

8 BiH Statistics Agency (2013) „Preliminary Data of Labor Force Survey in BiH 2013“ (conducted in line with the ILO methodology), available at: <http://www.bhas.ba/saopstenja/2013/LFS%202013%20Preliminarni%20bos.pdf>

9 Ibid.

10 Idžaković, F. (2013) „Economic Status of Women“. In: Miftari, E. ed. Annex to the 3rd Alternative Report on the Implementation of CEDAW and Women's Human Rights in Bosnia and Herzegovina, Sarajevo: Sarajevo Open Center, pp. 9-14.

11 Ibid.

12 Ibid.

13 Employment Strategy in Bosnia and Herzegovina 2010-2014, Employment

14 Development Strategy of Bosnia and Herzegovina (2010), Strategy of Social Inclusion (2010)

15 Idžaković, F. (2013) „Economic Status of Women“. In: Miftari, E. ed. Annex to the 3rd Alternative Report on the Implementation of CEDAW and Women's Human Rights in Bosnia and Herzegovina, Sarajevo: Sarajevo Open Center, pp. 9-14.

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.bawww.lgbt-prava.ba

requirements and procedures in certain administrative units, meaning there are as much as 12 different models of realization of this right. Therefore the payment of complaints during maternity leave is not harmonized, and there are cantons where this right is not guaranteed at all. For example, maternity pay for employed mothers in the Sarajevo Canton amounts 60% of the net wage, in the Zenica-Doboj Canton 80%, in the Tuzla Canton 90% of the net wage, and there is no administrative units in Bosnia and Herzegovina or its entities that provide 100% of the net wage for a maternity leave payment.¹⁶ The right to compensation during maternity leave based on place of residence after the adoption of the Law on Salaries and Compensations in the Institutions of Bosnia and Herzegovina had lead to significant differences, but only for persons employed in BiH institutions. Maternity allowance for unemployed mothers during the pregnancy and childbirth varies between 10% and 20% of the average net salary, or is being paid as one-off assistance, or even not being paid at all.¹⁷ For example, in the Zenica-Doboj Canton, unemployed mothers are offered one-off assistance in an amount of 150 BAM.¹⁸ The Federation of Bosnia and Herzegovina is preparing a new Law on Protection of Families with Children that should equalize maternity pays throughout this Entity since the draft of this document stipulates the payment of 60% of the average wage in the Federation of Bosnia and Herzegovina, while the rest – up to full amount of wage – is to be paid by employer.¹⁹ This solution should be carefully considered in order to prevent new obstacles for women at the labor market.

16 OSCE (2012) „The Right to Social Protection in Bosnia and Herzegovina – Concerns on Adequacy and Equality“, Sarajevo

17 Ibid.

18 Ibid.

19 Idžaković, F. (2013) „Economic Status of Women“. In: Miftari, E. ed. Annex to the 3rd Alternative Report on the Implementation of CEDAW and Women's Human Rights in Bosnia and Herzegovina, Sarajevo: Sarajevo Open Center, pp. 9-14.

Political participation of women

Women in Bosnia and Herzegovina are evidently not equal with men in the area of political life. In general, Bosnia and Herzegovina has a small number of women political leaders, on both national and local levels. The results of all previous, both local and general elections can serve as an illustration. According to the percentage of women in ministerial positions and parliaments, Bosnia and Herzegovina can be compared with countries such as Saudi Arabia and Cambodia since the Council of Ministers is exclusively composed of male members, while the representation of women in the Parliament is imperceptibly better. There is 9 (21.4%) female representatives in the House of Representatives of the Parliamentary Assembly of Bosnia and Herzegovina, out of 42 members,²⁰ and 2 (13.3%) female delegates in the House of Peoples of the Parliamentary Assembly of Bosnia and Herzegovina, out of 15 members.²¹ Only one (5.8%) woman is appointed to the Government of the Federation of Bosnia and Herzegovina out of 17 ministerial seats.²² House of Representatives of the Federal Parliament consists of 98 representatives, out of which 22 (22.4%) are women,²³ and the House of Peoples of the Federal Parliament counts 14 (24.1%) female delegates out of total 58.²⁴ Positive examples

