



# **Action Plan for the Implementation of UNSCR 1325 in Bosnia and Herzegovina 2010-2013**

**Gender Equality Agency of Bosnia and Herzegovina  
Ministry of Human Rights and Refugees of BiH  
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## Introduction and Situation Analysis

The United Nations Security Council, a body responsible for international peace and security, adopted on 31 October 2000 the **Resolution 1325 “Women, peace and security”**. The Resolution 1325 is the first Security Council Resolution that deals specifically with the influence of war on women and girls, and the contribution of women to conflict resolution and sustainable peace. The particular significance of Resolution 1325 lies in that it calls on increasing the participation of women in decision making processes, preventing conflict, post-conflict processes, peace negotiations and peace support operations. The Resolution points to the special needs of women and girls during war conflict, the need to protect them, as well as prevent and penalize sexual and any other form of violence against women. Adopting Resolution 1325 is particularly important if we consider the fact that the nature of war has changed in the last few decades, and that civilians are increasingly exposed to war operations. Women and girls engage in war, and raping women and girls around the world has become an important instrument of war and one of the methods of extreme torture. Risk of various contagious diseases, notably HIV-AIDS is an important problem of countries in conflict, as women and children are often raped to spread infectious diseases onto them.

Women and men play different roles in the society, having different interests and needs that should be considered when creating policies and strategic plans. Each conflict can be divided into three phases, pre-conflict, conflict and post-conflict period, in all of which women and men take different roles and should work actively to secure peace. Today, women remain far from sufficiently engaged in peace building and conflict prevention. The capabilities women possess are not used sufficiently to achieve peace and security. Resolution 1325 emphasizes the importance of women in preventing and resolving conflicts, as well as recognizing women and active participants in international initiative aiming primarily to achieve and sustain peace. Resolution 1325 highlights in particular that women and girls are an especially vulnerable group during the war, which requires their increased protection. That was also underlined in UN Security Council resolutions 1820 (2008) and UNSCR 1888 (2009), which address sexual violence in conflicts.

The UNSC Resolution 1325 contributes significantly to the promotion of women human rights protection and the protection of gender equality principle. Additionally, the Resolution aims to achieve international peace and security. The Resolution envisages full and equal participation of women in preventing and resolving conflicts, and building international peace and security. It aims to contribute to the democratization, increase in observance of human rights and international humanitarian law, development and poverty reduction.

Primary objectives of UNSCR 1325 are the protection of women's rights during armed conflict, ensuring the processing of gender-based crimes, introducing the principle of gender equality in peace support operations and ensuring the participation of women in all peace building processes. Women make up more than half of the world's population. Peace negotiations represent the first step to a post-conflict society, and women should be part of the process to shape the future.

UNSC Resolution 1325 contains 18 items, and the Security Council focuses on the following areas:

1. Participation of women at all levels of decision-making
2. Gender perspective and training for peace building
3. Protection and observance of human rights of women and female children
4. Introducing gender perspective in UN reports and implementation of their programs

On 19 June 2008, the UN Security Council members accepted unanimously the **UN Resolution 1820 (2008) „Sexual violence in conflict and post-conflict situations“**. This Resolution treats sexual violence in conflict and post-conflict situations in a specific manner. The Resolution 1820 relies on Resolution 1325; however, the questions of sexual violence against women in armed conflicts and post-conflict period are addressed in greater detail, emphasizing in particular the importance of prevention of sexual violence against women and punishing the perpetrators. In that way, the question of sexual violence in armed conflicts receives the status of a special security topic, particularly important for the building of lasting and sustainable peace and reconciliation. In connection to that, rape and other forms of sexual violence during and after the armed conflict may be considered war crimes and crimes against humanity.

Adopting and implementing UNSCR 1325 and UNSCR 1820 initiated the preparation and adoption of UNSCR 1888 **„Protecting women and children from sexual violence in armed conflicts“ (2009)** and UNSCR 1889 **„Protecting women and girls in post-conflict situations (2009)“**.

UNSCR 1888 **„Protecting women and girls from sexual violence in armed conflicts“ (2009)** draws on Resolution 1820, demanding the appointment of Special Representative of the Secretary-General, formation of expert teams to examine the implementation of Resolution 1820 and adoption of a UN strategy with the necessary leadership. The Resolution also demands that women be appointed as protection advisers in peacekeeping missions, which should lead to higher numbers of women serving in peacekeeping missions. Further, the Resolution calls for

trainings to ensure the protection of women from sexual violence and places an emphasis on the sanctioning of sexual violence. The Resolution 1888 also requests reporting on the implementation of Resolution 1820.

UNSCR 1889 „**Protection of women and girls in post-conflict situations (2009)**“ calls for greater participation of women in peace negotiations and mediation processes. The Resolution highlights the key role of education in promoting the participation of women in decision-making processes in post-conflict societies. To create clear and directed strategies, the Resolution demands analysis and systemic collection of data, defining indicators at the global level, to enable adequate education and systemic reporting as well as follow the implementation of Resolution 1325.

#### **International documents:**

**Convention on Elimination of All Forms of Discrimination Against Women (CEDAW)** was approved and proposed for signature, ratification and accession in the General Assembly Resolution 34/180 of 18 December 1979. This Convention entered into force on 3 September 1981. Bosnia and Herzegovina ratified the Convention on Elimination of All Forms of Discrimination against Women in 1993, while it signed the Optional Protocol in 2002.

In May 2006, Bosnia and Herzegovina as a member state, delivered its Initial, Second and Third report on the application of CEDAW Convention. Later, the Committee forwarded its recommendations that should be implemented before the submission of the Fourth and Fifth report in 2010. The Recommendations, among others, encompass fields related to UNSCR 1325, so that the implementation of the Resolution will at the same time include the implementation of UN CEDAW Committee recommendations. The CEDAW Committee has made the following recommendations:

- *The Committee urges the State party to harmonize the election law with the Law on Gender Equality and to strengthen and implement measures to increase the representation of women in elected and appointed bodies and in decision-making positions in public administration, the judiciary and in positions in State-owned companies through, inter alia, the implementation of temporary special measures, in accordance with article 4, paragraph 1, of the Convention and general recommendation 25. The Committee also encourages the State party to sensitize private enterprises, trade unions and political parties as to the promotion of women in decision-making positions.*

- *The Committee urges the State party to explicitly recognize and adequately protect women who were civilian victims of sexual violence during the armed conflict through a State law as well as through the allocation of financial resources for adequate social provisions for them, including health insurance and housing, so that their rights and entitlements are guaranteed in the entire State party at a level comparable to that applicable to military victims of war. It also urges the State party to review its current regulations and plans on accommodation issues for women who are civilian victims of war and displaced persons in order to prevent additional forms of indirect discrimination.*
- *The Committee urges the State party to intensify its efforts to combat trafficking in women and girls. It recommends the strengthening of measures aimed at improving the economic situation of women and raising awareness so as to eliminate their vulnerability to traffickers, as well as enhancing social support, rehabilitation and reintegration measures for women and girls who have been victims of trafficking. The Committee recommends that protection be extended to also cover women of Bosnia and Herzegovina who have been trafficked internally and women who have been trafficked for purposes other than prostitution. It calls on the Government to ensure that traffickers are punished to the full extent of the law and to ensure that trafficked women and girls have the support they need so that they can provide testimony against their traffickers before, during and after the proceedings. The Committee requests the State party to provide in its next report comprehensive information and data on trafficking in women and girls as well as an analysis of emerging forms of trafficking of women into Bosnia and Herzegovina and the measures in place to confront these new developments.*

**The Beijing Declaration and Platform for Action** was adopted at the Fourth World Conference on Women, held on 15 September 1995. The Beijing Declaration was adopted at the Fourth World Conference on Women, held on 15 September 1995. Starting with the principle that women's rights and human rights, the Beijing Declaration finds that it is necessary to embark upon extensive institutional changes to decrease military spending and enable a global promotion of human rights and non-violent conflict resolution. The Declaration also finds that it is necessary to secure the participation of women in peace building processes and conflict resolution, as well as protect women in war areas and refugee camps.

**The Millennium Development Goals** clearly emphasize that peace and stability are a prerequisite to development and prosperity. The reduction of armed conflicts around the world, eradication of poverty and development of peaceful cohabitation are the principal preconditions for the implementation of Millennium Development Goals.

**National documents:**

**The Constitution of Bosnia and Herzegovina, the Constitution of Federation of Bosnia and Herzegovina, the Constitution of Republika Srpska, the Statute of District Brčko of BiH** guarantee all citizens of Bosnia and Herzegovina the right of participation in political parties, participation in 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 the general obligation of having a specific representation of sexes (quotas, proportions, party, and similar) in public life, nor a special obligation when it comes to representation in legislative, executive or judicial power. The Constitution of BiH does, however, contain provisions on prohibition of gender-based discrimination in the enjoyment of rights and freedoms established in it as well as in international agreements listed in Annex I of the Constitution.

**The Law on Gender Equality in Bosnia and Herzegovina** (“Official Gazette of BiH“ 16/03 and 102/09) prescribes the equal representation of both sexes in the management and decision making processes. Following the adoption of this law, a working group was established to produce recommendations for a more efficient implementation of this law (emphasizing Article 15 of the Law).

**The Election Law of Bosnia and Herzegovina** (“Official Gazette of BiH“ 23/01...37/08) prescribes that each candidate list includes men and women as candidates. Candidates of the less represented sex are ranked on the list as follows: at least one candidate of the less represented sex should be listed between the first two candidates, two candidates of the less represented sex should be listed between the first five candidates and three candidates of the less represented sex should be listed between the first eight candidates, etc. The number of candidates of the less represented sex must be at least equal to the total number of candidates on the list, divided by three.

**The Law on Political Party Financing** (“Official Gazette of BiH“ 102/09) prescribes that parliamentary groups represented in the Parliamentary Assembly of Bosnia and Herzegovina, which have elected representative of the less represented sex, are proportionately allocated 10% of the total available funds. The Central Election Committee is responsible to identify which sex is less represented, according to the election results.

