

FINAL REPORT Implementation of UNSCR 1325: Integration of gender-sensitive policies in the security sector of Bosnia and Herzegovina

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*Implementation of UNSCR 1325:  
Integration of gender-sensitive policies in the  
security sector of Bosnia and Herzegovina*

*September 1st 2010 - June 30th 2011.*

*Žene Ženama*

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# 1. Project Report

## 1.1 Project information

**Project title:** "Implementation of UNSCR 1325: Integration of gender sensitive policies in the security sector of Bosnia and Herzegovina"

**Project duration:** September 1st 2010 –June 30th 2011

**Approved budget:** BAM 78.031,00

**Project location:** Sarajevo, Banja Luka, East Sarajevo, Mostar, Bratunac, Modriča, Foča, Travnik, Tomislavgrad, Bihać, Tuzla and Ustiprača/Novo Gorazde

### Planned project results:

- Mainstream gender into programs of the security sector institutions through trainings of members of the Coordination Board and the security sector,
- Enhance local ownership of the Action Plan on the implementation of UNSCR 1325,
- Raise awareness regarding UNSCR 1325 and the Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina.

### Project activities:

- Six formal meetings of the Coordination Board,
- Training of trainers (TOT) for the representatives of the Coordination Board,
- Two seminars for representatives of the security sector and NGOs,
- Ten workshops at the local level with representatives of the security sector, civil society organizations, and local institutions,
- Promotional campaign (dissemination of information, advocacy, and public presentations (one radio and one TV show) at state, entity and local level.

**Direct beneficiaries:** 250

**Indirect beneficiaries:** 2.500

**Implementing Organization:** Association Žene Ženama

**Main partner organizations:** Agency for Gender Equality of Bosnia and Herzegovina, Ministry of Human Rights and Refugees in BiH

### Other partner organizations:

- **Governmental institutions** represented on the Coordination Board in charge of overseeing the implementation of the Action Plan on UNSCR 1325 (BiH Ministry of Defense BiH, Ministry of Security BiH, Ministry of Finance and Treasury BiH, Ministry of Foreign Affairs BiH, Bosnia and Herzegovina Mine Action Centre (B&H MAC), Ministry of Interior FB&H, Ministry of Internal Affairs RS, Gender Centre FB&H, Gender Centre RS, the Agency for Investigation and Protection (SIPA) and the Border Police B&H).
- **Civil Society organizations** (CSOs): Helsinki Citizens Assembly Banja Luka, Horizonti Tuzla, Budućnost Modriča, Žena BH Mostar, Žene sa Une Bihać, Viva Ustiprača/Novo Gorazde, Vijeće mladih East Sarajevo, Maja Kravica Bratunac, Demokratski centar Nove nade Foča, and Duvanjske Tomislavgrad. **The Mission of European Forces in B&H (EUFOR)- The Liaison and Observation Team** (LOT) Travnik and **the Police Mission of European Union** in B&H (EUPM).

**Project staff:** Žene Ženama (2) and the BiH Agency for Gender Equality (1)

**External associates:** Trainers at the ToT and the seminars (4) and facilitators at the workshops (20)

**Contact persons:** Indira Mujić, Žene Ženama and Maida Čehajić, the Agency for Gender Equality of Bosnia and Herzegovina (GEA)

**Responsible person:** Nuna Zvizdić, Žene Ženama

## 1.2 Executive summary

The project "**Implementation of UNSCR 1325: Integration of gender sensitive policies in the security sector of Bosnia and Herzegovina**" was developed in close cooperation of the NGO Žene Ženama, the Agency for Gender Equality of B&H, Ministry of Human Rights and Refugees, and UN Women. The project was implemented by Žene Ženama and the Agency for Gender Equality of B&H, as well as the Coordination Board for the implementation of the Action Plan for 1325 in B&H and ten local women's organizations.

The planned result of the project was to strengthen capacities of the Coordination Board and security sector to implement and promote the Action Plan on the UNSCR 1325. This was done by means of advancing the understanding about the different security needs of men and women and how to mainstream gender into policies and programs. The project also intended to contribute to the implementation of UNSCR 1325 at the local level, through cooperation with local NGOs and institutions, and to raise public awareness about the UNSCR 1325 and the Action Plan.

### **The Project implementation has included following activities:**

- Six formal meetings of the Coordination Board
- Training of trainers (TOT) for the representatives of the Coordination Board
- Two seminars for representatives of the security sector and NGOs
- Ten workshops at the local level with representatives from the security sector, civil society organizations and local institutions
- Promotional campaign (dissemination of information, advocacy and public presentation – one TV and radio shows) at state, entity and local level.

Project activities were closely related to implementation of the objectives of the Action plan for the implementation of UNSCR 1325 in B&H, particularly:

1. The inclusion of women at all levels of decision-making processes
2. The incorporation of a gender perspective in the training of military and police.
3. The protection and promotion of human rights of women and girls
4. The cooperation and partnership of state institutions, and international and non-governmental organizations.

The main sustainable result of the project was its contribution to improved cooperation between state and entity institutions responsible for the implementation of the Action Plan and the establishment of communication of the institutions represented at the Coordination Board with local stakeholders. These results were achieved through capacity building that was focused on trainings of the representatives of the Coordination Board at state and entity level, and the security sector at entity and local level, as well as local authorities and other stakeholders, It is important to emphasize that the project helped state and entity institutions professionals to improve their training skills and develop closer cooperation with institutions and civil society organizations on local level.

## 1.3 Project context

The aim of the project was to strengthen the capacities of the Coordination Board as well as the security sector and to link state and entity institutions with local constituents to improve the effective implementation of the Action Plan for UNSCR 1325 in Bosnia and Herzegovina.

The Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina was adopted on 27<sup>th</sup> of July 2010, on the 129<sup>th</sup> session of the Council of Ministers of B&H ("Official Gazette" 92/10). Bosnia and Herzegovina thereby became the first country in Southeast Europe to adopt an Action Plan for the implementation of UNSCR 1325.

The adoption of the Action Plan demonstrated the political will to implement UNSCR 1325 and ensure women's participation in development of peace and stability.

The Action Plan for the implementation of the UNSCR 1325 has eight goals:

- Increased participation of women in decision-making position at all levels of government in Bosnia and Herzegovina
- Increased number of women in military and police forces and promotion of women as holders of leadership positions in military and police
- Increased participation of women in peacekeeping operations and introducing the gender perspective in the training of personnel training for peacekeeping missions
- Combating human trafficking,
- Reduced risk of mine contaminated areas in Bosnia and Herzegovina
- Launching campaign to support women and girls victims of conflict
- Advancing the knowledge and the capacity of state services to implement UNSCR 1325
- Improving cooperation of governmental bodies with non-governmental and international organizations to implement UNSCR 1325 in B&H<sup>1</sup>.

Joint efforts of state and entity institutions, as well as local institutions, international and non-governmental organizations, focusing on in the implementation of the UNSCR 1325 constituted the basis on which the Action Plan was developed and has been implemented.

In year 2003, the Agency for Gender Equality and the gender centers at the entity level were established by law. These institutions, especially the Agency for Gender Equality of B&H, had an instrumental role in introducing the multi-stakeholder approach for the process of developing and implementing both the Gender Equality Action Plan and the Action Plan for the Implementation of the UNSCR 1325 in Bosnia and Herzegovina. This has resulted in the recognition of the Action Plan on UNSCR 1325 as a priority by the relevant institutions and agencies responsible for its implementation, evident among other things by the incorporation of AP activities into the annual work programs of certain ministries and agencies. As a result, the Action Plan on the UNSCR 1325 has become an instrumental tool for mainstreaming gender into security and achieving gender equality in BiH.

Zena Zenama, which was on the Working Group developing the Action Plan on UNSCR 1325 and serves on the Coordination Board for the Action Plan, has since year 2003 been in charge of various projects aimed at advancing the implementation of the UNSCR 1325 and raising public awareness about the Resolution. In 2007-2008, Zena Zenama implemented a project in partnership with EUFOR, EUPM and women's CSOs in both entities to advance the implementation of UNSCR 1325 in Bosnia and Herzegovina. The project, which was supported by UN Women, enabled EUFOR and EUPM to strengthen their cooperation with local institutions and civil society, in particular women's associations, which is one of the important preconditions for the effective implementation of UNSCR 1325 at the local level.

The Coordination Board for the implementation of the Action plan for UNSCR 1325 was appointed by the Council of Ministries of BiH as the "umbrella body" for the monitoring and evaluation of the progress of implementing the activities under the Action Plan. The Coordination Board is composed of the representatives of ministries and institutions that were involved in the development of the Action Plan. The Board is coordinated by the Agency for Gender Equality of BiH and operates on the principle of regular meetings and consultations between the relevant state and entity level institutions. Other relevant stakeholders are being consulted with as well through the Agency for Gender Equality.

The Coordination Board has an instrumental role in bringing together responsible state and entity institutions including security institutions which have an important role to play in the implementation of UNSCR. Moreover, the project continues to forge the liaison necessary for the effective implementation of UNSCR 1325 between the state and entity institutions serving as the 1325 umbrella body and the local level institutions, which role is to meet the needs and ensure the human rights of the citizens in their everyday life.

Project results helped creation of liaisons between state and entity institutions and local level institutions and organization that work with citizens on daily basis. Education of members of the Coordination Board, straighten their capacities as well as capacities of theirs institutions.

## 1.4 Project objectives and planned results

The overall goal of the project is to advance the implementation of UNSCR 1325. The results envisioned by the project in support of the implementation of the UNSCR 1325 were the following:

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<sup>1</sup><http://www.arsbih.gov.ba/>

1. Capacity building of institutions represented on the Coordination Board and the security sector on how to mainstream gender into public policies and institutional programs and operational procedures and thereby making these key 1325 institutions more accountable to women.
2. Strengthening partnerships between governmental institutions on state and entity level with institutions, civil society and international organizations (EUFOR and EUMP) at local level in order to advance the effective implementation of UNSCR 1325 in Bosnia and Herzegovina.
3. Raising public awareness on UNSCR 1325 and the Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina in order to expand knowledge on the importance of this Resolution for development of local communities.