20 Parliamentary Assembly of Bosnia and Herzegovina, Representatives of the House of Representatives, available at: <https://www.parlament.ba/sadrzaj/poslanici/p/Archive.aspx?m=2&langTag=bs-BA&pril=b>

21 Parliamentary Assembly of Bosnia and Herzegovina, Delegates of the House of Peoples, available at: <https://www.parlament.ba/sadrzaj/poslanici/d/Archive.aspx?m=2&langTag=bs-BA&pril=b>

22 Government of the Federation of Bosnia and Herzegovina, Ministers, available at: <http://www.fbihvlada.gov.ba/bosanski/sastav%20vlade/index.php>

23 Federal Parliament, Representatives of the House of Representatives, available at: <http://predstavnickidom-pfbih.gov.ba/bs/page.php?id=8>

24 Federal Parliament, Delegates of the House of Peoples, available at: http://www.parlamentfbih.gov.ba/dom_naroda/bos/

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.ba

www.lgbt-prava.ba

are the appointment of 5 (31%) women to the Government of the Republic of Srpska, and the appointment of the first women as the Prime Minister of the Republic of Srpska Government elected in March 2013.²⁵ National Assembly of the Republic of Srpska counts 18 (21.7%) female representatives out of 83 in total.²⁶

What is happening behind these numbers is that male political leaders are constantly ignoring women making them the largest marginalized group in BiH society. This has negative implications on political actions since women as a minority in party structures and political bodies they have been elected to have to obey the party discipline which does not allow them to advocate for gender equality principles although they might be gender sensitized women. Also, nomination of women on decision-making positions is often accompanied with omnipresent negative attitude and mobbing which causes a psychological barrier in women reflecting in self-confidence loss, but also in dropping leadership ambitions and wish to advance in political circles.²⁷ On the other hand, when engaged in politics, women are often stereotyped by the media, thus invisible in the pre-election campaigns despite being very active in the election process and despite having promotional campaigns well elaborated by the civil sector and gender mechanisms. It is not rare that women are nominated for the positions to which they would not be elected, given that political parties are very experienced and acquainted with methods on how to put candidate lists complying with quotas system with minimal repre-

dom_naroda/organizacija/delegati.html

25 Government of the Republic of Srpska, Ministers, available at: <http://www.vladars.net/sr-SP-Cyrl/Vlada/ClanoviVlade/Pages/default.aspx>

26 National Assembly of the Republic of Srpska, Representatives in the National Assembly, available at: <http://www.narodnaskupstinars.net/lat/sastav/poslanici>

27 Vidović, G. (2013) „Women in Public and Political Life“. In: Miftari, E. ed. *Annex to the 3rd Alternative Report on the Implementation of CEDAW and Women's Human Rights in Bosnia and Herzegovina*, Sarajevo: Sarajevo Open Center, pp. 17-19.

sentation of women.²⁸ That evidently results in citizens favoring male candidates over female, which can be concluded from the results of last general and local elections that indicate that the percentage of women's participation in legislative bodies at all government levels remained low, same as after the previous elections. These facts show that citizens of Bosnia and Herzegovina are resistant to changes in attitudes and understanding of socially constructed gender roles, harming both men and women.

Consequently another concerning issue is referred to exclusion of women from all the key reforms that Bosnia and Herzegovina has lately launched, hence their attitudes have remained invisible since these processes remain to be run by closed circle of male political leaders. An additional obstacle is the fact that women are minority also in the bodies of political parties where they can hardly manage to put in focus gender equality since political parties programs often do not include gender equality principles.²⁹ This is particularly worrying since political parties are the policy creators and they are responsible for keeping or changing traditional attitudes and stereotypes concerning women's political engagement, but are also in charge for empowering and educating women and providing support for women elected, which can by all means increase the number of women in political life. However, this remains a challenge that political parties in Bosnia and Herzegovina are still not ready to accept.