**Gender Action Plan of Bosnia and Herzegovina – GAP** („Official Gazette of BiH“ 41/09) was prepared by the Gender Equality Agency of BiH in cooperation with the Gender Center of the Federation of Bosnia and Herzegovina and Gender Center of Republika Srpska, as a five-year strategic document to integrate gender equality principles in all areas. The Plan identified all commitments of Bosnia and Herzegovina in the field of gender equality, as they arise from United Nations, European Union and Council of Europe documents. GAP envisaged activities in 15 areas, as well as responsible institutions and partners. Chapter V, Political Life and Decision Making, of the Gender Action Plan, envisaged the implementation of UNSCR 1325 in BiH, through activities relating to the increase in participation of women in decision-making positions and the promotion of UN R 1325, through training and promoting the Resolution.

## **Participation of women in decision-making positions:**

As regards gender equality in public life in Bosnia and Herzegovina, the situation is primarily assessed through the possibility of equal participation of women and men in decision-making positions. The principal conclusion, following the analysis of laws at all levels of government in light of their compliance with Article 15 of the Law on Gender Equality in BiH, is that they are not harmonized with the said Article of the Law. Starting with the definition of gender-based discrimination, determined in the Law on Gender Equality of Bosnia and Herzegovina, the concept of discrimination as regards public life and decision-making, the following forms of discrimination are generally observed in public life:

- *Gender-based discrimination in political parties, as persons run for certain functions within the party and as mixed candidate lists are drawn up (Art. 4. 19 of Electoral Law of BiH), and in the process of running for the most responsible positions in legislative and executive power, as well as diplomacy, and the unequal treatment of men and women in presenting political party platforms in the pre-electoral period,*
- *Unequal treatment of men and women in proposing and selecting for participation in legislative or executive authority bodies at all levels of government (important committees, councils, agencies, and similar),*
- *To name functions in the legislative, executive and judicial branch of government, words are generally used in masculine form, i.e. gender sensitive language is absent,*
- *Men or women are portrayed in a degrading, offensive and humiliating manner, based on their sex,*
- *If they are holding certain office: there exists unequal treatment of women and men in proposing or appointing female and male members of management.*

When we consider the legal framework and factor in other socioeconomic factors to assess the gender equality situation, as these factors determine the real possibility to enjoy constitutional and legally guaranteed rights, i.e. the true state of gender equality in BiH, we see that the traditional approach to the position of woman and socially set forms of behavior and relationships, affect together with insufficiently developed legislation, the underrepresentation and insufficient participation of women in politics and public life.

When it comes to running for positions in legislative power, it is visible that women do not have sufficient support to prepare their electoral programs making them clearly distinguishable to voters. Apart from that, parties do not work hard enough to promote their female candidates, which is one of the biggest obstacles to women candidates.

Although the representation of women in decision-making bodies has increased in the last 10 years, overall share of women in government remains far from a satisfactory level, although quotas were introduced in the Electoral Law of Bosnia and Herzegovina.

## **Representation of women in legislative and executive**

### **government, in per cent<sup>1</sup>:**

#### **Executive power:**

Council of Ministers of Bosnia and Herzegovina: **0- F/9-M**

Government of the Federation of Bosnia and

Herzegovina: **1-F/16-M**

Government of Republika Srpska: **2-F/16-M**

#### **Legislative power:**

BiH Parliamentary Assembly House of Representatives—

**16,6<sup>2</sup>%**

BiH Parliamentary Assembly House of Peoples **-13,3%**

**women**

FBiH BiH House of Representatives - **20, 4% women**

Republika Srpska National Assembly - **24 % women**

Sarajevo Canton - 22,8%

Tuzla Canton - 11,4%

Central Bosnia Canton - 19,3%

Bosnia-Podrinje Canton - 16%

Posavina Canton- 10%

Una-Sana Canton- 20%

Zenica-Doboj Canton- 17,19%

Canton 10 - 4%

West Herzegovina Canton - 8,6 %

Herzegovina-Neretva Canton - 10 %

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<sup>1</sup> According to 2006 election results.

<sup>2</sup> Women's participation increased due to personnel changes following the 2006 elections.

At the local elections in 2008, political parties in the Federation of Bosnia and Herzegovina, proposed women for mayoral positions in 19 municipalities. That was a total of 21 candidates, a share of 6% in the total number of candidates. One female candidate was elected, and that was in Drvar municipality. Out of a total of 113 political parties and coalitions that ran in the elections, only 11 of them proposed more women candidates than men in 18 municipal candidate lists. There were 35,9% women candidates in the local elections of 2008, and 14,9 women councilors were elected<sup>3</sup>.

Data of the Central Election Commission of BiH show that 59 men (95%) were elected mayors of cities and towns in Republika Srpska after the 2008 elections, while only three women were elected mayors (5%). Among the elected councilors (1,307 councilors), there were 1,101 men (84%) and 206 (16%) women.

When it comes to diplomatic and consular offices of Bosnia and Herzegovina, the current ratio in those offices is 122 men/56 women. There are 7 ambassadors who are women and 1 charge d'affaires of the total number of 56 ambassadors.

## **Role of women in military and police forces**

### **Participation of women in military forces:**

The Ministry of Defense of Bosnia and Herzegovina began introducing the principle of gender equality and ensuring the practical application of this principle within the Ministry. When recruiting staff, the right of equal opportunity for men and women is observed, including the application of equal criteria in selecting candidates for the job. The five-year development plan of the Armed Forces of Bosnia and Herzegovina 2010-2015, the plan is to have the women represented at 10%.

Out of the total number of employees at the Ministry of Defense of Bosnia and Herzegovina, women participate with 41,5%.

- Deputy defense minister - 1

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<sup>3</sup> More information is available at <http://www.fgenderc.com.ba/bh/statistika.html>

- head of sector – 2
- head of office – 1
- adviser – 2
- expert adviser - 18
- senior expert associate - 18
- expert associate - 4
- employee – 57

In the Armed Forces of Bosnia and Herzegovina, there are 28% women civilians.

Out of the total number of Armed Forces personnel, women account for 5%.

The structure of ranks among service personnel in the Armed Forces of Bosnia and Herzegovina:

- |                              |          |                              |                          |                   |          |
|------------------------------|----------|------------------------------|--------------------------|-------------------|----------|
| • brigadier                  | 1 or 1%  | • 2 <sup>nd</sup> lieutenant | 10 or 5%                 | • sergeant        | 38 or 7% |
| • colonel                    | 4 or 2%  | • sergeant-major             | 5 or 5%                  | • sergeant        | 63 or 2% |
| • major                      | 11 or 3% | • WO 1                       | 9 or 3%                  | • private I class | 44 or 4% |
| • captain                    | 23 or 4% | • Master Sergeant            | 28 or 3%                 | • private         | 42 or 5% |
| • 1 <sup>st</sup> lieutenant | 6 or 2%  | • Sergeant class             | 1 <sup>st</sup> 39 or 4% |                   |          |

Some 3,600 candidates applied for professional armed forces service, following the public announcement in 2008. Out of that number, only 21 women applied and all were recruited in professional service.

In 2009, there were 3,601 candidates that applied for professional armed service in 2009. Of them, 213 candidates were women.

#### **Representation of women in police forces in Bosnia and Herzegovina:**

State level<sup>4</sup>:

- Ministry of Security of BiH (48,73 % women, leadership positions 26,47%).
- State Investigation and Protection Agency of the Ministry of Security of BiH (14% women, leadership positions 0,53%).
- BiH Border Police of Ministry of Security BiH (11% employed women, leadership positions 0,19%).
- Service for Foreigner Affairs (34,83 % women, leadership positions 2,25%).

#### **Representation of women in the Republika Srpska Ministry of Interior in 2009:**

Total number of employees in the Ministry of Interior: 7.007

- Auth. persons            336 or 4,8% of the total number of employees
- Civil servants            610 or 8,7% of the total number of employees
- Employees                496 or 7% of the total number of employees
- Interns                    21 or 23,8% of the total number of interns
- Total number of        1.463 or 20,87% of the total number of

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<sup>4</sup> Data from October 2008

women employees

- Of the total number of women, 22,9% are women – authorized persons.
- Authorized persons 5.253 of which 6,4% women
- Civil servants 1.060 of which 57,5% women
- Employees 606 of which 81,8% women
- Of the total number of women-authorized persons 55,9% are in uniform, and 44% are in civilian clothes
- At the Police Academy – 14<sup>th</sup> class (23 cadets, of which there is 1 woman)

Leadership positions:

- 95 women are in leadership positions or 6,5% of the total number of women: authorized persons 1,8%, civil servants 4,2%, employees 0,5%
- Education: master's degree 2; bachelor degree 285; university degree 167; high school diploma 853; qualified worker 3; semi-qualified worker 25; worker with low qualifications: 12

Representation of women in the RS Interior Ministry, by rank:

- Chief Inspector - 1
- Independent inspector - 2
- Senior Inspector - 14
- Inspector - 55
- Junior Inspector - 95
- Sergeant -3
- Senior Police Office - 61

- Police Officer - 105

On 31 December 2009, this was the gender structure in the police forces of the Federation Police Directorate:

- Of the total of 507 police officers, 467 or 92,11 % are men, and 40 or 7,89 % are women.  
The representation by rank of women at the FBiH Police Directorate:
  - Independent inspector: of the total of 23, 21 or 91,30 % are men, and two or 8,70 % are women;
  - senior inspector: of the total of 30, 29 or 96,67 % are men, and one or 3,33 % are women;
  - inspector: of the total of 45, 36 or 80 % are men, and nine or 20 % are women;
  - junior inspector: of the total of 64, 63 or 98,44 % are men, and one or 1,56 % is a woman;
  - senior sergeant: of the total of 80, 79 or 98,75 % are men, and one or 1,25 % is a woman;
  - senior police officer: of the total of 160, 136 or 85 % are men, and 24 or 15 % are women;
  - police officer: of the total of, seven or 77,78 % are men, and two or 22,22 % are women.