The training of trainers for the members of the Coordination Board and seminars for the security sector were intended to help them build their capacities to promote and implement UNSCR 1325 and the Action plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina on local level. The capacity building will serve as a very important basis for future trainings and projects of implementation of UNSCR 1325 on local level.

The regular meetings of the Coordination Board were aimed at contributing to more successful cooperation of state and entity institutions, which is one of the sustainable project results, and the implementation of workshops on local level had the aim to help institutions on state and entity level to link themselves with local level institutions and organizations that in turn is very important for future activities and projects. Finally, the promotion of UNSCR 1325 in the media is one of prerequisites for understanding how important is UNSCR 1325 for B&H within the framework on women, peace and security.

Non-governmental organizations in BiH began the process of implementation of UNSCR in 2003. Since then numerous activities have been implemented, such as: increased the number of women in positions of decision-making, implemented trainings for institutions and NGOs including police officers and social workers, media promotions of UNSCR 1325, thanks to which the general public got an insight about the importance of the Resolution.

The role of the Agency for Gender Equality in the process of initiating procedures for establishing the process of implementation of UNSCR 1325 in Bosnia and Herzegovina in cooperation with the Gender Centers of FBiH and RS, the Coordination Board, as well as key sectors of government and civil society organizations, was very important. That cooperation was reflected in the planning and making the BiH Gender Action Plan (GAP) and Action Plan of Bosnia and Herzegovina for the UNSCR 1325. The cooperation of all actors in BiH (governmental, international and civil society and particularly women's organizations) intends to preserve and enhance the achievements, encourage new initiatives that are potential for future advocacy actions.

Cooperation between EUFOR and EUPM and women's organizations in both entities was prompted by the implementation of UNSCR 1325 in Bosnia and Herzegovina back in 2007 and has lasted until today. Joint work in numerous of initiatives, was recognized as work that has been actively involved in social processes and problems and it is acceptable in terms of a potential partner to the government and international organizations in BiH. The projects that were implemented by Žene Ženama helped EUFOR and EUPM to strength their cooperation with local level institutions and NGO's, which is very important prerequisite for implementation of UNSCR 1325 on local level.

Joint efforts of state institutions, especially the Agency for Gender Equality of Bosnia and Herzegovina, international and non-governmental organizations, along with previously implemented projects, helped UNSCR 1325 to be promoted as one of the most important tools for achievement of gender equality in B&H. That also helped promotion of UNSCR 1325 in Bosnia and Herzegovina.

## **1.5 Project activities**

### **a) Training of trainers (ToT) for the members of the Coordination Board**

**Training of trainers** was given on 16th and 17th of January 2011 in Sarajevo. The training was planned for November but postponed as a result of the unavailability of one of the trainers due to personal reasons. The trainers, dr. Eglantine Gjermeni and dr. Mihallaq Qirjo, have previously worked in Bosnia and Herzegovina where they did demonstrate excellent knowledge of the relevant subject matter and training skills. Therefore, it was decided to postpone the training to January 2011, rather than trying to find new trainers.

The training was attended by 17 members of Coordination Board<sup>2</sup>. During the training, the participants learned about the concept of gender, gender mainstreaming, development of training materials and training skills. The aim of the training was to enable the members of the Coordination Board to organize their own training sessions within the project at the local level (10) as well as within or for their own institutions.

It is important to note that the knowledge and the skills gained by the training constitutes a substantial contribution to the capacity building of civil servants in particular and institutional capacity building in general, which is one of the goals of the Action Plan on UNSCR 1325. In addition, the gained knowledge will be used in the promotion the Action Plan within the relevant institutions.

**Evaluation of the ToT:** In the evaluation of the training by the members of the CB, it was emphasized that the training was particularly beneficial because it enabled them to acquire new knowledge in the areas of gender, gender mainstreaming, as well as training skills and knowledge on how to create training modules for workshops and seminars. Selected trainers were rated with the highest marks.

#### **b) Seminar for representatives of security sector and NGOs**

Training seminars for the security sector and NGOs in each of the entities were organized in Banja Luka on 9<sup>th</sup> of February 2011 and in Sarajevo on 31<sup>st</sup> of March. The original plan was to host the seminars in November and December, but they were postponed as a result of the delay in giving the ToT and because of the general elections on 3<sup>rd</sup> of October 2010 which resulted in transitional period while new governments were formed. The Government of the Federation was only formed in the second half of March 2011 and its nomination confirmed at the end of the month.

The seminar in Republic of Srpska (RS) was hosted in the building of the Ministry of Internal Affairs of RS in Banja Luka. The seminar was attended by representatives of the Ministry of Internal Affairs of RS, non-governmental organizations and the EUPM<sup>3</sup>.

The seminar in the Federation was organized on 31 March 2011 at the "Bosnia" hotel. The seminar was attended by representatives of the Ministry of Internal Affairs of the Federation of B&H and non-governmental organizations.

Trainers in both of the seminars were Kika Babić Svetlin, gender expert at the Agency for Gender Equality, and Mr. Mithat Izmirlija, assistant professor at the Law Faculty at the University in Sarajevo.

**Evaluation of the seminars:** The seminars showed that the participants were very open for acquiring new knowledge in the field of gender equality and the implementation of UNSCR 1325.

#### **c) Meetings of the Coordination Board**

There were **six meetings of the Coordination Board** held during the implementation of the project to facilitate the participation of its members in the implementation of the project and the Action Plan on UNSCR 1325 (see chapter 2.3 in this report for more information on meeting dates and agenda).

Meetings were organized in Sarajevo and chaired by the Agency for Gender Equality of B&H. In the meetings, the members of the Coordination Board prepared among other things annual working plans for their respective institutions regarding the implementation of activities identified in the Action Plan, the workshops at local level, and cooperation with other governmental institutions, international organizations and NGOs.. The final meeting of the Coordination Board for the implementation of UNSCR 1325 in Bosnia and Herzegovina was held on 30 June 2011 with the presence of the project partners.

#### **d) Workshops at the local level**

The main objective of the workshops was the integration of gender policy in the security sector, through promotion of the Action Plan for UNSCR 1325 and to empower and sensitize key local stakeholders about activities being implemented under the Action Plan at the state and entity level within relevant government agencies and departments.

The local workshops entitled "Promotion of Action Plan for UNSCR1325" were implemented in two parts. The first part was informative based on presentations about the key commitments and goals of Resolution 1325 and the Action Plan while the second part consisted of discussions in working groups.

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<sup>2</sup> List of participants attached.

<sup>3</sup> List of participants attached



The aim of the discussions was to have the participants identify opportunities and obstacles with regard to the implementation of the UNSCR 1325 and the Action Plan from the perspective of local governmental actors, institutions, NGOs, and citizens who are the local stakeholders for its implementation in Bosnia and Herzegovina.

Ten workshops were conducted in partnership between members of the Coordination Board and local women's associations in May-July 2011 according to the following schedule:

- Tuzla - 27/04/11, Partner Organization: Horizonti
- Foca - 16/05/11, Partner Organization: Demokratski centar Nove nade
- Bihac - 17/05/11, Partner Organization: Žene sa Une
- Bratunac - 24/05/11, Partner Organization: Maja Kravica
- Mostar - 25/05/11 Partner Organization: Žena BiH
- Tomislavgrad - 25/05/11, Partner Organization: Duvanjke
- Novo Gorazde - 27/05/11, Partner Organization: Viva
- Banja Luka - 10/06/11, Partner Organization: Helsinški Parlament građana
- Travnik - 15/06/11, Partner organization: Liaison Observation Team Travnik (LOT) European Forces Mission in B&H (EUFOR)<sup>4</sup>
- Modriča - 21/06/11, Partner Organization: Budućnost

The workshops were very important, especially in terms of networking between state and entity level institutions vested with the responsibility to oversee the implementation of the Action Plan and institutions at the local level. Each workshop was facilitated by one member of the Coordination Board (Enes Hadrović, Sead Muratović, dr Muhamed Smajić, Željka Blagovčanin and Razija Bečirević from Ministry of Defense B&H; Ankica Tomić and Ognjen Zekić from Ministry of Security B&H; Dženana Selimović from Ministry of Finance and Treasury B&H and Dragana Gligorić from Bosnia Herzegovina Mine Action Centre) and a representative from a local women's CSO (Mira Vilušić – Horizonti Tuzla; Hatidža Pečenković- Žene sa Une Bihać; Ivana Jagodić- Viva ustiprača/Novo Goražde; Gordana Vidović- Budućnost Modriča; Tima Bubalo – Žena B&H Mostar; Anđa Križanac- Duvanjke Tomislavgrad; Vesna Čančar- D.C. Nove nade Foča; Nada Marković- Maja Kravica Bratunac; Lidija Živanović- Helsinški Parlament Građana Banja Luka; Nikolina Marčeta and Alma Miralem – Liaison Observation Team Travnik (LOT) European Forces Mission in B&H.

After being introduced to the Action Plan and its goals, the participants were divided into working groups to discuss particular goals of the 1325 BiH Action Plan. The major challenge facing the participants was to identify how the Action Plan corresponds to the security needs and concerns of women at the local level such as prevention of and protection from gender based violence and economic empowerment of women. These issues were discussed by the participants in the working groups including how to implement the Action Plan for the benefit of women in local communities. The outcome from the workshops were recommendations (see chapter 2.4) which can serve to inform the implementation of the UNSCR 1325 and Action Plan in near future.