Nevertheless, there are also some positive changes that have recently occurred in political life of Bosnia and Herzegovina. In February 2013, female representatives at the House

28 The Institution of Human Rights Ombudsman of Bosnia and Herzegovina (2013) Observations of Jasminka Džumhur, Human Rights Ombudsman of Bosnia and Herzegovina on the Implementation of the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in Bosnia and Herzegovina, available at: http://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/BIH/INT_CEDAW_IFN_BIH_13699_E.pdf

29 Ibid.

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.bawww.lgbt-prava.ba

of Representatives of the Federal Parliament established the Club of Women Parliamentary Representatives which is currently operating as an informal group, but the initiative to adopt amendments to the Parliamentary Statutes was launched, since there is still no possibility to establish multi-party clubs. This was a significant step for female representatives, although it caused strong public reactions from some politicians. Another progress was made in terms of harmonization with the Law on Gender Equality in Bosnia and Herzegovina, by adoption of the Law on Amendments to the Election Law of Bosnia and Herzegovina which refer to provisions regulating operations of bodies implementing elections, as well as provisions regulating certification and nomination of candidates for elections that were changed in terms of introduction of a necessity of having 40% of representatives from the less representing gender.³⁰ Special progress was made in terms of position of women at the lists of candidates where the ration of 30% was increased to 40%, thus it now says that the “equal representation of genders exists when one of the genders is represented by at least 40% of the total number of candidates on that list”³¹. Although the latter represents a significant progress in terms of participation of women in political life, it remains to be seen how it will be implemented by political parties in the 2014 general elections. Regarding this, the issue of closed and open lists still remains open since it is a double-edged sword meaning that closed lists would ensure higher participation of women elected, but could also represent a new basis for manipulation of election results where political parties might use suitable female candidates but not necessarily competent ones.

³⁰ The Law on Amendments to the Election Law (Official Gazette of BiH, number 18/13), Article 1 and 2

³¹ *Ibid.*, Article 3

Violence against women and marginalized women

There is no adequate statistical data on violence against women due to lack of unified methodology and database which leads to poor policy planning, implementation and budgeting. Women victims of violence are often afraid to report these incidents, especially when the perpetrator is a family member. Besides that, women victims of violence do not have confidence in the State institutions for various reasons, but mostly because social workers are not using sensitized approach to victims, processing and resolution of cases by the courts is slow, and because women victims of violence are frequently threaten and continuously intimidated by the abuser. Additional problem is the fact that physical violence with visible physical injuries is predominantly recognized by government institutions as the main and only form of violence against women, while sexual, psychological and economic abuse of women is neglected and under-recognized in practice.

Despite the fact that the new legislation on protection from domestic violence was adopted in 2012 in both of Bosnia and Herzegovina entities,³² failing to harmonize provisions of these laws and to provide legal security, unequal treatment and low level of implementation of laws treating violence against women by the responsible officials are still key issues in Bosnia and Herzegovina. Systematic co-ordination is still missing between the relevant authorities in cases involving gravest criminal offences or murders where women are mostly victims and sometimes perpetrators after the years of being subjected to violence.³³

³² The Law on Protection from Family Violence of the Republic of Srpska (Official Gazette of RS, number 102/12), the Law on Protection from Family Violence of the Federation of Bosnia and Herzegovina (Official Gazette of FBiH, number 20/13)

³³ The Institution of Human Rights Ombudsman of Bosnia and Herzegovina (2013)

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.bawww.lgbt-prava.ba

Furthermore, the state has extremely weak penal policy which leads toward the impunity of violence. In the Republic of Srpska, the act of domestic violence is still treated as both misdemeanor and as an offence, while in the Federation of Bosnia and Herzegovina it is treated as an offence. This directly affects the awareness on domestic violence as an act representing only a mild endangerment to society that is punished more leniently and often not being prosecuted at all.³⁴