In recruiting new police officers in 2010, the Federation Police Directorate will ensure that female police officers are represented at 10% or higher in the staff structure.

- of the total of 48 civil servants in the FBiH Police Directorate, 23 or 47,92 % are men, and 25 or 52,08 % are women.
- of the total of 168 employees in the FBiH Police Directorate, 101 or 60,12 % are men, and 67 or 39,88 % are women.
- of the total of 65 civil servants in the FBiH Interior Ministry, 32 or 49,23 % are men, and 33 or 50,77 % are women.
- of the total of 128 employees in the FBiH Interior Ministry, 54 or 42,19 % are men, and 74 or 57,81 % are women.
- of the total of 168 employees in the FBiH Police Directorate, 101 or 60,12 % are men, and 67 or 39,88 % are women.

On 31 December 2009, there were 193 employees at the FBiH Interior Ministry. Of that number, there were 107 women and 86 men. In 6 leadership positions in the Ministry – at civil servants level – 4 are occupied by women and 2 by men.

### **Participation of women in peacekeeping operations**

Women in the Armed Forces of Bosnia and Herzegovina have participated in the peace support operations in Ethiopia-Eritrea and Iraq.

The BiH Defense Ministry, in cooperation with the Swiss non-governmental organization of the Foundation "Partnerships in Health", organized and implemented for Armed Forces personnel the training on fighting HIV/AIDS.

The following training sessions were organized in 2009:

- Education of the Armed Forces medical personnel in Sarajevo, Tuzla, Banja Luka and Čapljina (120 participants) on "Fundamentals of HIV/AIDS " as a one-day seminar,
- Education of soldiers at the Basic Training Center Pazarić, about "Fundamentals of HIV/AIDS-a, Preventive Medical Protection", for two classes of soldiers in training,
- Education of 20 Armed Forces personnel departing on pea support missions (Congo and Afghanistan) on "Sexually Transmitted Diseases, Preventive Medical Measures in Congo and Afghanistan ".

#### Participation of women in the Armed Forces as staff serving in the UN peacekeeping missions since 2000:

- UN unit - Ethiopia/Eritrea -/ 1,
- UXO Unit – Iraq 292/4 (8 rotations with 37 staff) 1,35% women,
- Security Unit – Iraq - 45/3; 6,25 % women.

#### Police peace support missions since 2000: (Liberia, Cyprus, Sudan, Haiti, East Timor)

- From 2000 to 2008, 101 BiH police officer participated in the UN peacekeeping missions. Of that number, there were 13 women or 12,87 %.
- At present, 19 police officers are currently serving in UN peacekeeping missions (3 of them are women, or 15,79%): Liberia 0%; Sudan 33,33% share in contingent; Cyprus 50,00% share in contingent).

### **Fighting human trafficking**

The opening of state borders, transition to market economy, increase in unemployment and poverty, the dissolution of state structure, reduced control of movement in some parts of Europe – especially Central and Eastern Europe – created favorable conditions for the development of

illegal trade, and in particular trafficking in women and girls for the purpose of sexual exploitation. Human trafficking is common in post-conflict countries and countries in transition, where economic and social factors influence its existence. The most important of these factors are: poverty, unemployment, insufficient education and information, gender-based discrimination, high rate of violence, loss of value system within the society, absence of appropriate legal framework, insufficiently established state institutions, etc. A particularly high degree of severity in human trafficking, as a modern form of slavery, is embodied in the fact that human trafficking victims are often exposed to long-term exploitation, violence, and inhuman and degrading treatment. Oftentimes, the consequences of their status lead to serious physical and physical harm, sometimes causing death. Apart from being one of the worst crimes of our time, human trafficking represents an egregious violation of human rights and fundamental freedoms, and violation of elementary principles of international documents in the field of human rights and freedoms<sup>5</sup>.

The Council of Ministers of Bosnia and Herzegovina adopted the first State Anti-Trafficking Action Plan in 2001. The second action plan was adopted in 2005, and covered the period from 2005 to 2007. In 2008, the Council of Ministers adopted the Action Plan to Prevent Trafficking in Bosnia and Herzegovina, covering the period from 2008 to 2012. To devote due attention to the growing problem of human trafficking in Bosnia and Herzegovina, in 2003 the Council of Ministers established the position of State Anti-Trafficking and Illegal Migration Coordinator in Bosnia and Herzegovina. The State Coordination and representatives of responsible ministries from a state working group work to coordinate the implementation of measures and activities identified in the State Anti-Trafficking and Anti-Illegal Immigration in Bosnia and Herzegovina.

According to the data of the State Investigations and Protection Agency (SIPA), the Ministry of Security of Bosnia and Herzegovina, police agencies in Bosnia and Herzegovina filed 36 reports to prosecutors' offices in Bosnia and Herzegovina. These reports were filed against 57 persons for the criminal act of human trafficking. In those cases, 43 victims (women) were identified, among them 26 minors.

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<sup>5</sup> Action Plan to Prevent Human Trafficking in Bosnia and Herzegovina 2008-2012, Council of Ministers of BiH, 2008

## **Demining**

At the end of September 2009, the size of area suspected to be mine contaminated in Bosnia and Herzegovina was 1.589,04 sq.m or 3,11% of the total area of Bosnia and Herzegovina. A total of 11.958 micro localities were identified, with average coverage of 0,13 km<sup>2</sup>. During 2009, owing to the implementation of various mine clearance activities, the size of suspected area in Bosnia and Herzegovina was reduced by 94.399.483 sq.m or 108,73% of the nine-month activity plan.

During 2009, 23 persons died from mines in Bosnia and Herzegovina, among them 21 man and 2 women.

The fact that large areas in Bosnia and Herzegovina remain contaminated by mines leads to reduced population mobility, undermined security of men and women and lesser opportunities for economic development, especially in rural areas. Mine clearance will greatly contribute to improved security conditions in Bosnia and Herzegovina and will improve possibilities to develop agriculture, raise cattle and build infrastructure.

### **Assisting women and girls - civilian victims of war**

CEDAW Committee requires the member states to protect women who were civilian victims of sexual violence during an armed conflict, by passing appropriate laws and allocating funding for social measures. These may include health insurance and accommodation, so that their rights and benefits are guaranteed in the entire Bosnia and Herzegovina in the same fashion they are guaranteed for the military victims of war and displaced persons, thus preventing additional forms of indirect discrimination. A civilian victim of war is every person who has suffered harm to his/her body and mind, during the war or direct risk of war, due to injury or some other form of torture. This harm may include mental harm or serious aggravation of health, disappearance or killing of such a person.

Local regulations:

- Law on Fundamentals of Social Protection, Protection of Civilian Victims of War and Protection of Families with Children, published in FBiH Official Gazette, no: 36/99 from 6 September 1999, with changes and amendments published in the FBiH Official Gazette no: 54/04 and

39/06. Changes and amendments of the Law, published in the FBiH Official Gazette no 39/06, civilian victims of war that have endured sexual abuse and rape are introduced in the law as a separate category of civilian victims of war.

- Law on the Protection of Civilian Victims of War in Republika Srpska, with basic text published in the RS Official Gazette no: 25/93, while changes and amendments were published in the RS Official Gazette no: 1/94 – special edition, 32/94, 37/07 and 60/07).
- The Gender Action Plan of Bosnia and Herzegovina, Chapter VII – Social Inclusion, foresees activities to address the problems of civilian victims of war, especially the persons that were victims of sexual violence.

Main problems of women victims of war are:

**Access to justice.** There are numerous obstacles for women victims who could and would like to participate and testify in court cases against the perpetrators: problem of victim protection, procedural obstacles that discourage reporting and processing, social stigmatization of victims, absence of understanding and assistance by the authorities to the women who want to testify.

**Questions of redress.** Women victims of these types of war crimes are in an unequal position as compared to victims of other war crimes and harm. There are numerous obstacles for them to exercise their right to fair redress.

A particular problem is assistance with retraumatization and registration of women who suffered sexual violence during the war. Long-lasting and various methods of torture gave left numerous psychic, physical and social consequences on women who survived this violence. Most often, women who were rape victims, suffer from post-traumatic stress disorders. They go through severe personality changes, especially in their relationships with others. They also endure identity problems, cardio-vascular diseases, diabetes, thyroid disorder, psycho-organic syndrome, musculoskeletal system diseases. When it comes to psychic disorders, rape victims most often experience: mood disorders – depression, most frequently – other anxiety disorders, somatomorphic disorders, of which somatization is the most frequent, difficulties in sexual relations, and sleep disorders.

## **Organizing training of civil servants to implement UNSCR 1325 in Bosnia and Herzegovina**

From their very establishment, the Gender Equality Agency of Bosnia and Herzegovina and Entity Gender Centers embarked upon training civil servants on gender equality issues. To date, numerous training sessions were organized on: gender concept, international and domestic legal framework on gender equality, gender mainstreaming, institutional mechanisms for gender equality in BiH, program/project planning including gender standards, integration of gender equality principles in all programs and projects. One of the most important topics with which all persons responsible for gender issues in ministries and institutions were familiarized is the UNSC Resolution 1325. As the Action Plan on Implementation of UNSCR 1325, the Gender Equality Agency will continue to organize trainings and introduce civil servants and other officials on the importance and content of UNSCR 1325.