The workshops contributed to the continued cooperation with NGOs at the local level, which Žene Ženama has had a very successful collaboration with since 2003 when the process of the implementation of UNSCR 1325 in Bosnia and Herzegovina began.

#### **e) Public Awareness- Raising and Promotion of UNSCR 1325**

- A promotional leaflet was published to promote the project, UNSCR 1325 and the Action Plan. The leaflet was printed in 3,000 copies and distributed throughout the country, particularly through the implementation of the project activities at the local level.
- The project, UNSCR 1325 and the Action Plan was also promoted in the media through one TV and one radio show on TV 1. The main goal of the promotion was to emphasize the importance of coordination between the media, institutions and non-governmental organizations. The goals and results of the project were specified during the show with special emphasis on the importance of implemented activities for local community development. Media presentation of the Action Plan is very important in order to raise the awareness about the Action Plan and implement it on local level. The targeted audiences were housewives, students, and victims of gender based violence.

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<sup>4</sup> LOT teams participated in all workshops on local level, but only in Travnik they were partner organization.

## 1.6 Project strategies and progress towards planned results

The first strategy of the project did focus on how to engage and build the capacity of the members of the Coordination Board and the security sector with the overall goal of contributing to institutional capacity building to make public policies, programs and operation procedures more gender sensitive and inclusive and thereby more accountable to women. To goal was also to forge effective cooperation among the state and entity institutions represented in Coordination Board, both of which are preconditions for the effective implementation of the Action Plan for the implementation of UNSCR 1325 in Bosnia and Herzegovina.

The approach taken was to invest in the capacity building of the members of the Coordination Board and the security sector by means of training on gender and gender mainstreaming within the framework of commitments under the UNSCR 1325 on women, peace and security. Training of trainers for the members of the Coordination Board and seminars for the security sector actors in each of the entities were carried out under the project to advance knowledge on these topics including the different security needs of man and women, and the members of the Coordination Board were also trained to become trainers themselves.

The training of trainers and the seminars for the Coordination Board and the security sector built capacities to promote and implement the Action Plan on UNSCR 1325 within the respective institutions and at the local level. The members of the CB built up knowledge and skills which improved their ability to promote and implement the AP within their respective institutions and contribute to various events which were hosted on UNSCR 1325 during the implementation of the project by BiH Agency for Gender Equality, BiH Ministry of Security, BiH Ministry of Defense, women's civil society organization, UN Women, NATO HQ Sarajevo, EUPM and OSCE among others.

The training thereby served to build up institutional capacity on gender mainstreaming and the regular meeting of the members of the Coordination board improved coordination and cooperation of state and entity institutions with regard to the implementation of the AP, which combined are contributing to the effective implementation of the Action Plan on UNSCR 1325.

The second strategy of the project focused on promoting local ownership of the Action Plan by making it more meaningful to women and men in their everyday lives. The approach taken was to engage the members of the Coordination Board with local authorities and women's associations in local workshops. During the workshops the members of the Coordination Board introduced the goals of the Action Plan to the participants who then discussed its goals against the background of their local needs and concerns in particular the combat against domestic violence and economic empowerment of women. Discussions in working group focused on how the Action Plan could be implemented in practice for the benefit of women and men in these local communities. Simultaneously, communication was established between the state and entity level institutions represented in the Coordination Board and local institutions and associations, which is one of the preconditions for the effective implementation of the Action Plan.

Public awareness-raising is one of the preconditions for increased understanding about the relevance of the UNSCR 1325 for the fulfillment of women's human rights and inclusive security in the country. Therefore, in support of the overall aim of the project, a leaflet regarding the Action Plan and the project was produced and disseminated as a part of an awareness-rising and advocacy taking place during the seminars and the workshops as well as one radio and one TV show on TV 1.

In terms of the overall result of the project, it can be argued that at present, the implementation of the UNSCR 1325 has been recognized as a priority by relevant state and entity institutions. In so doing, the project has both built upon and sustained the results from previous projects. Moreover, the Action Plan on UNSCR 1325 has become a tool to mainstream gender into public policies, institutional programs and operational procedures, not least within the security sector. This can be seen in the incorporation of the activities defined in the AP into annual work programs of certain ministries, and their implementation with the technical assistance from the Agency for Gender Equality of B&H and financial support through FIGAP (Funding Mechanism for the Implementation of Gender Action Plan 2009-201).

The project also contributed significantly to the continued cooperation Žene Ženama has had with local NGOs since 2003 when the process of implementation of UNSCR 1325 in Bosnia and Herzegovina began. Moreover, the project established links between the state and the entity level institutions represented at the Coordination board and local institution and constituents. Such linkages are very



important for the effective implementation of UNSCR 1325. Otherwise, if the commitments under the UNSR Resolutions on Women, Peace and Security are not mainstreamed into local policies and practices, the actual advancement of gender equality and the right of women to live free from violence cannot be accomplished. By strengthening the ties and cooperation between institutions at state and entity level and local authorities, the project therefore contributed to one of the preconditions for the effective implementation of all policies and programs on gender equality and non-discrimination because people in BiH traditionally have to reach out to local authorities with regard to their everyday needs and concerns.

Based on the feedback from the partner organizations and the beneficiaries of the project it can first be concluded that a progress has been made in implementing the commitments under UNSCR 1325 seen in increased gender sensitive response to events of violence directed against women and girls among local authorities, police, judiciary, the centers for social work, media, and civil society organizations. There is however still gaps as the reports from the local workshops show (see chapter 2.4).

The inclusion of a greater number of women in decision-making positions within the management structure of the security sector was also reported. Noticeable is also the increase in the number of women soldiers and police officers in BiH peacekeeping missions and a growing interest among the leadership within the military and the police to appoint gender focal points to serve the aim of strengthening accountability, efficiency and respect for human rights and the rule of law, and ensuring greater inclusion of women in the defense and the security establishment.

The second conclusion is that the project has contributed to the generation of knowledge about best practices on how to engage institutions at state and entity levels with each other with regard to the implementation of laws, public policies and programs and how to create institutional linkages with institutions and constituents at the local level with the aim of capturing the concerns and needs at the local level to ensure the effective implementation of the respective laws, policies and programs.

Project results helped creation of liaisons between state and entity institutions and local level institutions and organization that work with citizens on daily basis. Education of members of the Coordination Board, straighten their capacities as well as capacities of theirs institutions.

## **1.7 Contribution to the implementation of laws, policies and action plans**

The project contributed to the implementation of the Law on Gender Equality in BiH (2009), in particular Article 20 of the Law and the BiH Gender Action Plan (see Chapter V - Political life and decision making), which addresses representation of women in positions of decision-making. Implementation of the project was also very significant in terms of the implementation of the Anti-discrimination Law, which was adopted in 2009 and prohibits, among other things, discrimination against women in the security sector as well as other sectors. Contribution of the project could be seen through raised awareness on local level about the existence of the above mentioned laws and Media promotion of the laws and mechanisms of implementation. The project is also consistent with the goals of state and entity laws and strategies for combating domestic violence, because it contributes to sensitization of the employees of security sector in the area of gender equality and security needs of women as compared to men.

## **1.8 Lessons learned and challenges**

The lesson learned from this project as well as previous projects is the fundamental importance of the inclusion of women and their organizations in the process of security sector reform which aim should not least be to create a more accountable security sector addressing women's security needs. Women and their civic organizations as well as organizations dealing with gender rights are important participants in the realization of safe and secure environment at the local level because of their assistance to victims of gender based violence, established connections with the security institutions and contribution to work aimed at eliminating insecurity by peaceful resolution and prevention of conflicts and gender-based violence. These organizations often collect or have access to detailed information about the security situation at the local level as well as the needs of the local women and accountability gaps in terms of security, and can serve as a liaison between local communities and the key actors in the field of security.

In terms of challenges encountered during the implementation of the project there are two of major importance. The first challenge is how to localize the Action Plan on UNSCR 1325 so it will address to the needs and the concerns at the local level, in particular security concerns of women such as gender based violence and economic empowerment of women.

The second major challenge is the lack of common methodology to monitor and evaluate the integration of gender perspectives into the design and the implementation of policies, programs and operational procedures within the security sector.. Such methodology is still lacking (the exception is a new initiative in the Ministry of Security) which represents a challenge in measuring progress and results in terms of the equal representation of men and women within the security sector and in decision making positions.

#### **Key lessons learned from the local workshops:**

**Tuzla 27.04.2011:** Workshops of this kind are welcomed by the local population because citizens are not at all informed about the UNSC Resolution 1325. The response of the citizenry to these workshops was very good and the participation of the participants in the discussion was constructive and progressive. It is important to continue working at the local level because the result of implementing the Action Plan at the local level has not yet been achieved. The response of men and their participation in discussions at the workshops was very positive. Cooperation between civilians and the Ministry of Defense was very good and good information provided.

**Ustiprača/Novo Goražde 27.05.2011:** After joint analysis of the working groups they came to the following common conclusions: Gender stereotypes cause gender inequality, discrimination against and exclusion of women from the enjoyment of their equal rights with men. Certainly the stereotypical notion that women are biologically destined to be mothers and wives, raise children, care for elderly members of the household and keep the household has not been eliminated. At the same time the role of males is to be dominant, take care of the common good, to be a soldier, a hero. This relationship between the sexes has been previously accepted without objection. Generally accepted code of heroism has not allowed the recognition of equality between men and women, so men have enjoyed the public recognition although women have also fought against the enemy. It is clear that the issue of inclusion and participation of women in all spheres of life and work is the issue of development, democracy and understanding of the challenges of modern times and 21st century, including a review of a number of social stereotypes. Inclusion of women in the security system and their participation must not only be the result of their participation in numbers but also reflect cultural changes of values and attitudes making the security sector more humane.