Current state services are insufficient, poorly managed and inadequate. Non-governmental services such as free legal aid, psychological support, shelters and hotlines are poorly budgeted or depended only on limited foreign funds and NGO work. Currently there are ten shelters for women and children who are victims of domestic violence in both entities of Bosnia and Herzegovina, which are run by non-governmental organizations and are providing necessary psychological, medical and legal aid, support in rehabilitation and re-socialization and support in terms of elaborating the exit strategies.³⁵ However, support is solely offered to victims of domestic violence and trafficking, while services for victims of other forms of violence do not exist. This is a consequence of irregular allocation of mandatory State's funds, as well as sporadic planning and allocation of those funds by local communities and cantons, although the both entities' laws on protection from domestic violence stipulate mandatory funding for shelters in the amount of 70% com-

Observations of Jasminka Džumhur, Human Rights Ombudsman of Bosnia and Herzegovina on the Implementation of the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in Bosnia and Herzegovina, available at: http://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/BIH/INT_CEDAW_IFN_BIH_13699_E.pdf

34 Petrić, A. (2013) „Violence against Women“. In: Miftari, E. ed. *Annex to the 3rd Alternative Report on the Implementation of CEDAW and Women's Human Rights in Bosnia and Herzegovina*, Sarajevo: Sarajevo Open Center, p. 23.

35 Ibid.

ing from entities' budgets, and 30% from local communities and cantons.³⁶

Finally, marginalized women are more likely to become victims of violence, most notably Roma women, women with disabilities, lesbian, bisexual and transgender women and sex workers. Women with disabilities have limited information, limited physical access to health care institutions, but also to adequate equipment and educated medical staff which has damaging effects on their sexual and reproductive rights. Roma women are less educated and employed than other women in our country, mostly because they grow up in traditional Roma communities, but also due to the strong discrimination they are facing within the rest of the society. As a result of traditional practices and lack of de facto protection by the State, Roma women are often subjected to early and paid marriages. Lesbian, bisexual and transgender women are disempowered, invisible and living in constant fear facing bias motivated crime, and sex workers are highly vulnerable to HIV and other sexually transmitted infections, denied of their basic rights on health, exposed to harassment and violence, while their behavior and work is being criminalized.

Recommendations

- The State shall urgently create realistic, easy-to-implement and financially supported programs that will aim to increasing the number of working women through: unique and widely accessible programs across the country for retraining, additional training or continuing education of women in order to increase their skills and knowledge required in the labor market. The state shall also reinforce the capacities of labor inspections, introduce high penalties and fines for law abusers, and

36 The Law on Protection from Family Violence of the Republic of Srpska (Official Gazette of RS, number 102/12), the Law on Protection from Family Violence of the Federation of Bosnia and Herzegovina (Official Gazette of FBiH, number 20/13)

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.bawww.lgbt-prava.ba

introduce continuous inspections of all private and public companies, and should urgently establish efficient mechanism for monitoring of discrimination cases.