## **Cooperation with international and non-governmental organizations to implement UNSCR 1325 in Bosnia and Herzegovina and cooperation at the regional level**

International and non-governmental organizations, working in this field, represent important partners of responsible government institutions in the fulfillment of the Action Plan on Implementation of Resolution 1325 in Bosnia and Herzegovina. To date, international organizations demonstrated special interest in the implementation of the mentioned Resolution: UN (UNIFEM and UNDP), ESDP missions in BiH (EUFOR and EUPM), especially in security sector reform, OSCE, especially with regards to strengthening the position of women in decision-making (elections, etc.), and Council of Europe (CoE), strengthening the role of women and fighting all forms of violence against women. Regional cooperation in the implementation of UNSCR 1325 is also important. It began in 2006, with the organization of regional workshops in Sarajevo. Non-governmental organizations in Bosnia and Herzegovina contributed considerably to the implementation of UNSC Resolution 1325 in Bosnia and Herzegovina. We ought to mention the following non-governmental organizations that contributed greatly to the implementation of this resolution: „Žene ženama“ (Women to Women), Sarajevo, „Udružene Žene“ (Women United), Banja Luka, „Centar za žene Žar“ (Center for Women – Flame), Sarajevo, „Žena BiH“ (Woman of BiH), Mostar, Helsinški parlament građana“ (Helsinki Citizens Parliament), Banja Luka „Viktorija 99“, Jajce, „Forum žena“ (Forum of Women), Bratunac, „Horizonti“ (Horizons) Tuzla, „Most“ (Bridge) Višegrad, „Budućnost“ (Future) Modriča, „Lara“ Bijeljina, „Duvanjske“, Tomislavgrad, „Orhideja“ (Orchid) Stolac, „Fondacija lokalne demokratije“ (Local Democracy Foundation) Sarajevo, „Centar za pravnu pomoć“ (Legal Aid Center), Zenica, „Anima N“ Goražde, „Nova budućnost“ (New Future) Sarajevo, „Aurora“ Sokolac, „Zora“ (Dawn) and „Milićanin“ Milići, „Maja“ Kravica.

## **Monitoring and reporting**

To monitor the implementation of Action Plan for Implementation of UNSCR 1325 in Bosnia and Herzegovina, the Gender Equality Agency of Bosnia and Herzegovina, the Ministry of Human Rights and Refugees of Bosnia and Herzegovina, shall launch the procedure to form a committee that shall follow the implementation of the Action Plan, within one month of the Plan's adoption. The committee should include representatives of responsible ministries, institutions and non-governmental organizations.

The Gender Equality Agency of Bosnia and Herzegovina, the Ministry of Human Rights and Refugees shall submit the report on the fulfillment of Action Plan on Implementation of UNSCR 1325 to the Council of Ministers of Bosnia and Herzegovina. The report will be prepared according to the set reporting methodology, based on reports from ministries, international, non-governmental and civil society organizations, listed in the Action Plan as responsible institutions. The report will be prepared and delivered for adoption to the Council of Ministers each year in December or earlier, at the request of the Council of Ministers of Bosnia and Herzegovina.

**Action Plan on Implementation of UNSCR 1325  
in Bosnia and Herzegovina  
2010-2013**

## **Objective 1: Increased participation of women in decision-making position at all levels of government in Bosnia and Herzegovina -**

- 1. Implementation of the Council of Europe (2003) Recommendation on reaching the share of 40% of women participation in decision-making processes**

### **Responsible institutions:**

BiH Parliament's Committee on Implementation of Gender Equality, FBiH House of Representatives' Committee on Gender Equality, FBiH House of People's Committee on Gender Equality, RS Equal Opportunities Committee, BiH Gender Equality Agency, Entity Gender Centers.

### **Partners:**

Non-governmental and international organizations, political parties, student associations, media, academic community

### **Deadline:**

By the end of Action Plan's implementation (December 2013)

- 2. International and regional networking of present and possible female candidates for leadership positions to exchange best experiences and practices**

### **Responsible institutions:**

Gender Equality Agency of BiH, Entity Gender Centers

### **Partners:**

Political parties, non-governmental and international organizations

### **Deadline:**

Ongoing

- 3. Support to activities on harmonization of professional and family life to engage as many women in decision-making positions**

### **Responsible institutions:**

23

Ministry of Civil Affairs of BiH, RS Ministry of Family, Youth and Sports, RS Ministry of Labor, War Veterans' and Disabled Persons' Welfare, Ministry of Labor and Social Affairs of FBiH, Gender Equality Agency of BiH, Entity Gender Centers, competent cantonal ministries.

**Partners:**

Non-governmental and international organizations, media

**Deadline:**

Ongoing

4. **Designing modules and organizing training to strengthen leadership and develop political skills of women who lack political experience and wish to run for leadership positions**

**Responsible institutions:**

Political parties

**Partners:**

Gender Equality Agency of BiH, Entity Gender Centers, academicians, non-governmental organizations, media.

**Deadline:**

Ongoing

5. **Organizing a media campaign to promote women as equal holders of key positions, with special emphasis on engaging and strengthening young generations in political parties**

**Responsible institutions:**

Gender Equality Agency of BiH, Entity Gender Centers

**Partners:**

Political parties, non-governmental organizations, student associations, media, academic community

**Deadline:**

2011

**6. Encouraging political parties, through campaigns, to promote women candidates**

**Responsible institutions:**

Political parties

**Partners:**

Gender Equality Agency of BiH, Entity Gender Centers, non-governmental organizations, student associations, media

**Deadline:**

Ongoing

**Objective 2: Increased number of women in military and police forces and promotion of women as holders of leadership positions in military and police structures**

**1. Harmonize laws, implementing regulations and rulebooks in military and police structures with the Law on Gender Equality in BiH**

**Responsible institutions:**

Ministry of Defense of BiH, Ministry of Security of BiH (SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.

**Partners:**

Gender Equality Agency of BiH and Entity Gender Centers

**Deadline:**

Ongoing

**2. Incorporate the definition on prohibition of gender based discrimination in laws and by-laws, encompassing content relating to police and military structures**

**Responsible institutions:**

Ministry of Defense of BiH, Ministry of Security of BiH (SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.

**Partners:**

Gender Equality Agency of BiH and Entity Gender Centers

**Deadline:**

By the end of 2013

**3. Use laws to promote the application of temporary measures to increase participation of women in leadership positions in military and police structures, to enable women to advance in service (additional education for women who have taken maternity leave, introduction of quotas for leadership positions, etc.)**

**Responsible institutions:**

Ministry of Defense of BiH, Ministry of Security of BiH (SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.

**Partners:**

Gender Equality Agency of BiH and Entity Gender Centers

**Deadline:**

By the end of 2013

**4. Establish and update database on representation of women in military and police structures**

**Responsible institutions:**

Ministry of Defense of BiH, Ministry of Security of BiH (SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.

**Deadline:**

Establishment of database: by the end of 2010

Ongoing updating of database

**5. Appoint persons for gender issues in military and police institutions****Responsible institutions:**

Ministry of Defense of BiH, Ministry of Security of BiH, entity and cantonal interior ministries, Police of District Brčko of BiH

**Partners:**

Gender Equality Agency of BiH, Entity Gender Centers

**Deadline:**

By the end of 2011

**6. Support to SEPCA<sup>6</sup> initiative to establish the association of women in police structures at Entity level and support to further networking of similar associations in the region and internationally****Responsible institutions:**

Entity Interior Ministries

**Partners:**

Gender Equality Agency of BiH, Entity Gender Centers, international organizations (EUPM)

**Deadline:**

Until the establishment of associations

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<sup>6</sup> Southeast Europe Police Chiefs Association

**7. Incorporate in curricula of police academies the topics of gender equality, promotion of equal opportunities, tolerance and prohibition of sexual harassment, gender-based violence and discrimination**

**Responsible institutions:**

Ministry of Security of BiH, Entity Interior Ministries, police agencies

**Partners:**

Gender Equality Agency of BiH and Entity Gender Centers

**Deadline:**

By the end of 2011

**8. Organize education seminars and media promotions to promote military and police as vocations both genders can engage in and raise awareness of the public and the institutions on the significance of participation of women in police and military forces**

**Responsible institutions:**

Ministry of Defense of BiH, Ministry of Security of BiH (SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.

**Partners:**

Gender Equality Agency of BiH and Entity Gender Centers, media, non-governmental organizations

**Deadline:**

Ongoing

### **Objective 3: Increased participation of women in peacekeeping operations and introducing the gender perspective in the training of personnel training for peacekeeping missions**

1. **Establish database of women candidates for peacekeeping missions, with obligatory disaggregation of data by sex to conduct gender analysis**

**Responsible institutions:**

Ministry of Defense of BiH, police

**Deadline:**

December 2010

2. **Apply “zero tolerance” method onto any form of illicit sexual behavior of peacekeeping mission personnel**

**Responsible institutions:**

Ministry of Defense of BiH, police

**Deadline:**

By the end of 2012

3. **Create a special „check list“ to follow the implementation of Resolution 1325 in the field**

**Responsible institutions:**

Ministry of Defense of BiH, police, Gender Equality Agency of BiH

**Partners:**

Non-governmental and international organizations (UN agencies)

**Deadline:**

December 2010

- 4. Introduce gender perspective and prohibition of sex-based discrimination in peacekeeping training, to showcase advantages of women participation in peacekeeping missions, and organize special training to empower women candidates for peacekeeping missions**

**Responsible institutions:**

Ministry of Defense of BiH, police, Gender Equality Agency of BiH

**Partners:**

Non-governmental and international organizations (UN agencies)

**Deadline:**

December 2010

- 5. Continue training peacekeeping mission personnel on tolerance, respect for special needs of women in particular regions, recognizing manifestations of human trafficking, sexually transmitted diseases and promote participation of women in peacekeeping missions with emphasis on the need to respect women's needs as peacekeeping personnel**

**Responsible institutions:**

Ministry of Defense of BiH, police, Gender Equality Agency of BiH

**Partners:**

Non-governmental and international organizations (UN agencies)

**Deadline:**

December 2010

- 6. Promote activities performed by women in peacekeeping missions**

**Responsible institutions:**

Ministry of Defense of BiH, police, Gender Equality Agency of BiH

**Partners:**

Non-governmental and international organizations (UN agencies), media

**Deadline:**

Ongoing

**Objective 4: Fighting human trafficking**

1. **Initiate changes to the Law on Criminal Procedure of BiH in the part relating to application of special investigative means**

**Responsible institutions:**

Ministry of Justice of BiH, Entity Justice Ministries

**Deadline:**

December 2010

2. **Initiate changes to criminal legislation relating to the statute of limitations of the criminal offense to the detriment of children and juveniles (the statute of limitations begins with the victim's becoming turning full-age, i.e. the statute of limitations will not begin on the date of perpetration of the offense but the day the victim turns full-age in line with item 48 of the Annex to Recommendations (2002)5)**

**Responsible institutions:**

Ministry of Justice of BiH, Entity Justice Ministries

**Deadline:**

December 2011

**3. Initiate changes to the legislation in the part relating to stricter criminal sanctions for traffickers of women and girls**

**Responsible institutions:**

Ministry of Security of BiH, Ministry of Justice of BiH, Entity Justice Ministries

**Deadline:**

December 2011

**4. Update the database on human trafficking victims (all data should be disaggregated by sex, age, nationality..)**

**Responsible institutions:**

Ministry of Human Rights and Refugees of BiH, Entity Interior Ministries, Cantonal Interior Ministries, police BD

**Partners:**

Non-governmental and international organizations

**Deadline:**

December 2010

**5. Advance the system of information exchange among countries of the region**

**Responsible institutions:**

Ministry of Security of BiH (SIPA, Border Police, Office of the Coordinator on Anti-trafficking and Illegal Immigration, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD.