**Modriča 21.06.2011:** In the final round, participants pointed out that the topic of the workshop was interesting. Participants who already knew about the Resolution 1325 said that in spite of the existing knowledge it was useful to attend this workshop as they deepened their knowledge and, more importantly, they began to think about specific activities that could be undertaken for the sake of better implementation of the Resolution.

The participants who heard for the first time something about this topic agree that the Resolution and the Action Plan touch upon an important area of social life and that it should be spread and talked about further, even in families. They also expressed the desire that everything that was suggested at the workshop should not be "just a story" and that something concrete should be done.





## 2. List of supporting documents

### 2.1 The Training of Trainers on Gender and Security Issues: Agenda and Training Manual (attachment).

#### Agenda

Sarajevo, January 17th-18th, 2010

#### The objectives of the training course are:

- To deepen the knowledge about gender and development concepts, related to Human Rights and Security Issues.
- To refresh information on the international legal framework regarding Gender, Human Rights and security issues
- To offer knowledge and skills to mainstream gender equity in the security sector issues.
- To discuss challenges and opportunities for mainstreaming gender into the security issues.
- To enforce participants' personal commitment on gender equity.
- To develop participants' skills on providing gender training on gender and security issues to different target groups.
- To discuss models of Training on 1325 action Plan in Bosnia and Herzegovina 2010-2013

#### Participants

Representatives from: Ministry of Defence FB&H, Ministry of Security B&H, Ministry of Foreign Affairs B&H, Ministry of Interior FB&H, Ministry of Internal Affairs RS, Gender Center FB&H, Gender Center RS, Ministry of Finance B&H, Bosnia and Herzegovina Mine Action Centre (B&H MAC), State Investigation and Protection Agency (SIPA) and Border police B&H.

#### Trainers

Mrs. Eglantina Gjermeni, PhD  
Mr. Mihallaq Qirjo, PhD

#### Venue / date

Sarajevo, Bosnia Hotel  
Jan 17th-18th, 2011

#### Working language

English / Bosnian

#### Agenda

See below



<b>When ?</b>	<b>What ?</b>	<b>Who ?</b>
10.00-11.00	<b>Opening Session</b> Welcome and Introductory words Presentation of the participants and their expectations Each institution would have a chance to introduce briefly how they understand gender equality in their project/organization. Introduction and purpose of the workshop Presenting workshop agenda	Zene Zenama Rep's Trainers Each institution/organization representative
11.00-11.30	<b>Group Exercise: "Socio-gramma"</b>	Trainers&Participants
11.30 – 11.45	<i>Pause / Refreshments</i>	
11.45 - 13.30	<b>Module 1: Setting the scene: What are the achievements and challenges in achieving Human Rights and Gender Equality?</b>	
	- Why Gender? Inequalities in figures (Gender Gap Report)	Mihallaq Qirjo
	- Approaches to the development of the international legal framework. - Gender equality as a human right issue - Human rights Conventions and UN conventions: The UN Charter; Universal Declaration of Human Rights; Covenant on Civil and Political Rights; Covenant on Economic, Social and Cultural Rights; Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), Convention on the Rights of the Child, UN Resolution 1325, UN Resolution 1820	Eglantina Gjermeni
	- How to build up the training session on the international and country legal framework?	Mihallaq Qirjo
13.30 – 14.30	<i>Pause</i>	
14.30 –15.45	<b>Module 2: Definitions of key gender and development concepts</b> - Why gender and security? What is human security? Presentation of Gender Concepts: How to build up the training session on Gender Concepts	All participants Trainers
15.45 – 16.00	<i>Lunch break</i>	
16.00 – 16.30	<b>Module 3: Achievements and challenges in BiH</b> - Group discussion on the development of the BiH legal framework with regard to Human Rights & Equality	
	- <b>Spider net exercise</b>	Trainers&Participants
16.30 – 17.30	<b>Module 4: What does it mean to be a gender trainer</b>	Trainers
	Working in groups	Participants
17.30- 18.00	Plenary discussion and Evaluation of the day	Trainers&Participants
18.00	<i>End of first day's work</i>	

<b>When ?</b>	<b>What ?</b>	<b>Who ?</b>
10.00-10.30	Recalling the main topics of the first day of training Agenda of the second day	Trainers
10.30 –11.45	<b>Module 5: Indicators of implementation on UNSCR 1325-</b> Theoretical presentation	Eglantina Gjermeni
	- <b>Group working and discussion</b> Action Plan on implementation UNSCR1325 in Bosnia Herzegovina	Working groups by Objectives of Action Plan
11.45 – 12.00	<i>Pause / Refreshments</i>	
12.00 –13.30	<b>Module 6: Preparing training modules on Action Plan of implementation of UNSCR 1325</b>	
	- Group dynamics and learning process by adults Designing agenda and methodology in providing training	Mihallaq Qirjo
	- <b>Working in groups</b> Design the training agenda according to different target groups	Working groups by Target Groups
13.30 – 14.30	<i>Pause / Lunch break</i>	
14.30- 15.45	<b>Continue working in groups</b>	
	- Presentation and Group discussion	Trainers Plenary Discussion Feedback, suggestions
15.45 – 16.00	<i>Pause / Refreshments</i>	
16.00 – 17.30	<b>Module 4: Finalizing a training agenda</b>	Trainers/participants
	Presentation of the model of the agenda	Plenary Presentation
17.30- 18.00	- <b>Training Evaluation:</b> - Reflection on the Agenda and Participants Expectations Interactive Group/Individual Evaluation through various methods	Trainers &Participants
18.00	<i>End of the training of trainers</i>	

## 2.2 Seminars for the Security Sector and CSOs at entity level: Agenda and Training Material (attachment)

### Seminar: Gender equality in security sector

**Trainers:** Ms Kika Babić Svetlin, gender expert at the Agency for Gender Equality  
Mr. Mithat Izmirlija, assistant professor at the Law Faculty at the University in Sarajevo

### Agenda

**Banja Luka 09<sup>th</sup> February and Sarajevo 31<sup>st</sup> of March 2011**

<b>When?</b>	<b>What?</b>	<b>Who ?</b>
09.30-10.30	Welcome and introduction words  Introduction of participants and their expectations  Introduction of the objectives of seminar Introduction of the Agenda	Representatives of Žene Ženama, Gender equality agency, and MoI,  Participants  Trainers
10.30-11.30	Gender concept and gender mainstreaming  Group work/discussion	Kika Babić-Svetlin  Participants
11.30 -11.45	Coffee break	
11.45-13.00	International and national legal framework for gender equality  BiH gender institutional mechanisms  Strategies and policies in BiH (GAP and FIGAP)	Midhat Izmirlija Kika Babić-Svetlin
13.00-14.00	Lunch	
14.00-14.30	Gender and security sector  Action plan for implementation of the UN SCR 1325 (AP 1325)  Guidelines for work in groups	Kika Babić-Svetlin Midhat Izmirlija
14.30-14.45	Coffee break	
14.45 -15.45	Group work and presentations: How to mainstream gender within the scope of work of responsible institutions, how to implement AP 1325 activities, key challenges and propos how to overcome it...)	Participants
15.45 – 16.00	Evaluation and closing of the seminar	Participants and trainers



## **2.3 Meetings of the Coordination Board: Agenda.**

## **2.4 The local workshops: Agenda and Invitation.**

### **Agenda**

10:00 to 10:10	Words of welcome, Partner organization and Žene Ženama
10:10 to 11:00	ACTION PLAN UNSCR 1325 Coordination Body for the implementation of the Action Plan
11:00 to 11:30	UNSCR 1325 - the role of NGO Women's organization
11:30 to 12:00	Coffee Break
12:00 to 12:30	Introduction to Working Groups (themes, modes, and selection of participants)
12:30 to 14:00	Discussion in working groups: Objectives of the Action Plan UNSCR 1325

Increased participation of women in the decision-making positions (objective 1)  
Increased number of women in the army and the police and promotion of women in managerial positions in the army and the police (objective 2)  
Participation of women in peacekeeping missions and inclusion of a gender perspective into peacekeeping training mission (objective 3)  
Training of Civil Servants (employees, civil servants, police officers, judges and prosecutors) and promotion of SCR 1325 (objective 7)  
Cooperation with NGOs and international organizations during the implementation of Security Council Resolution 1325 (objective 8)

14:00 to 14:30	Closing Plenary Session – reports of group work and recommendations
14:30	Refreshments for participants

**Invitation for participation in the workshop: Action Plan UNSCR 1325**

Dear Sir/Madam,

UNWOMEN, the Agency for Gender Equality in Bosnia and Herzegovina and Žene Ženama with the support of the partner organization in project of Implementation of UNSCR 1325 in Bosnia and Herzegovina - Integration of gender policy in the security sector, have organized a workshop which would through promotion of the Action Plan for UNSCR 1325 sensitize and empower key local advocates in engagement for its implementation at the state level, within the relevant government agencies and departments.

Inclusion of women and their organizations in this process is an essential part of effective initiative at the local level. Civic women's organizations and organizations working on gender rights are important participants in the realization of the Action Plan at the local level because they provide assistance to victims, establish connections with the security institutions and work to combat the feelings that security is endangered. These organizations often have access to detailed information about the security at the local level as well as the needs of the local judicial authorities, and can serve as a liaison between local communities and the people who make key decisions in the field of security.

Local workshops entitled **Promotion of Action Plan UNSCR 1325** have two orientations. The first one relates to the presentation of the key standards of Resolution SCR 1325 and the Action Plan with the aim of informing. The second one has a more practical purpose and refers to the discussions led by the working groups to identify opportunities and obstacles from the perspective of local government actors, institutions, NGOs and citizens who are or may be local advocates for its implementation in Bosnia and Herzegovina.