- The state shall equalize compensations for wages paid to all women during the use of maternity leave, and ensure that the duration of maternity leave is in accordance to the legally prescribed period, and should penalize every employer who unlawfully discharges a woman for using her maternity leave. The State shall also create programs and measures that will reduce the share of women in the group of unpaid assisting family members, take actions to identify and put a value to this invisible work of women, and provide programs that will stimulate this category of women to start small businesses or to work from home.
- The State shall regularly collect data and report on statistical information in all areas pertaining to economic and social rights of women.
- The State shall introduce an adequate strategic plan aiming to eliminate barriers and causes of discrimination of women in political and public life. Political parties should engage in changing attitudes and awareness on roles of women and men in the entire society, and in accepting gender equality as the value for everyone. The State must change the Law on Political Party Financing that would make funds allocated to the political parties dependent on the level of equal participation of men and women as prescribed by the Gender Equality Law.
- The State shall create conditions for active inclusion of women in all reforms, in particular the upcoming reforms and initiatives for legal amendments in order to remove provisions decreasing the participation of women in political life.
- The State shall develop a unified database on all forms of violence against women, and ensure improvement, establishment and budgeting of services responsive to specific needs of women victims of violence through the modification of current legislation, policies and practices in consultation with non-governmental organizations and with special needs of marginalized women. The State shall ensure that all professionals in institutions for protection of women against violence, especially the centers for social work, law enforcement agencies, judiciary and health institutions have systematic obligation to attend women's human rights and violence against women training.
- The State shall equalize entity laws on protection against domestic violence and ensure that domestic violence cases are prosecuted in criminal proceedings and in accordance with international standards, as well as effective implementation of protective measures, so as to provide adequate protection of women victims of violence. Effective monitoring and accountability mechanism for all institutions providing protection for women victims of violence should be established.
- The State shall protect women from harmful traditional practices, hate speech and hate crime, discrimination and exclusion. Special protective measures in gender specific and general policies for marginalized women shall be adopted, particularly in education, employment and healthcare.

References

- BiH Directorate for Economic Planning (2010) Development Strategy of Bosnia and Herzegovina 2010-2014, available at: http://www.dep.gov.ba/razvojni_dokumenti/razvojna_strategija/Archive.aspx?pageIndex=1&langTag=bs-BA
- BiH Directorate for Economic Planning (2010) Strategy of Social Inclusion, available at: <http://cesi.fpn.unsa.ba/wp-content/uploads/2012/12/Strategija-socijalnog-uklju%C4%8Divanja-Bosne-i-Hercegovine-Vije%C4%87e-ministara-Direkcija-za-ekonomsko-planiranje.pdf>
- BiH Statistics Agency (2013) Preliminary Data of Labor Force Survey in BiH 2013, available at: <http://www.bhas.ba/saopstenja/2013/LFS%202013%20Preliminarni%20bos.pdf>
- Employment Institute of the Republic of Srpska, Statistical data from January 2012 to July 2013, available at: <http://www.zzzrs.net/index.php/statistika/>
- European Commission (2012) Bosnia and Herzegovina 2012 Progress Report accompanying the document Communication from the commission to the European Parliament and the Council; Enlargement Strategy and Main Challenges 2012-2013, Brussels
- Federal Employment Institute Sarajevo, Statistical data from January 2012 to June 2013, available at: <http://www.fzzz.ba/statistika-graf/statistika-graf?Itemid=2>, Statistical Review - June 2013, available at: http://www.fzzz.ba/statistika/pdf/2013/Bilten_FZZZ_06_2013.pdf
- Federal Parliament, Delegates of the House of Peoples, available at: http://www.parlamentbih.gov.ba/dom_naroda/bos/dom_naroda/organizacija/delegati.html, Representatives of the House of Representatives, available at: <http://predstavnickidom-pbih.gov.ba/bs/page.php?id=8>
- Government of the Federation of Bosnia and Herzegovina, Ministers, available at: <http://www.fbihvlada.gov.ba/bosanski/sastav%20vlade/index.php>
- Government of the Republic of Srpska, Employment Strategy of the Republic of Srpska 2010-2015, available at: <http://www.vladars.net/sr-SP-Cyrl/Vlada/Ministarstva/mpb/ Documents/prijedlog%20strategija%20zaposljavanja%20republike%20srpske%202011-2015.pdf>
- Government of the Republic of Srpska, Ministers, available at: <http://www.vladars.net/sr-SP-Cyrl/Vlada/ClanoviVlade/Pages/default.aspx>
- Idžaković, F. (2013) „Economic Status of Women“. In: Miftari, E. ed. Annex to the 3rd Alternative Report on the Implementation of CEDAW and Women's Human Rights in Bosnia and Herzegovina, Sarajevo: Sarajevo Open Center, pp. 9-14.
- Labor and Employment Agency of Bosnia and Herzegovina, Employment Strategy in Bosnia and Herzegovina 2010-2014, available at: http://www.arz.gov.ba/files/akti/strategije/Strategija_zaposljavanja_2010-2014_en.pdf
- Ministry of Labor and Social Policy of the Federation of Bosnia and Herzegovina, Employment Strategy of the Federation of Bosnia and Herzegovina 2009-2013, available at: <http://fmrsp.gov.ba/s/images/stories/Strategija%20zaposljavanja%20FBIH%20Ministarstvo.pdf>
- National Assembly of the Republic of Srpska, Representatives in the National Assembly, available at: <http://www.narodnaskupstinas.net/lat/sastav/poslanici>
- OSCE (2012) The Right to Social Protection in Bosnia and Herzegovina – Concerns on Adequacy and Equality, Sarajevo
- Parliamentary Assembly of Bosnia and Herzegovina, Delegates of the House of Peoples, available at: <https://www.parlament.ba/sadrzaj/poslanici/dl/Archive.aspx?m=2&langTag=bs-BA&pril=b>, Representatives of the House of Representatives, available at: <https://www.parlament.ba/sadrzaj/poslanici/pl/Archive.aspx?m=2&langTag=bs-BA&pril=b>
- Petrić, A. (2013) „Violence against Women“. In: Miftari, E. ed. Annex to the 3rd Alternative Report on the Implementation of CEDAW and Women's Human Rights in Bosnia and Herzegovina, Sarajevo: Sarajevo Open Center, p. 23.
- The Institution of Human Rights Ombudsman of Bosnia and Herzegovina (2013) Observations of Jasminka Džumhur, Human Rights Ombudsman of Bosnia and Herzegovina on the Implementation of the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in Bosnia and Herzegovina, available at: http://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/BIH/INT_CEDAW_IFN_BIH_13699_E.pdf
- The Law on Amendments to the Election Law (2013) Official Gazette of BiH, number 18/13
- The Law on Protection from Family Violence of the Federation of Bosnia and Herzegovina (2013) Official Gazette of FBiH, number 20/13
- The Law on Protection from Family Violence of the Republic of Srpska (2012) Official Gazette of RS, number 102/12
- Vidović, G. (2013) „Women in Public and Political Life“. In: Miftari, E. ed. Annex to the 3rd Alternative Report on the Implementation of CEDAW and Women's Human Rights in Bosnia and Herzegovina, Sarajevo: Sarajevo Open Center, pp. 17-19.