**Partners:**

Non-governmental and international organizations

**Deadline:**

Ongoing

**6. Increase staff in police agencies dealing with prevention and detection of human trafficking**

**Responsible institutions:**

Ministry of Security of BiH (SIPA, Border Police, Office of the Coordinator on Anti-trafficking, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD.

**Partners:**

International organizations

**Deadline:**

Ongoing

**7. Form expert teams to investigate criminal offenses in the field of human trafficking by assigning staff of appropriate background and the necessary number of women investigators**

**Responsible institutions:**

Ministry of Security of BiH (SIPA, Border Police, Office of the Coordinator on Anti-trafficking, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD.

**Partners:**

International organizations

**Deadline:**

2011

**8. Cooperate and support non-governmental organizations, especially in looking after victims of trafficking**

**Responsible institutions:**

Ministry of Security of BiH (SIPA, Border Police, Office of the Coordinator on Anti-trafficking, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD, non-governmental organizations

**Partners:**

International organizations, media

**Deadline:**

Ongoing

**9. Create and improve programs of healthcare and psycho-social assistance to victims of trafficking, organizing frequent meetings with the victims to assist them reintegrate into society**

**Responsible institutions:**

Ministry of Civil Affairs of BiH, Ministry of Health of FBiH, Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH, cantonal ministries of health and social welfare, social welfare centers.

**Partners:**

Non-governmental and international organizations

**Deadline:**

2011

**10. Cooperate with employment bureaus to economically empower victims of trafficking**

**Responsible institutions:**

Employment Bureau of FBiH, Employment Bureau of RS, cantonal employment offices

**Partners:**

Entity Gender Centers, non-governmental and international organizations

**Deadline:**

Ongoing

- 11. Involve all responsible institutions in passing the appropriate Action Plan, and applying consistently the planned measures and activities to reduce the number of children involved in begging in BiH, and who are subsequently involved – in organized manner – in property thefts and prostitution in Western Europe**

**Responsible institutions:**

Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD, social welfare centers.

**Partners:**

Nongovernmental organizations, international organizations and media

**Deadline:**

End of 2011

- 12. Achieve greater links between police agencies, especially when it comes to exchanging data: (define communication lines, sign Memorandum of Cooperation...)**

**Responsible institutions:**

Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD.

**Deadline:**

Ongoing

**13. Introduce the topic of human trafficking in training programs for educators, with special emphasis on the problem of child pornography distributed online**

**Responsible institutions:**

Ministry of Civil Affairs of BiH, FBiH Ministry of Education and Science, RS Ministry of Education and Culture, cantonal education ministries, pedagogical institutes.

**Partners:**

Non-governmental and international organizations

**Deadline:**

End of 2011

**14. Ongoing media alerts to the problem of human trafficking and promotion of crime fighters phone line for anonymous reporting of human trafficking cases, through the preparation of appropriate promotional materials raising awareness on the problem of human trafficking**

**Responsible institutions:**

Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD, social welfare centers.

**Partners:**

Nongovernmental organizations, international organizations and media

**Deadline:**

Ongoing

**15. Initiate training of police inspectors, social workers and create modules for cooperation with women and girls who are potential victims of trafficking**

**Responsible institutions:**

Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD.

**Partners:**

Non-governmental and international organizations

**Deadline:**

2011

**16. Initiate media education to observe international standards and ensure full protection of the victim's identity**

**Responsible institutions:**

State Anti-trafficking Coordinator, Entity Interior Ministries, police of BD, media.

**Partners:**

Non-governmental and international organizations

**Deadline:**

2010

## **Objective 5: Reduced risk of mine contaminated areas in Bosnia and Herzegovina**

### **1. Analysis of influence by mine contaminated on the quality of life of citizens in Bosnia and Herzegovina**

**Responsible institutions:**

Ministry of Civil Affairs of BiH, Demining Committee of BiH, Mine Action Center of BiH (MAC), entity civil defense organizations.

**Partners:**

Non-governmental and international organizations, media

**Deadline:**

2011

### **2. Update the existing database on total area under suspicion and number of UXOs**

**Responsible institutions:**

Ministry of Civil Affairs of BiH, Demining Committee of BiH, Mine Action Center of BiH (MAC), entity civil defense organizations. **Partners:**

Non-governmental and international organizations, media

**Deadline:**

Ongoing

### **3. Ongoing cooperation with non-governmental and international organizations about demining issues**

**Responsible institutions:**

Ministry of Civil Affairs of BiH, Demining Committee of BiH, Mine Action Center of BiH (MAC), entity civil defense organizations.

**Partners:**

Non-governmental and international organizations, media

**Deadline:**

Ongoing.

4. **Ongoing education about the risk of mines and UXOs, with special emphasis on the education of children in primary and secondary schools, people living in rural areas and people with higher degree of exposure (mountaineers, hunters, hikers, cattle farmers, farmers)**

**Responsible institutions:**

Ministry of Civil Affairs of BiH, Demining Committee of BiH, Mine Action Center of BiH (MAC), entity education ministries, cantonal education ministries, pedagogical institutes, entity civil defense organizations.

**Partners:**

Non-governmental and international organizations, media

**Deadline:**

Ongoing

5. **Promote various options to report mines and UXOs and cases of explosion, and intensify activities to promote mine hazard during works, sowing, excursions, hikes**

**Responsible institutions:**

Ministry of Civil Affairs of BiH, Demining Committee of BiH, Mine Action Center of BiH (MAC), entity civil defense organizations.

**Partners:**

Non-governmental and international organizations, media

**Deadline:**

39

Ongoing

**6. Raising awareness of the governing structures on the significance of demining compared to other priorities.**

**Responsible institutions:**

Ministry of Civil Affairs of BiH, Demining Committee of BiH, Mine Action Center of BiH (MAC), entity civil defense organizations.

**Partners:**

Non-governmental and international organizations, media

**Deadline:**

Ongoing

**Objective 6: Improving support and assistance networks to women and girls victims during the war conflict**

**1. Create programs to empower women, civilian victims of war, within associations dealing with women civilian victims of war, by providing psycho-social assistance and strengthening capacities**

**Responsible institutions:**

Non-governmental and international organizations

**Partners:**

Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH, cantonal ministries of social welfare, social welfare centers, Gender Equality Agency of BiH, Entity Gender Centers.

**Deadline:**

2010/2011

## **2. Create programs to assist women victims of war within the responsible institutions**

### **Responsible institutions:**

Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH, cantonal ministries of social welfare, social welfare centers, Gender Equality Agency of BiH, Entity Gender Centers.

### **Partners:**

Non-governmental and international organizations, media, private sector

### **Deadline:**

2010/2011

## **3. Organize public events with representatives of civilian victims of war associations to identify their problems and needs**

### **Responsible institutions:**

Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH, cantonal ministries of social welfare, social welfare centers, Gender Equality Agency of BiH, Entity Gender Centers.

### **Partners:**

Non-governmental and international organizations

### **Deadline:**

2010

## **4. Support education, re-training and employment (economic empowerment)**

### **Responsible institutions:**

Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH, cantonal ministries of social welfare, Employment Bureau of FBiH, Employment Bureau of RS, cantonal employment offices.

**Partners:**

International organizations, non-governmental organizations and private sector

**Deadline:**

Ongoing

**5. Support re-traumatization workshops (identification of experts in this field who will educate others to provide services to end users/victims)**

**Responsible institutions:**

Social welfare centers, medical institutions.

**Partners:**

Responsible ministries, international and non-governmental organizations

**Deadline:**

Ongoing

**6. Developing and improving training modules for family doctors and social workers to address re-traumatization problems**

**Responsible institutions:**

Ministries of health of RS and FBiH, medical institutions, local communities

**Partners:**

International and non-governmental organizations, medical experts

**Deadline:**

2010/2011

**Objective 7: Increased knowledge and capacity of state services to apply UNSCR 1325**

**1. Improve cooperation with civil service agencies to introduce modules addressing gender equality topics, including UNSCR 1325 and UNSCR 1820**

**Responsible institutions:**

Gender Equality Agency of BiH, Entity Gender Centers

**Deadline:**

2010

**2. Organize trainings on UNSCR 1325 for civil servants in leadership positions**

**Responsible institutions:**

Gender Equality Agency of BiH, Entity Gender Centers

**Deadline:**

2010/2011

**3. Create modules to educate BiH diplomats and staff in foreign diplomatic offices**

**Responsible institutions:**

Ministry of Foreign Affairs of BiH, Gender Equality Agency of BiH

**Deadline:**

2010/2011

**4. Establish cooperation with countries implementing UNSCR 1325, and especially countries of the region, aiming to relay experiences in the implementation of the Resolution and establishing regional cooperation**

**Responsible institutions:**

Ministry of Foreign Affairs of BiH, Gender Equality Agency of BiH

**Partner:**

Foreign institutions and organizations responsible for the implementation of UNSCR 1325

**Deadline:**

Ongoing

**5. Marking the 10<sup>th</sup> anniversary of Resolution 1325**

**Responsible institutions:**

Ministry of Foreign Affairs of BiH, Foreign Ministry's Sector for Policy and Planning, Gender Equality Agency of BiH, Entity Gender Centers, responsible ministries.