The workshop will be held in ..... with provided refreshments.  
Attached to this letter is the work plan.  
Please confirm your participation latest by .....by tel/fax :.....;  
Contact person: Žene Ženama and partner organization.

“Žene Ženama” Association

Partner Organization

## **2.5 Presentation given at the local workshops (attachment) and Reports of the partner CSOs from the local workshops**

### **2.5.1 Tuzla, 27th of April 2011**

Facilitators: Mira Vilušić, Horizonti Tuzla and Enes Hadrović, BH Ministry of Defence

The workshop was initiated and fully held according to the planned agenda. In the discussions after the introductory presentation there was a large number of participants who in their presentations showed that they did not know the contents of this Resolution but they expressed the importance of the UN Resolution implementation, the need for greater public education on this Resolution, positive cooperation in the past activities between.

Considering that the greatest number of participants were students of the University of Tuzla it was also discussed about the possibility to include this issue in the upbringing and education system in Bosnia and Herzegovina.

#### **CONCLUSIONS OF GROUPS:**

Group No. 1 worked on the Goal number 1 of the Action Plan for the implementation of UNSCR 1325 in B&H - Increase of the number of women in the army and the police, and the promotion of women in managerial positions in the army and the police.

1. Women in the army could get leadership positions if they got a majority of seats in the councils and by participating in that way they could get positions of generals, officers, etc;
2. Marketing advertisements could affect the awareness of very young women to opt for the study of military academies, so they could be significant support to women in the armed forces;
3. In the police sector, regardless of education, women cannot be promoted on higher ranks. Women should be more engaged politically in order to improve their positions in the Ministry of Interior;
4. The Minister of Security has a degree in special education, and we think that job could be better performed by a woman who has the relevant educational background and the abilities for those functions;

Group No. 2 worked on the Goal – Increase of participation of women in peacekeeping missions and the inclusion of a gender perspective.

1. Women need to be persistent in breaking down prejudices about the so-called male occupations;
2. Use media campaigns, promotions and seminars;
3. Interviews with women who have already had experience in such missions;
4. Support to women by family, friends;
5. Encourage women to participate in various non-governmental organizations that provide support to women in achieving their goals;

Group No. 3 worked on the Goal - Training of civil servants, employees and promotion of SCR 1325

1. Increased participation of women in decision-making positions at all levels of government;
2. The goal of increasing the number of women in the army and police forces in management positions;
3. The fight against trafficking in persons;
4. Demining;
5. Launching a campaign to help women and girls against discrimination;

Group No. 4 worked on - Cooperation with NGOs

1. Influence the government sector which decides on the allocation of funds for projects for the associations representing the population of persons with disabilities (civilian war victims, the association of the blind, disabled veterans, etc.);
2. Close cooperation with the local government in local communities, civic associations at the local level and councils of local communities;
3. Networking of NGOs, networking of people with disabilities as well as civilian victims of war for achieving better performance and activities;
4. Interregional cooperation;
5. Cooperation with universities, secondary and primary schools;
6. Using the experiences of the EU;



### **2.5.2 Foča, 16th of May 2011**

Facilitators: Vesna Čančar, DC Nove nade and Sead Muratovic, Ministry of Defence B&H

The workshop has been completed as planned. What is important to point out is a good media promotion of events, information about the workshop and interviews with moderators that were broadcast in the central news program of Radio Foča - Journal, and in this way the information was placed to a large number of citizens of Foča.

We believe that the workshop was completely successful and that it was mutually beneficial. Participants were informed about the procedure of adoption of the Action Plan and the planned activities on the realization of the same one, and the possibilities of joint actions on these issues from governmental and nongovernmental sectors. On the other hand, we got familiar with the concrete problems relating to the local community in Foča, and with some constructive proposals that can contribute to improvement of the situation regarding gender equality and therefore to a faster and better implementation of the Action Plan. We think that in the future it would be good to continue this activity in other communities and it would be useful to involve representatives of the Agency for Gender Equality in these workshops.

### **2.5.3 Bihać, 17th of May 2011**

Facilitators: Hatidža Pečenković, Žene sa Une and Dr. Muhamed Smajic, Ministry of Defense B&H

Participants in the workshop were: the representatives of the Bihać municipal administrative bodies, representatives of the Cantonal Ministry of Interior of Una-Sana Canton, representatives of Žene sa Une Association, Unski smaragdi, representatives of EUFOR LOT Cazin, representatives of the OSCE Office in Bihac. In accordance with the established program, the workshop considered the following topics. The presentation was accompanied by a significant participation of the participants, either by questions or comments.

In the second part of the workshop participants were divided into two working groups and they were assigned a number of selected goals in the Action Plan. The following objectives were discussed: Increased participation of women in decision-making positions - objective 1; Increased number of women in the army and the police and promotion of women in managerial positions in the army and the police - objective 2, Women's participation in peacekeeping missions and inclusion of a gender perspective in training of peacekeeping missions - objective 3.

The second working group discussed the following objectives of the Action Plan: Training of civil servants (employees, civil servants, police officers, judges and prosecutors) and promotion of SCR 1325 - objective 7, and cooperation with NGOs and international organizations during the implementation of Resolution 1325 of Security Council – objective 8.

Characteristic of activities of working groups is reflected in the comprehensiveness of the analysis in the field that is treated by the set objectives, and eventually they offered suggestions for improvement in these areas and realization of the set objectives. Suggestions correspond with measures that are identified in the elaboration of the Action Plan.

Having sublimated the content and activities through the implementation of this workshop opinion is that the event proved its purpose. Participants were informed about the procedure of adoption of the Action Plan and the planned activities on the realization of the same one, and the possibilities of joint action on these issues from governmental and nongovernmental sectors.

### **2.5.4 Bratunac, 24th of May 2011**

Facilitators: Nada Marković, Maja Kravica and Zeljka Blagovčanin, Ministry of Defence B&H

The workshop was attended by 24 people: 2 people from the municipality, OSCE - 1 person, EUFOR - 3 people, CSR-1 person, Local security center Baratunac - 1 person, border police Zvornik - 1 person, the president of municipal gender commission - 1 person, a representative of a day nursery -1 person, NGO – 5 people, OSS - 1 person, community councils - 4 people, students – 1 person, media – 3 people, representatives of the RTS were not signed on the list.

The purpose of the workshop was to inform the key local advocates about the need of implementation of the UN Resolution 1325 in Bosnia and Herzegovina, as well as their empowerment in the engagement for its full implementation. The work during the workshop was realized in two parts.

During the first part the participants were familiarized with the content and significance of UNSCR 1325 and the role of NGOs in its implementation, as well as with the content of the Action Plan for implementation of the UN Resolution 1325 in Bosnia and Herzegovina.

The second part of the workshop was realized through the work of two working groups.

Basis for the work of the working groups were: Activities in accordance with the Action Plan for implementation of UNSCR 1325 in Bosnia and Herzegovina and the participants opted for two activities:

- Increased number of women in the army and the police and promotion of women in managerial positions in the army and the police (objective 2)

- Cooperation with NGOs and international organizations during the implementation of Security Council Resolution 1325 (objective 8)

During the work and presentation of the working groups they discussed identification of problems, constraints, challenges and priorities related to implementation of the Action Plan of UNSCR 1325 in Bosnia and Herzegovina with the aim of identifying opportunities and obstacles from the perspective of local government actors, institutions, NGOs and citizens who could or can be local advocates for its implementation in Bosnia and Herzegovina.

#### CONCLUSION:

- Municipal Gender Commission will have a working meeting where they will create a local action plan for implementation of the Resolution 1325. It was emphasized that the greatest contribution in the fight for women's rights and the Resolution was given by women's local organizations: "MAJA", "Forum žena", "Jadar" and "Nature".

- The local women's organizations should continue to support women to participate in decision-making positions.

- To continue the work on raising awareness among men about gender equality, additional development and further strengthening of confidence in women.

- To focus more work by women's NGOs to women and young girls in rural communities.

#### **2.5.5 Mostar, 25th of May 2011**

Facilitators: Tima Bubalo, Žena BiH and Ankica Tomic, Ministry of Security B&H

This workshop was attended by representatives of both government and NGOs, and representatives of political parties, thus: Center for Social Work Mostar, Ministry of interior affairs of Hercegovinačko-Neretvanski canton, SIPA Mostar, OSCE, EUFOR LOT Mostar, CCI Mostar, the Association of Roma Sarajevo, representatives of political parties Stranska demokratske akcije i Socijaldemokratska partija and members of Žena BiH. Presentations were followed by a discussion with the participants on the following topics:

- Increased participation of women in decision-making positions

- Increased number of women in the army and the police and promotion of women in managerial positions in the army and the police

- Participation of women in peacekeeping missions and inclusion of a gender perspective in the training of peacekeeping missions

- Training of civil servants (employees, police officers, judges and prosecutors) and promotion of SCR 1325

- Cooperation with NGOs and international organizations during the implementation of Security Council Resolution 1325.

At the end of this workshop everybody concluded that it was commendable that NGOs in Bosnia and Herzegovina informed general public about the Resolution UNSCR1325, and that it was necessary to continue these activities in the future and with the support of the state sector and international organizations. It was also concluded that more efforts should be made in sensitizing the media in order to

track and report on these and similar activities regarding the implementation of the Action Plan of the Council of Ministers for the UNSCR1325.

### **2.5.6 Tomislavgrad, 25th of May 2011**

Facilitators: Andja Križanac, Duvanjke and Dragana Gligorić, Bosnia and Herzegovina Mine Action Centre

At the workshop in Tomislavgrad it was concluded that the problem of inequality was not resolved by law and that gender centers should advocate for 50% of women in institutions instead of 30%, and that the concept of gender equality should be brought to every household. It all starts in the family. The task of each individual is to advocate equality, because it is the only way you can change the collective consciousness.