Sarajevo Open Centre

Bosnia and Herzegovina

EDITA MIFTARI

www.soc.ba

www.lgbt-prava.ba

About the author

Edita Miftari (1989) holds a BA degree in Security Studies from the University of Sarajevo and is awarded with fellowship to study towards a MA degree in Gender Studies at the Central European University (CEU) in Budapest, Hungary. Her interests lie in feminist and gender approaches to security, specifically military and law enforcement sectors. She attended numerous training courses on discrimination, gender equality, LGBT human rights, political participation and leadership. She is also a founder of the Tuzla Open Centre which has been established in Tuzla in 2013.

E-mail: editamiftari@gmail.com

About

Sarajevo Open Centre

Sarajevo Open Centre is an independent, non-political and non-profit organization promoting active citizenship through political education and advocating for human rights of women and LGBT persons through equality policies. It has been founded in 2007 and registered as an NGO at the Ministry of Justice of Bosnia and Herzegovina. Since then, the Centre has been constantly developing its capacities and human resources as well as its professionalism and the scope of work. In the last five years (2007-2012), Sarajevo Open Center has implemented dozens of projects in the field of education, culture and social sciences in Bosnia and Herzegovina. Since 2011, Sarajevo Open Centre has its office and a team of young experts and volunteers. Within its Gender Program, Sarajevo Open Center has implemented some important projects mostly concerning gender and security and political participation of women, and has published two proceedings within its *Gender Edition; Someone Said Feminism? and What is the Gender of Security?*