**Partner:**

International and non-governmental organizations

**Deadline:**

31. 10. 2010

**Objective 8: Improving cooperation with non-governmental and international organizations to implement UN R 1325 in BiH**

- 1. Identification of past experiences, improving communication, cooperation and system of information exchange among non-governmental and international organization working on the implementation of UNSCR 1325 in Bosnia and Herzegovina**

**Responsible institutions:**

Gender Equality Agency of BiH, Entity Gender Centers, international and non-governmental organizations dealing with the implementation of UNSCR 1325

**Deadline:**

Ongoing

**2. Cooperation, support and joint implementation of governmental and non-governmental projects dealing with the implementation of R 1325**

**Responsible institutions:**

Gender Equality Agency of BiH, Entity Gender Centers, international and non-governmental organizations dealing with implementation of UNSCR 1325

**Deadline:**

Ongoing

**3. Continuing and improving cooperation with EUFOR, UNIFEM and EUPM**

**Responsible institutions:**

Gender Equality Agency of BiH, EUFOR, UNIFEM and EUPM

**Deadline:**

By the end of implementation of Action Plan

**4. Raising awareness on Resolution 1325 at local level.**

**Responsible institutions:**

Gender Equality Agency of BiH, Entity Gender Centers, international and non-governmental organizations dealing with the implementation of UNSCR 1325

**Deadline:**

Ongoing.

## Annex:

Objective	Activities	Responsible institutions	Indicators	Deadline	Sources of funding
<b>Increased participation of women in decision-making position at all levels of government in Bosnia and Herzegovina</b>	1. Implementation of the Council of Europe (2003)3 Recommendation on reaching the share of 40% of women participation in decision-making processes	BiH Parliament's Committee on Implementation of Gender Equality, FBiH House of Representatives' Committee on Gender Equality, FBiH House of People's Committee on Gender Equality, RS Equal Opportunities Committee, BiH Gender Equality Agency, Entity Gender Centers.  <b>Partners:</b>  Non-governmental and international organizations, political parties, student associations, media, academic community	<ul style="list-style-type: none"> <li>• Number of women in decision-making positions in legislative and executive authorities (percentage)</li> <li>• Number of initiatives launched by political parties, women in decision-making positions and media</li> <li>• Number of public addresses of women running for decision-making positions</li> </ul>	By the end of Action Plan implementation (December 2013)	Core budget funds of responsible institutions, donor funding
	7. International and regional networking of present and possible female candidates for leadership positions to exchange best	Gender Equality Agency of BiH, Entity Gender Centers  <b>Partners:</b>  Political parties, non-	<ul style="list-style-type: none"> <li>• Number of international and regional meetings</li> <li>• Number of involved present and possible women</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding

	experiences and practices	governmental and international organizations,	<p>candidates for leadership positions in networking processes</p> <ul style="list-style-type: none"> <li>• Number of jointly launched initiatives</li> <li>• Number of media reports</li> <li>• Number of reports and recommendations given</li> </ul>		
	2. Support to activities on harmonization of professional and family life to engage as many women in decision-making positions	<p>Ministry of Civil Affairs of BiH, RS Ministry of Family, Youth and Sports, RS Ministry of Labor, War Veterans' and Disabled Persons' Welfare, Ministry of Labor and Social Affairs of FBiH, Gender Equality Agency of BiH, Entity Gender Centers, competent cantonal ministries.</p> <p><b>Partners:</b></p> <p>Non-governmental and international organizations, media</p>	<ul style="list-style-type: none"> <li>• Number of laws harmonized with the Law on Gender Equality of BiH as relates the harmonization of public and private life,</li> <li>• Number of kindergartens opened and options for extended stay,</li> <li>• Number of media reports</li> <li>• Number of initiatives launched</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding
	3. Designing modules and organizing	Political parties	<ul style="list-style-type: none"> <li>• Number of designed training modules,</li> </ul>	Ongoing	Core budget funds of responsible institutions,

	training to strengthen leadership and develop political skills of women who lack political experience and wish to run for leadership positions	<b>Partners:</b> Gender Equality Agency of BiH, Entity Gender Centers, non-governmental organizations, academicians, media	<ul style="list-style-type: none"> <li>• Number of women trained,</li> <li>• Percentage of engagement of trained women in public and political life</li> </ul>		donor funding
	4. Organizing a media campaign to promote women as equal holders of key positions, with special emphasis on engaging and strengthening young generations in political parties	Gender Equality Agency of BiH, Entity Gender Centers  <b>Partners:</b> Political parties, non-governmental organizations, student associations media, academic community	<ul style="list-style-type: none"> <li>• Number of media involved in the campaign</li> <li>• Number of shows and reports broadcast</li> <li>• Number of reports showcasing involvement of youth</li> <li>• Number of public addresses of women in leadership positions</li> </ul>	By the end of 2011	Core budget funds of responsible institutions, donor funding
	5. Encouraging political parties, through campaigns, to promote women candidates	Political parties  <b>Partners:</b> Gender Equality Agency of BiH, Entity Gender Centers, non-governmental organizations, student associations, media	<ul style="list-style-type: none"> <li>• Number of roundtables, conferences and meetings organized about this theme</li> <li>• Number of political parties involved in the campaign</li> <li>• Number of media</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding, political party funds

			addresses		
<b>Increased number of women in military and police forces and promotion of women as holders of leadership positions in military and police structures</b>	1. Harmonize laws, implementing regulations and rulebooks in military and police structures with the Law on Gender Equality in BiH	Ministry of Defense of BiH, Ministry of Security of BiH(SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.  <b>Partners:</b>  Gender Equality Agency of BiH and Entity Gender Centers	<ul style="list-style-type: none"> <li>• Number of laws proposed for harmonization with GEL</li> </ul>	By the end of Action Plan implementation (December 2013)	Core budget funds of responsible institutions, donor funding
	2. Incorporate the definition on prohibition of gender based discrimination in laws and by-laws, encompassing content relating to police and military structures	Ministry of Defense of BiH, Ministry of Security of BiH(SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.  <b>Partners:</b>  Gender Equality Agency of BiH and Entity Gender Centers	<ul style="list-style-type: none"> <li>• Number of legal regulations incorporating prohibition of discrimination</li> <li>• Number of reported discrimination cases</li> <li>• Number of decisions containing sanctions in cases of discrimination</li> </ul>	By the end of 2012	Core budget funds of responsible institutions, donor funding
	3. Use laws to promote the application of temporary measures to increase participation of women in leadership positions in military	Ministry of Defense of BiH, Ministry of Security of BiH(SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.	<ul style="list-style-type: none"> <li>• Number of proposed and incorporated affirmative measures</li> <li>• Number of women in leadership positions following the introduction of</li> </ul>	By the end of 2012	Core budget funds of responsible institutions, donor funding

	and police structures, to enable women to advance in service (additional education for women who have taken maternity leave, introduction of quotas for leadership positions, etc.)	<b>Partners:</b> Gender Equality Agency of BiH and Entity Gender Centers	affirmative measures • Number of women in affirmative positions within military and police forces		
	9. Establish and update database on representation of women in military and police structures	Ministry of Defense of BiH, Ministry of Security of BiH (SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.	• Number of women recorded in database	Establishing database: by the end of 2010 Ongoing updating of the database	Core budget funds of responsible institutions, donor funding
	4. Appoint persons for gender issues in military and police institutions	Responsible institutions: Ministry of Defense of BiH, Ministry of Security of BiH, entity and cantonal interior ministries, Police of District Brčko of BiH  <b>Partners:</b> Gender Equality Agency of BiH, Entity Gender Centers	• Number of nominated persons appointed	By the end of 2011	Core budget funds of responsible institutions, donor funding
	5. Support to SEPCA	Entity Interior Ministries,	• Associations	Until the establishment	Core budget funds of

	initiative to establish the association of women in police structures at Entity level and support to further networking of similar associations in the region and internationally	Gender Equality Agency of BiH, Entity Gender Centers  <b>Partners:</b> International organizations (EUPM)	established	of associations	responsible institutions, donor funding
	6. Incorporate in curricula of police academies the topics of gender equality, promotion of equal opportunities, tolerance and prohibition of sexual harassment, gender-based violence and discrimination	Ministry of Security of BiH, Entity Interior Ministries, police agencies  <b>Partners:</b> Gender Equality Agency of BiH and Entity Gender Centers	<ul style="list-style-type: none"> <li>Number of programs and modules, related to gender equality, developed for police academies</li> </ul>	End of 2010	Core budget funds of responsible institutions, donor funding
	7. Organize education seminars and media promotions to promote military and police as a vocation both genders can engage in and raise	Ministry of Defense of BiH, Ministry of Security of BiH(SIPA, Border Police), Entity Interior Ministries, police agencies and police of District Brčko of BiH.  <b>Partners:</b>	<ul style="list-style-type: none"> <li>Number of events where women will be promoted as members of military or police forces</li> <li>Comparative number of women enrolled in police academies and</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding

	awareness of the public and the institutions on the significance of participation of women in police and military forces.	Gender Equality Agency of BiH and Entity Gender Centers, media, non-governmental organizations	number of women that have stayed on the force, i.e. comparative number of women enrolled and assigned to positions		
<b>Increased participation of women in peacekeeping operations and introduced gender perspective in peace support mission training</b>	7. Establish database of women candidates for peacekeeping missions, with obligatory disaggregation of data by sex to conduct gender analysis	Ministry of Defense of BiH and police	<ul style="list-style-type: none"> <li>• Number of women registered in the database</li> <li>• Number of implemented gender analysis on the basis of statistics collected</li> </ul>	December 2010	Core budget funds of responsible institutions, donor funding
	8. Apply “zero tolerance” method onto any form of illicit sexual behavior of peacekeeping mission personnel, gender-based violence, discrimination	Ministry of Defense of BiH and police	<ul style="list-style-type: none"> <li>• Number of gender-based discrimination cases recorded</li> <li>• Number of proceedings conducted and sanctions ordered</li> <li>• Number of trainings held for peacekeeping</li> </ul>	By the end of 2012	Core budget funds of responsible institutions, donor funding