It was also concluded that counselors and psychologists had the major role, they should educate children about gender equality since kindergarten, and that the Coalition for Gender Equality should be encouraged to work again, namely the Coalition has been established, but the members have not been interested in working.

In the second part of the workshop working groups were formed, and they expressed their opinions on issues of gender equality, as well as on current activities that the municipal commissions might conduct on this issue.

Conclusions of the participants are as follows:

- The Commissions should take seriously their role of promotion of gender equality;
- They should make the program work with the priorities;
- They should make a survey on the issue of gender equality;
- The results of research should be presented to the public, the Gender Centers and the authorities;
- Networking into a Coalition for Gender Equality, which was founded in Canton 10;
- To educate members of the Commission, NGOs, OV, citizens and educational institutions on this subject;
- Initiatives by educational institutions for increased work on this issue;
- Initiatives to improve legislation in this area and to establish a supervisory body;
- To include representatives of NVOs, civil sector in every working body;
- To upgrade the Committee work program;
- Professional assistance to citizens in terms of these rights;
- To using the media to promote the law on gender equality;
- Local committee should establish a contact with the FBH Gender Centre and the Agency;
- Launch of a joint initiative on amending the electoral law.

### **2.5.7 Novo Gorazde, 27th of May 2011**

Facilitators: Ivana Jagodić, Viva Ustiprača and Ognjen Zekić, BH Ministry of Security

The workshop was divided into three parts- concept of the "UN Resolution 1325" and the role of NGOs in the implementation of the Resolution 1325. The participants were informed about the importance of the UN Resolution 1325, where and when it occurred, who the key players in the adoption of resolutions were, which the key commitments were adopted by resolution and obligations under the resolution, then how it was constructed, what it represented in practice, legal framework, etc.

The second part – concept of the Action Plan for UNSCR 1325 in Bosnia and Herzegovina for the period 2010-2013. The study included all levels of government of the state, entity and local levels, with regard how to increase the number of women in positions of decision-making. Participants were informed about the role of women in the army and police forces, women's participation in peacekeeping missions, the fight against trafficking in persons, demining, assistance to women and girls who were victims of civil war, cooperation with international and non-governmental organization in the implementation of UNSCR 1325 in Bosnia and Herzegovina and cooperation at regional level. They were also concisely informed about a draft action plan for implementation of UNSCR 1325 in Bosnia and Herzegovina for the period 2010-2013.

The third part was work with groups. Participants were divided into two groups. Both groups were given different resolution targets based on which they cited examples of how to achieve the goals and possible obstacles in achieving the same goal. Then, both groups presented their solutions and discussion ensued.



The first group was given the goal: "Increased participation of women in positions of decision making." As an example, they took education. They concluded that both sexes are equally represented in education, and that some positions were dominated by women. They think it would be good to introduce lectures on gender equality and discrimination in school, so that children from the very beginning were aware of gender equality and that such classes should be common. They also think that the media should pay more attention to issues such as gender equality, the Resolution 1325, discrimination, etc.

The second group was given the goal: "Increased number of women in the army and the police and promotion of women in managerial positions in the army and the police." Participants in this group believe that women in the army, the police and the security system is still a provocative topic for conversation. First of all, they asked whether the security institutions were ready and open to greater participation and work of women, whether the increased number of women would improve the functioning of these institutions and the confidence of citizens into the security sector, and whether our society was mature to change the bogus harmony of the existing stereotype. Participants assessed the various aspects of female participation in the police forces in BiH, in the process of recruitment and career development, training, disciplinary procedures and sexual harassment, the balance between work and family, the general conditions at work, cooperation and association. They find that it takes work to achieve true equality in the police service; women are insufficiently represented, and the number of women in senior positions is even lower. Police Administration should launch initiatives to improve recruitment, retention and advancement of women. Gender-conscious police is irreplaceable in developing and promoting democratic police services. They also came to the conclusion that the absence of women in senior positions in the police could be linked to the fact that 15 years ago very few women worked in the police forces in Bosnia and Herzegovina, so most women in the police did not have the necessary experience in the service, what was a prerequisite for appointment to top positions.

### **2.5.8 Banja Luka, 13th of June 2011**

Facilitators: Lidija Živanović, Helsinki Parliament and Đenana Selimović, Ministry of Finance and Treasury

The workshop started with the presentations of the UN Security Council Resolution 1325 and the Action Plan for implementation of Resolution 1325.

Based on previous knowledge, first we informed the participants about UNSCR 1325 and the role of NGOs, and then about the adopted Plan of Action for its implementation in Bosnia and Herzegovina.

In an discussion after the introductory speeches the participants posed the question of the influence of gender stereotypes and prejudices in the BH society as the main obstacles in achieving gender equality, and as measures to overcome them they stressed the need for gender sensitization throughout all levels of the education system, starting from kindergarten. The first 3 objectives were processed:

Objective 1 - Increased participation of women in decision making positions:

- to intensify the education of women politicians (advocacy, lobbying, negotiating, relations with the media, "how to speak to the general public";
- to raise gender awareness through seminars, workshops and roundtables together with female and male politicians;
- to coordinate the Election Law with BH law on gender equality;
- to introduce permanent educational programs to the Public Broadcasting Service program which will cover the topic of gender;
- to coordinate media promotion rules and rules for the election campaigns with BH law on gender equality;
- to introduce a mandatory quota for all functions of the executive;
- to introduce a mandatory quota for all functions of the executive.

Objective 2 - Increased number of women in the army and the police and promotion of women in managerial positions in the army and the police:

- to organize campaign of popularization of police and military occupations for women;
- to increase the minimal quota for women to enroll in schools that train the necessary personnel for the above mentioned professions (the quota at the Higher School of Internal Affairs is 10% now);
- to sensitize journalists (editorial policies) not to report on women engaged in military and police professions in management positions as an "incident".

Objective 3 - Participation of women in peacekeeping missions and inclusion of a gender perspective in the training of peacekeeping missions;

- media were again identified as a key means that could contribute through items about women peacekeeping missions and their experiences to recognition of the importance of gender perspective in public, and thus increase the interest of women in this profession;
- to organize special courses of foreign languages for women;
- to introduce obligatory education about UNSCR 1325 to the peacekeeping mission members before going to the peacekeeping missions.

**Recommendations:**

- Considering that mostly women respond to such invitations (the proof is this workshop), in order to reach these goals it is necessary to work with women and men together;
- Public Broadcasting Services, through the editorial policy of all programs must contribute to the gender sensitization of the public;
- To introduce sanctioning for non-implementation of relevant laws in practice.

**2.5.9 Travnik, 15th of June 2011**

Facilitators: Nikolina Marčeta, EUFOR, Amela Alić, LOT team Travnik and Razija Bećirević, Ministry of Defence B&H

The workshop was attended by representatives of the local media and the Federal Television, representatives of Viktorija 99 and Anima, Jajce and Donji Vakuf NGOs, representatives of the Centre for Social Work Travnik, Travnik Police Department, Armed Forces of Bosnia and Herzegovina, primary and secondary schools, hospitals, local communities, LOT team, the Headquarters of EUFOR and OSCE.

We are extremely pleased that the workshop was not attended solely by women as unfortunately it has often been the case, because gender equality has been seen mostly as so-called. "Women's issue".

According to the planned agenda the participants were informed about UNSCR 1325 and the role of NGOs, and then about the adopted Plan of Action for its implementation in Bosnia and Herzegovina. In addition to the planned presentations, the participants of the workshop learned why the presence of women was of great importance for the EUFOR mission in Bosnia and Herzegovina and about specific tasks which depended among other things on the gender of staff responsible for performing these jobs successfully.

Discussion that followed the planned presentations indicated quite a high awareness of the participants for the need of greater inclusion of women in public life of Bosnia and Herzegovina, particularly in the security sector. Further, it was pointed at a number of obstacles and stereotypes in Bosnia and Herzegovina.

The general conclusions that we want to point out as a result of this workshop are as follows:

1. The necessity of greater engagement of women in politics and public life in general in Bosnia and Herzegovina.
2. The necessity of continuous work on promoting of military and police professions in such a way that these professions seem attractive to feminine part of population in BiH.
3. The need for education of young people in the existing systems of education for the sake of a systematic raising of awareness of young people in order to break prejudices that they are daily exposed to.
4. Education of the media in terms of better and more natural presentation of successful women in public life in Bosnia and Herzegovina.
5. Finally, all participants should affect the existing systems within their organizations in order to create favorable conditions for equal integration of women.

**2.5.10 Modriča, 21st of June 2011**

Facilitator: Gordana Vidović, Budućnost Modriča

The workshop dedicated to the promotion of the Action Plan of the UN Resolution 1325, was attended by 17 participants, representatives of nongovernmental organizations, schools and representatives of international peacekeeping forces in Bosnia and Herzegovina (LOT).

The key objective of the workshop was to inform participants about the Resolution, the existing use, or Plan of Action for the implementation of the Resolution and challenges to of its implementation in Bosnia

and Herzegovina. In addition to presenting this topic, participants working in groups had the opportunity to present their ideas in developing activities at the local level, which would encourage the implementation of the Resolution relating to several areas:

- Increased participation of women in decision-making positions
  - Increased number of women in the army and the police and promotion of women in managerial positions in the army and the police
  - Participation of women in peacekeeping missions and inclusion of a gender perspective in the training of peacekeeping missions
  - Training of civil servants and promotion of SCR 1325
  - Cooperation with NGOs and international organizations during the implementation of the Resolution
- Results of group work have brought some interesting answers and some of them were in connection with all the mentioned areas. These "general" suggestions are as follows:

Raising of public awareness about the principles of equality through various activities (and, thus breaking the cultural bias of the male and female roles):

- Where they do not exist to make new ones, and where they already exist to make amendments to legislation that would eliminate any discrimination on grounds of sex, particularly in areas concerning the admission to the workplaces, the competition for police or military school, or sending in peacekeeping missions.
  - Create printed materials which will be distributed in the streets, institutions and other visited places in an ongoing campaign, which aims at continued education, but also a "warning" for those who do not respect the laws and regulations regarding the Resolution 1325.
  - Establish a database of victims of domestic violence, trafficking and other forms of discrimination, and classify obtained information according to gender, age category and other demographic data. To use these data to make "pressure" on the government to eliminate discrimination on grounds of sex and increase gender equality.
- 
- Through advocacy at the local level ensure more secure implementation of laws which clearly recognize the gender equality.
  - In schools, in cooperation with NGOs, organize continued workshops on these issues and look at the local level for a permanent source of funding for such activities. Providing these funds could be in charge of the Commissions for Gender Equality. It is important to include secondary and primary schools.
  - It is necessary to provide a certain internal control on the implementation of the principle of gender equality in all institutions, as well as the establishment of "independent body" in order to evaluate the application of gender equality in the local institutions.
  - Exploit the potential of women's associations and organizations that bring together a large number of women-members, because they represent a huge potential for a broader education of women, ranging from education on gender equality to spreading the need for more women in politics. In this context, there is a proposal that such organizations connect better with other NGOs that fight for women's rights, and municipal authorities (such as the Commission for Gender Equality), what could be used as a massive impact on the female electorate and also generally on all other activities for raising awareness about gender equality.
  - Impeach politicians and officials who defy the legislation. Participants offered and proposed specific actions related to specific topics in several areas:
    - In conjunction with the greater participation of women in peacekeeping missions and the tasks performed within a given mission to make a public campaign that would have an educative function, and that information about the duration, the necessary capacity and other criteria for admission and training is available to all, especially women. This idea comes from the assumption that women do not have enough information about the role and tasks of the mission and of the conditions for applications. So, to provide maximum transparency in this area, which means maximum effect on the local level. This transparency should be ensured through the media, schools, various public awareness campaigns. Also, this should have a longer continuity.
    - Another important thing about women's participation in peacekeeping missions is the need for reduction of the duration of the peacekeeping mission, and that instead of one year the mission duration is shorter. The reason for this lies in the fact that women-mothers do not want to leave their children for such long periods of time. Hence there is the need for advocacy and lobbying to change these rules.
    - In conjunction with the training of civil servants, the workshop participants see significant role in co-operation between governmental and non-government sector, who would through organizing the training

courses, workshops, public meetings and distribution of printed materials train and raise awareness on gender equality.

- In conjunction with increasing the number of women in decision-making positions, participants insisted on advocating and lobbying for equal participation of women in all segments of society, especially in politics, where the ratio between men and women would be 50:50. Also, participants suggests keeping of records at the local level of any successful activities carried out by women (politicians) in municipalities and public promotion of their work, what would increase the transparency of women in politics, and thus they would confirm their capabilities.



## **2.6 Summary of key recommendations**

- Have a variety of activities (lobbying, advocacy, media work, impeaching) on the adoption, amendments and legislation to facilitate implementation of full gender equality in all sectors of society.
- seek more sources of funding by municipalities for the implementation of activities to educate the population about the principles of gender equality. This is especially referred to continuous organizing of workshops in elementary and secondary schools, organizing of public meetings and printing materials. The importance of cooperation with NGOs that have experience in such work is pointed out.
- Increase activities at the local level and raise the level of responsibility of municipal governments in the implementation of existing laws concerning the principles of gender equality.
- Implement a multi-year monitoring of municipal institutions on the implementation of existing legislation and the implementation of gender components in municipal government.
- Find a way to introduce an internal control for the implementation and respect of gender equality in all government institutions, especially at the local level, as well as an independent body to control this implementation.
- From the earliest ages work on education of children about gender equality, elimination of prejudice and respect for the principle of gender equality.
- Enhance cooperation between the NGO organizations that promote women's rights and gender equality with other women's associations, as well as the strengthening of cooperation between governmental and NGO sector in education, training and public awareness on gender equality.
- Establish a database of victims of domestic violence, trafficking and other forms of discrimination, and classify obtained information according to gender, age category and other demographic data. Use these data to make "pressure" on the government to eliminate discrimination on grounds of sex and increase gender equality. NGOs can be the key factors of cooperation in government institutions that work for the protection and rehabilitation of victims of violence and trafficking, as well as of other forms of discrimination based on gender.

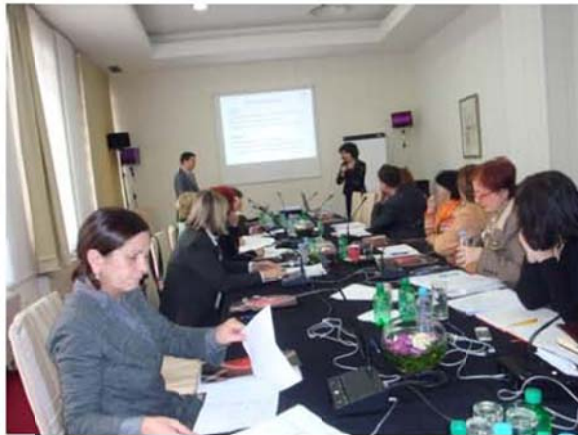
## **2.7 Promotional leaflet**





## Information about "Implementation of UNSCR 1325 in Bosnia and Herzegovina through the integration of gender sensitive policies in the security sector" project

Creation of the Action Plan for implementation of UNSCR 1325 in Bosnia and Herzegovina is the responsibility of the states in accordance with guidelines of the Secretary General of the United Nations (S/PRST/2008/39), which refers to the processes of implementation and reporting in accordance with UN Security Council Resolution 1325 "Women, peace and Security" (hereinafter referred to as UNSCR 1325). The importance of UNSCR 1325 at the international level is particularly emphasized by the adoption of the supporting UN resolutions: UN Resolution 1820 (2008) "Sexual violence in conflict and post-conflict situations," UN Resolution 1888 (2009) "Protection of women and girls from sexual violence in armed conflicts" and UN Resolution 1889 (2009) "Protection of women and girls in post-conflict situations."



Bearing in mind the above mentioned obligation, the Agency for Gender Equality in Bosnia and Herzegovina has initiated drafting of the Action Plan for implementation of UNSCR 1325 in Bosnia and Herzegovina for the period 2010-

2013<sup>1</sup>, which represents the first Action Plan of its kind in the Southeast Europe. BH Gender Action Plan which was adopted in 2006 foresaw the implementation of UNSCR 1325 at all levels and binding of activities of the institutions, NGOs and international organizations in order to implement the Resolution.

The process of drafting the Action Plan was guided by the BH Agency for Gender Equality, BH Ministry for Human Rights and Refugees, and drafting was done by representatives of the BH Ministry of Security, BH Ministry of Defence, BH Ministry of Foreign Affairs, BH Ministry of Finance and Treasury, Gender Centre of Federation of Bosnia and Herzegovina, Gender Centre of Republika Srpska, Federal Ministry of Internal Affairs, Ministry of Internal Affairs of RS, the BH Mine Action Centre and non-governmental organizations.

The working group after the adoption of the Action Plan was renamed to the Co-ordination body, which would oversee implementation of the Action Plan.

The BH Council of Ministers adopted the Action Plan on 27 July 2010. The plan should allow for the systematic implementation of the Resolution at all levels of government, although the process of implementation of UNSCR 1325 in Bosnia and Herzegovina began shortly after the adoption of the Resolution on 31 October 2000, when non-governmental organizations began the process of implementation through cooperation with security sector institutions and institutions at the local level. In this connection, the report on implementation

<sup>1</sup> The text of the Action Plan can be downloaded from the website of the Agency for Gender Equality [www.arsbih.gov.ba](http://www.arsbih.gov.ba)

of UNSCR 1325 in Bosnia and Herzegovina, made by "Žene Ženama" in 2007 has special importance.

The aim of the Action Plan is to enable full participation of women in decision-making positions within the military and police forces and peacekeeping missions, the protection of human rights of women and girls and implementation of the Resolution at the local level.

The Action Plan includes eight objectives: increase of the number of women in decision-making positions, increase of the number of women in the military and police forces, the inclusion of women in peacekeeping missions, mining, trafficking in persons, assistance to women and girls who were victims during the war, carrying out training of civil officers, co-operation of governmental, nongovernmental and international organizations.

For the purpose of effective implementation of the objective number 8 of the Action Plan "the cooperation of governmental, nongovernmental and

**Results expected under the project are:**

- (1) Coordination body for the implementation of the Action Plan which is strengthened and supported in order to improve quality of implementation of UNSCR 1325 in the institutions
- (2) Strengthened capacities of the security sector through training of trainers (ToT) and seminars for key stakeholders
- (3) Raising of awareness about the importance of UNSCR 1325 at the local level

**The project includes the following activities:**

Working meetings of the Coordination Body (6),  
Training for Trainers (1), Sarajevo  
Seminars for participants of security structures,  
(2), Sarajevo and Banja Luka  
Workshops at the local level (10)  
Media campaign.

international organizations," the BH Agency for Gender Equality and "Žene Ženama" Sarajevo NGO, have drafted a project proposal entitled "Implementation of UNSCR 1325 in Bosnia and Herzegovina through the integration of gender sensitive policies in the security sector." The project was accepted and supported by the United Nations Development Fund for Women (UNIFEM), that is determined to devote a large part of its efforts to implementation of UNSCR 1325, what it has demonstrated through activities implemented so far.

The project objective is to strengthen the security sector in order to implement and promote the UNSCR 1325 and understand the different needs of men and women, boys and girls which are related to the security sector, including equal participation of women in the processes of supervision and decision making. The project should also contribute to the implementation of the Resolution 1325 at the local level, through cooperation with local NGOs.