			mission members		
	9. Create a special „ <i>check list</i> “ to follow the implementation of Resolution 1325 in the field	Ministry of Defense of BiH, police, Gender Equality Agency of BiH  <b>Partners:</b>  Non-governmental and international organizations (UN agencies)	<ul style="list-style-type: none"> <li>• Check list created</li> </ul>	December 2010	Core budget funds of responsible institutions, donor funding
	10. Introduce gender perspective and prohibition of sex-based discrimination in peacekeeping training, to showcase advantages of women participation in peacekeeping missions, and organize special training to empower women candidates for peacekeeping missions	Ministry of Defense of BiH, police, Gender Equality Agency of BiH  <b>Partners:</b>  Non-governmental and international organizations (UN agencies)	<ul style="list-style-type: none"> <li>• Number of modules created, focusing on anti gender-based discrimination in peacekeeping missions, for the peacekeeping mission staff</li> <li>• Number of training courses held and number of persons trained</li> </ul>	December 2010	Core budget funds of responsible institutions, donor funding
	11. Continue training peacekeeping mission personnel on tolerance, respect for special needs of	Ministry of Defense of BiH, police, Gender Equality Agency of BiH	<ul style="list-style-type: none"> <li>• Number of programs created to promote the special needs of women in peacekeeping</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding

	women in particular regions, recognizing manifestations of human trafficking, sexually transmitted diseases and promote participation of women in peacekeeping missions with emphasis on the need to respect women's needs as peacekeeping personnel	<b>Partners:</b> Non-governmental and international organizations (UN agencies)	missions • Number of training courses held and number of persons trained		
	12. Promote activities performed by women in peacekeeping missions	Ministry of Defense of BiH, police, Gender Equality Agency of BiH  <b>Partners:</b> Non-governmental and international organizations (UN agencies), media	• Number of media addresses by peacekeeping personnel • Number of printed materials	Ongoing	Core budget funds of responsible institutions, donor funding
<b>Fighting human trafficking</b>	1. Initiate changes to the Law on Criminal Procedure of BiH in the part relating to application of special	Ministry of Justice of BiH, Entity Justice Ministries	• Changes to the Law adopted by the Council of Ministers of BiH	December 2010	Core budget funds of responsible institutions

	investigative means				
	<p>2. Initiate changes to criminal legislation relating to the statute of limitations of the criminal offense to the detriment of children and juveniles (the statute of limitations begins with the victim's becoming turning full-age, i.e. the statute of limitations will not begin on the date of perpetration of the offense but the day the victim turns full-age in line with item 48 of the Annex to Recommendations (2002)5)</p>	<p>Ministry of Justice of BiH, Entity Justice Ministries</p>	<ul style="list-style-type: none"> <li>• Changes to the Law adopted by the Council of Ministers of BiH</li> <li>• Number of proceedings launched pursuant to the changes and amendments</li> </ul>	<p>2011</p>	<p>Core budget funds of responsible institutions</p>
	<p>3. Initiate changes to the legislation in the part relating to stricter criminal sanctions for traffickers of women and girls</p>	<p>Ministry of Security of BiH, Ministry of Justice of BiH, Entity Justice Ministries</p>	<ul style="list-style-type: none"> <li>• Changes to the Law adopted by the Council of Ministers of BiH</li> <li>• Number of stricter criminal sanctions</li> </ul>	<p>2011</p>	<p>Core budget funds of responsible institutions</p>

			ordered		
	4. Update the database on human trafficking victims (all data should be disaggregated by sex, age, nationality.)	Ministry of Human Rights and Refugees of BiH, Entity Interior Ministries, Cantonal Interior Ministries, police BD  <b>Partners:</b>  Non-governmental and international organizations	<ul style="list-style-type: none"> <li>• Comparative indicators of the number of persons whose names have been entered in the database</li> <li>• Quality of information disaggregation (nationality, age etc.)</li> </ul>	December 2010	Core budget funds of responsible institutions
	5. Advance the system of information exchange among countries of the region	Ministry of Security of BiH(SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD  <b>Partners:</b>  Non-governmental and international organizations	<ul style="list-style-type: none"> <li>• Number of jointly implemented activities by police agencies</li> <li>• number of conferences, roundtables and meetings held</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding
	6. Increase staff in police agencies dealing with prevention and detection of human trafficking	Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior	<ul style="list-style-type: none"> <li>• Number of recruited and professionally trained personnel</li> <li>• Number of units of equipment procured</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding

		Ministries, police BD  <b>Partners:</b>  International organizations			
	7. Form expert teams to investigate criminal offenses in the field of human trafficking by assigning staff of appropriate background and the necessary number of women investigators	Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD  <b>Partners:</b>  International organizations	<ul style="list-style-type: none"> <li>• Number of expert teams formed</li> <li>• Number of staff in the teams</li> <li>• Number of activities implemented</li> <li>• Number of women in teams</li> </ul>	2011	Core budget funds of responsible institutions
	8. Cooperate and support non-governmental organizations, especially in looking after victims of trafficking	Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD, non-governmental organizations  <b>Partners:</b>  International organizations, media	<ul style="list-style-type: none"> <li>• Number of jointly implemented activities</li> <li>• Funds invested in caring for human trafficking victims</li> <li>• Number of initiatives launched to ensure cooperation between public institutions and NGOs to prevent trafficking and protect trafficking</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding

			victims		
	<p>9. Create and improve programs of healthcare and psycho-social assistance to victims of trafficking, organizing frequent meetings with the victims to assist them reintegrate into society</p>	<p>Ministry of Civil Affairs of BiH, Ministry of Health of FBIH, Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBIH, cantonal health ministries, cantonal ministries of social welfare, social welfare centers</p> <p><b>Partners:</b></p> <p>Non-governmental and international organizations</p>	<ul style="list-style-type: none"> <li>• Number of programs implemented by the social welfare center</li> <li>• Number of social welfare centers involved</li> <li>• Number of meetings held</li> <li>• Number of women benefiting from rehabilitation programs</li> </ul>	2011	Core budget funds of responsible institutions, donor funding
	<p>10. Cooperate with employment bureaus to economically empower women victims of trafficking</p>	<p>Employment Bureau of FBIH, Employment Bureau of RS, cantonal employment offices</p> <p><b>Partners:</b></p> <p>Entity Gender Centers, non-governmental and international organizations</p>	<ul style="list-style-type: none"> <li>• Number of women involved in rehabilitation and involved in re-training programs</li> <li>• Number of newly employed women and duration of employment</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding

	<p>11. Involvement of all responsible institutions in adopting an Action Plan, and apply consistently the planned measures and activities to reduce the number of children involved in begging in BiH and who are subsequently involved in property thefts and prostitution in Western Europe</p>	<p>Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD, social welfare centers</p> <p><b>Partners:</b> Non-governmental and international organizations</p>	<ul style="list-style-type: none"> <li>• Action Plan adopted</li> <li>• Number of children registered in police records as part of begging system</li> </ul>	End of 2011	Core budget funds of responsible institutions, donor funding
	<p>12. Achieve greater links between police agencies, especially when it comes to exchanging data: (define communication lines, sign Memorandum of Cooperation...)</p>	<p>Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD</p>	<ul style="list-style-type: none"> <li>• Signed Memorandum of Cooperation</li> <li>• Level of data exchange</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding
	<p>13. Introduce the topic of human trafficking in training programs for educators, with special emphasis on the problem of child pornography</p>	<p>Ministry of Civil Affairs of BiH, FBiH Ministry of Education and Science, RS Ministry of Education and Culture, cantonal education ministries, pedagogical institutes</p>	<ul style="list-style-type: none"> <li>• Number of amended curricula</li> <li>• Number of trainings for teachers</li> <li>• Number of school lessons held</li> <li>• Number of</li> </ul>	By 2010	Core budget funds of responsible institutions, donor funding

	distributed online		presentations by police officers in schools		
	14. Ongoing media alerts to the problem of human trafficking and promotion of crime fighters phone line for anonymous reporting of human trafficking cases, through the preparation of appropriate promotional materials raising awareness on the problem of human trafficking	Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD, social welfare centers  <b>Partners:</b>  Non-governmental and international organizations	<ul style="list-style-type: none"> <li>• Number of calls to the anti-trafficking hot line</li> <li>• Number of brochures and leaflets printed</li> <li>• Number of shows discussing human trafficking</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding
	15. Initiate training of police inspectors, social workers and create modules for cooperation with women and girls who are potential victims of trafficking	Ministry of Security of BiH (SIPA, Border Police, State Anti-trafficking Coordinator, INTERPOL), Entity Interior Ministries, Cantonal Interior Ministries, police BD  <b>Partners:</b>  Non-governmental and	<ul style="list-style-type: none"> <li>• Number of developed modules, implemented by social welfare centers</li> <li>• Number of trainings</li> <li>• Number of trafficking victims seeking assistance from social welfare centers</li> </ul>	2011	Core budget funds of responsible institutions, donor funding

		international organizations			
	16. Initiate media education to observe international standards and ensure full protection of the victim's identity	State Anti-trafficking Coordinator, Entity Interior Ministries, police BD, media  <b>Partners:</b> Non-governmental and international organizations	<ul style="list-style-type: none"> <li>• Number of trainings held with media</li> <li>• Number of media reports on human trafficking, compliant with international standards on human trafficking</li> </ul>	2010	Core budget funds of responsible institutions, donor funding
<b>Reduced risk of mine contaminated areas in Bosnia and Herzegovina</b>	1. Analysis of influence by mine contaminated on the quality of life of citizens in Bosnia and Herzegovina	Ministry of Civil Affairs of BiH, BiH Demining Committee, MAC, entity civil defense organizations  <b>Partners:</b> Non-governmental and international organizations, media	<ul style="list-style-type: none"> <li>• Analysis conducted with gender disaggregated data</li> </ul>	2011	Core budget funds of responsible institutions, donor funding
	2. Update the existing database on total area under suspicion and number of UXOs	Ministry of Civil Affairs of BiH, BiH Demining Committee, MAC, entity civil defense organizations  <b>Partners:</b> Non-governmental and	<ul style="list-style-type: none"> <li>• Updated database</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding

		international organizations, media			
	3. Ongoing cooperation with non-governmental and international organizations about demining issues	Ministry of Civil Affairs of BiH, BiH Demining Committee, MAC, entity civil defense organizations  <b>Partners:</b>  Non-governmental and international organizations, media	<ul style="list-style-type: none"> <li>Number of meetings with NGOs and international community representatives</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding
	4. Ongoing education about the risk of mines and UXOs, with special emphasis on the education of children in primary and secondary schools, people living in rural areas and people with higher degree of exposure (mountaineers, hunters, hikers, cattle farmers, farmers)	Ministry of Civil Affairs of BiH, BiH Demining Committee, MAC, entity and cantonal education ministries, pedagogical institutes, entity civil defense organizations  <b>Partners:</b>  Non-governmental and international organizations, media	<ul style="list-style-type: none"> <li>Number of meetings held on protection from UXO</li> <li>Number of training events aimed at specific and particularly vulnerable population groups</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding
	5. Promote various options to report	Ministry of Civil Affairs of BiH, BiH Demining Committee, MAC,	<ul style="list-style-type: none"> <li>Number of infomercials explaining how</li> </ul>	Ongoing	Core budget funds of responsible institutions,

	mines and UXOs and cases of explosion, and intensify activities to promote mine hazard during works, sowing, excursions, hikes	entity civil defense organizations <b>Partners:</b> Non-governmental and international organizations, media	UXOS can be reported • Number of printed leaflets and other promotional material		donor funding
	6. Raising awareness of the governing structures on the significance of demining compared to other priorities.	Ministry of Civil Affairs of BiH, BiH Demining Committee, MAC, entity civil defense organizations <b>Partners:</b> Non-governmental and international organizations, media	• Number of high-level meetings on the problem of demining • Number of seminars and conferences organized	Ongoing	Core budget funds of responsible institutions, donor funding
<b>Launching campaign to support women and girls victims of conflict</b>	1. Create programs to empower women, civilian victims of war, within associations dealing with women civilian victims of war, by providing psycho-social assistance and strengthening capacities	Non-governmental and international organizations <b>Partners:</b> Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH, cantonal ministries of social welfare, social welfare centers, Gender Equality Agency of BiH, Entity Gender Centers	• Number of programs created • Number of women involved in support programs • Number of women engaged professionally	2010/2011	Core budget funds of responsible institutions, donor funding

	2. Create programs to assist women victims of war within the responsible institutions	<p>Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH, cantonal ministries of social welfare, social welfare centers, Gender Equality Agency of BiH, Entity Gender Centers</p> <p><b>Partners:</b></p> <p>Non-governmental and international organizations, media, private sector</p>	<ul style="list-style-type: none"> <li>• Number of institutions involved</li> <li>• Number of programs created</li> <li>• Number of women involved in support programs</li> <li>• Number of women engaged professionally</li> </ul>	2010/2011	Core budget funds of responsible institutions, donor funding
	3. Organize public events with representatives of civilian victims of war associations to identify their problems and needs	<p>Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH, cantonal ministries of social welfare, social welfare centers, Gender Equality Agency of BiH, Entity Gender Centers</p> <p><b>Partners:</b></p> <p>Non-governmental and international organizations</p>	<ul style="list-style-type: none"> <li>• Number of organized public events and meetings</li> <li>• Number of meeting participants</li> <li>• Number of conclusions and recommendations</li> </ul>	2010	Core budget funds of responsible institutions
	4. Support education, re-training and employment	<p>Ministry of Health and Social Welfare of RS, Ministry of Labor and Social Affairs of FBiH,</p>	<ul style="list-style-type: none"> <li>• Number of women who completed re-qualification</li> </ul>	Ongoing	Core budget funds of responsible institutions,

	(economic empowerment)	cantonal ministries of social welfare, Employment Bureau of FBiH, RS Employment Bureau, cantonal employment offices  <b>Partners:</b>  International, non-governmental organizations and private sector	programs <ul style="list-style-type: none"> <li>• Number of women who found employment</li> <li>• Duration of employment</li> </ul>		donor funding
	5. Support re-traumatization workshops (identification of experts in this field who will educate others to provide services to end users/victims)	Social welfare centers, medical institutions  <b>Partners:</b> Responsible ministries, international and non-governmental organizations	<ul style="list-style-type: none"> <li>• Number of workshops held</li> <li>• Number of persons trained</li> <li>• Number of sessions with women victims of war</li> <li>• Number of women who benefited from psycho-social support</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding
	6. Developing and improving training modules for family doctors and social workers to address re-traumatization problems	Entity health ministries, medical institutions, local communities, social welfare centers  <b>Partners:</b>  International and non-governmental organizations,	<ul style="list-style-type: none"> <li>• Number of modules created</li> <li>• Number of medical and social workers involved</li> <li>• Number of sessions held with women victims of war</li> <li>• Number of newly</li> </ul>	2010/2011	Core budget funds of responsible institutions, donor funding

		medical experts on retraumatization	involved women in support programs		
<b>Increased knowledge and capacity of state services to apply UNSCR 1325</b>	1. Improve cooperation with civil service agencies to introduce modules addressing gender equality topics, including UNSCR 1325 and UNSCR 1820	Gender Equality Agency of BiH, Entity Gender Centers	<ul style="list-style-type: none"> <li>• Number of modules created</li> <li>• Number of trainings</li> <li>• Number of civil servants trained</li> </ul>	2010/2011	Core budget funds of responsible institutions
	2. Organize trainings on UNSCR 1325 for civil servants in leadership positions	Gender Equality Agency of BiH, Entity Gender Centers	<ul style="list-style-type: none"> <li>• Number of trainings</li> <li>• Number of civil servants trained</li> <li>•</li> </ul>	2010/2011	Core budget funds of responsible institutions
	3. Create modules to educate BiH diplomats and staff in foreign diplomatic offices	Ministry of Foreign Affairs of BiH, Gender Equality Agency of BiH	<ul style="list-style-type: none"> <li>• Modules created, number of trainings</li> <li>• Number of BH diplomats and staff in diplomatic offices trained</li> </ul>	2010/2011	Core budget funds of responsible institutions
	4. Establish cooperation with countries implementing UNSCR 1325, and especially countries of the region, aiming to relay experiences in the implementation of the Resolution and establishing regional cooperation	Gender Equality Agency of BiH <b>Partner:</b> Ministry of Foreign Affairs of BiH	<ul style="list-style-type: none"> <li>• Number of meetings</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding

	5. Marking the 10 <sup>th</sup> Anniversary of Resolution 1325	Ministry of Foreign Affairs of BiH, Foreign Ministry Sector for Policy and Planning, Gender Equality Agency of BiH, Entity Gender Centers, responsible ministries  <b>Partners:</b>  International and non-governmental organizations	<ul style="list-style-type: none"> <li>• Meetings and conferences held</li> </ul>	31 October 2010	Core budget funds of responsible institutions, donor funding
<b>Improved cooperation with non-governmental and international organization to implement UN R 1325 in BiH</b>	1. Identification of past experiences, improving communication, cooperation and system of information exchange among non-governmental and international organization working on the implementation of UNSCR 1325 in Bosnia and Herzegovina	Gender Equality Agency of BiH, Entity Gender Centers, international and non-governmental organizations implementing UNSCR 1325	<ul style="list-style-type: none"> <li>• Number of meetings</li> <li>• Number of meeting minutes and conclusions from meetings</li> <li>• Jointly implemented activities</li> <li>• Beneficiaries of jointly implemented activities</li> <li>• Number of NGO projects implemented</li> <li>• Number of international organizations involved</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding, NGO and international organizations funds

	2. Cooperation, support and joint implementation of governmental and non-governmental projects dealing with the implementation of R 1325	Gender Equality Agency of BiH, Entity Gender Centers, international and non-governmental organizations implementing UNSCR 1325	<ul style="list-style-type: none"> <li>• Number of jointly implemented project activities</li> <li>• Involved users</li> <li>• Benefits gained by beneficiaries of jointly implemented programs</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding, NGO and international organizations funds
	3. Continuing and improving cooperation with EUFOR, UNIFEM and EUPM	Gender Equality Agency of BiH, EUFOR, UNIFEM and EUPM	<ul style="list-style-type: none"> <li>• Number of jointly implemented activities</li> <li>• Involved beneficiaries</li> <li>• Benefits gained by beneficiaries of jointly implemented programs</li> </ul>	By the end of Action Plan implementation	Core budget funds of responsible institutions, donor funding, NGO and international organizations funds
	4. Raising awareness on Resolution 1325 at local level	Gender Equality Agency of BiH, Entity Gender Centers, international and non-governmental organizations implementing UNSCR 1325	<ul style="list-style-type: none"> <li>• Number of roundtables</li> <li>• Number of meetings</li> <li>• Number of meeting participants</li> <li>• Number of local implementation programs launched for UNSCR 1325</li> </ul>	Ongoing	Core budget funds of responsible institutions, donor funding, NGO and international organizations funds

**Acronyms:**

BiH – Bosnia and Herzegovina

F BiH – Federation of Bosnia and Herzegovina

RS – Republika Srpska

UNSCR – United Nations Security Council Resolution

AF – Armed Forces

AP - Authorized persons

CS – Civil servants

NEO – employees

SEPCA - Southeast Europe Police Chiefs Association