**It is planned that the workshops at the local level are held in the following cities:**

1. Mostar
2. Modriča
3. Tuzla
4. Bihać
5. Novo Gorazde
6. Banja Luka
7. Foca,
8. Tomislav,
9. Bratunac
10. Travnik



## **2.8 List of Participants in Training of Trainers, Seminars, Meetings of the Coordination Board and Workshops**

### **1. List of participants - training of trainers:**

1. Dženana Selimović, Ministry of treasury and finance of B&H,
2. Munirka Papović, SIPA,
3. Muhamed Smajić, Ministry of Defense of B&H,
4. Sead Muratović, Ministry of Defense of B&H,
5. Enes Hadrović, Ministry of Defense of B&H,
6. Željka Blagovčanin, Ministry of Defense of B&H,
7. Razija Bećirević, Ministry of Defense of B&H,
8. Esad Bučuk, Ministry of foreign affairs of B&H,
9. Elvedina Hodžić, Federal Ministry of Interior Affairs,
10. Indira Rogić, Ministry of Interior Affairs of RS,
11. Ankica Tomić, Ministry of Security of B&H,
12. Dragana Gligorić, Demining centre of B&H,
13. Velimir Pržulj, Border police,
14. Ahira Poljo, Border police,
15. Jelena Milinović, Gender Centre of RS,
16. Lejla Hodović, Gender Centre of Federation B&H,
17. Kika Babić Svetlin, The Agency for Gender Equality of B&H,
18. Maida Čehajić, The Agency for Gender Equality of B&H,
19. Memnuna Zvizdić, Žene ženama,
20. Indira Mujić, Žene ženama,

### **2. List of participants - seminar organized in Banja Luka on 9th of February 2011:**

1. Rogić Indira, Ministry of Interior Affairs of RS,
2. Tesanovic Mirela, Ministry of Interior Affairs of RS,
3. Lovric-Bojanic Divna, Ministry of Interior Affairs of RS,
4. Maricic Darko, Ministry of Interior Affairs of RS,
5. Vavan Iskra, Ministry of Interior Affairs of RS,
6. Petkovic Dijana, Ministry of Interior Affairs of RS,
7. Ivankovic Dragica, Ministry of Interior Affairs of RS,
8. Sarenac Zoran, Ministry of Interior Affairs of RS,
9. Stanisis Drazenka, Ministry of Interior Affairs of RS,
10. Slavuljica Goran, Ministry of Interior Affairs of RS,
11. Perisic Tanja, Ministry of Interior Affairs of RS,
12. Čavarkapa Milomir, Ministry of Interior Affairs of RS,
13. Lale Sanja, Ministry of Interior Affairs of RS,
14. Jovicevic Zoran, Ministry of Interior Affairs of RS,
15. Lolic Goran, Ministry of Interior Affairs of RS,

16. Sormaz Ljiljana, Ministry of Interior Affairs of RS,
17. Mileusnic Zeljka, Ministry of Interior Affairs of RS
18. Dragana Dargic, Helsinki Citizens' Assembly, Banja Luka
19. Stanislava Ninkovic, Helsinki Citizens' Assembly, Banja Luka
20. Dragana Dragojlovic, EUPM, RO Banja Luka
21. Dijana Stevanovic, EUPM Tuzla
22. Gonzalo De Cesare, EUPM, political advisor/RO, Tuzla

### **3. List of participants - seminar organized in Sarajevo on 31st of March 2011:**

1. Milica Jauz, Federal ministry of Interior Affairs,
2. Mediha Kočan, Federal ministry of Interior Affairs,
3. Irfan Nefić, Ministry of interior Affairs of Kanton Sarajevo,
4. Verica Golijanin, Federal police,
5. Hodović Lejla, Gender Centre of Federation of B&H,
6. Nerimana Sočivica, NGO "Fondacija lokalne demokratije"
7. Stela Kovačević, NGO "Cure",
8. Divna Đokić, NVO "Žene za žene INT."
9. Bojana Tomašević, INFOHOUSE,
10. Nedim Jahić, Initiative for human rights
11. Sanja Dakic, The Agency for Gender Equality of B&H

### **4. List of participants - workshop organized in Tuzla on 27th of April 2011:**

1. Hanifa Kantić, Commission for Gender Equality
2. Amela Galešić, Commission for Gender Equality
3. Isović Fatima, D.D.AIDA
4. Bećirović Zehra, Association of citizens, civil war victims, Tuzla
5. Osmanović Meliha, Association of citizens, civil war victims, Tuzla
6. Jahić Safija, Association of citizens OV-a, Tuzla
7. Tupajić Mirza, Commission for Gender Equality
8. Lejla Kaplan, Law college student
9. Almedina Kaplan, Bachelor of economics
10. Mujić Najil, student GRF
11. Edin Omerović, student of pharmacy
12. Adnan Hrustanović, student of philosophy
13. Marija Maja Jurčenko, member of commission gender equality organisation

14. Đulović Halida, D.D. Aida
15. Danira Djulović, student of pharmacy
16. Kasumović Nermina, student of pharmacy
17. Bajrić Dada,
18. Selma Jašarević, member of commission gender equality organisation
19. Mujić Indira, Women to women
20. Enes Hadrović, Ministry of Defence BiH
21. Mira Vilušić, Association Horizons

**5. List of participants - workshop organized in Foca on 16th of May 2011:**

1. Mirjana Filipovic, SNSD,
2. Rasid Kadic, a lawyer, a returnee Foca,
3. Capra Zineta, returnee Foca,
4. Branka Dragicevic, Museum,
5. Tanja Kulic, the Red Cross
6. Arsic Jadranka, a housewife,
7. Dragica Radimer, CSW-Foca,
8. Vesna Cancar, the Democratic Center "New Hope" Foca
9. Natasa Nikolic, SNSD,
10. Mladjenovic Neda,
11. Miljana Šušnjevic, Democratic Centre "New Hope" Foca
12. Dzeric Marko, Health Foca
13. Snjezana Djajic, Health Foca
14. Ljubinko Petkovic, student
15. Marceta Nikolina, EUFOR
16. Snjezana Gladic, journalist, radio Foca
17. Ilijana Kuvelic, translator EUFOR
18. Dusan Luptak, soldier, EUFOR
19. Dragas Alexander, the Democratic Center "New Hope" Foca
20. Sead Muratovic, the Ministry of Defence
21. Mujic Indira, Women to Women

**6. List of participants - workshop organized in Bihac on 17th of May 2011:**

1. Fatima Midzic, NGO "Donna", Bihac,
2. Azrija Piralic, OSCE-FO Bihac,
3. Alisa Begic, "Women from Una"
4. Đida Pečenković, "Women from Una"
5. Cavkic Vera, Bihac police station,
6. Meho Kosovic, "Women from Una"
7. Teodora Dilgeanu, LOT Cazin
8. Aurel Zinc, LOT Cazin
9. Senad Nuhic, LOT Cazin
10. Nurzekija Marjanovic, "Emeralds Una" Bihac,
11. Rejhana Selimovic, "Women from Una"
12. Mirsad Pečenković, "Women from Una"
13. Memagić Sejla, CSW,
14. Abdinovic Sunita,
15. Aldijana Majanović, Municipality Bihac
16. Adil Husic, RTV Bihac,
17. Ines Sabic, RTV Bihac,
18. Maida Pečenković, "Women from Una"
19. Memnuna Zvizdic, "Women to Women"

**7. List of participants - workshop organized in Bratunac on 24th of May 2011:**

1. Tatjana Mihojlović, OSCE
2. Sladjana Grujičić, Association of Friends of Srebrenica
3. Bojana Jakovljevic O.Š. Vuk Karadzic
4. Vinka Milanovic, Association of Nature
5. Bojić Dragan Kindergarten
6. Ivana Jovanovic, Center for social work
7. Ilić Milica, Women's Forum
8. Hasanović Hilda, Women's Forum
9. Buhvalović Jadranka, MZ
10. Karl Curin, EUFOR
11. Rajko Seric, EUFOR
12. Riccardo Skringer, EUFOR
13. Nevena reeds, unemployed
14. Erik Sreten, Border Police Zvornik
15. Olja Djuric, Municipality of Bratunac
16. Lončarević Miodrag, Municipality of Bratunac
17. Jokić Milena, SO-Commission for Gender Equality
18. Stjepanović Miladin, SO Bratunac
19. Jerko Jovanovic, Maja Association Kravice
20. Trogorepac Vladenka, MZ
21. Djurić Milun, MZ Pepovac
22. Nada Mirkovic, Maja Association Kravice
23. Mujić Indira, Women to Women
24. Blagovčanin Zeljka, Ministry of Defense of B&H,

**8. List of participants - workshop organized in Mostar on 25th of May 2011:**

1. Tim Bubalo, "Women BiH"
2. Ankica Tomic, Ministry of Security of B&H,
3. Jasna Dragicevic, OSCE,
4. Jasenka Falak, OSCE,
5. Dika Dizdar, retired, a member of SDA,
6. Maksumic Adisa, MUP HNK
7. Suada Talovic, SIPA, Sarajevo,
8. Samira Drljevic, SIPA
9. Mrkonjic Emira, retired,
10. Hikmeta Rizvanovic, retiree, member of the SDP,
11. Azra Simenkovic, retired SDP,
12. Zdravka Manic, Center for Social work Mostar,
13. Sarah Behmen, Center for Social work Mostar
14. Supnaj Danny, associations
15. Kiefa Mario, LOT EUFOR
16. Sendro Zijada, translator
17. Kippfer Urs, LOT Mostar
18. Mirela Babovic, "Women BiH" Mostar
19. Aida Pandur, "Women association BiH"
20. Mujic Indira "Women to Women"
21. Majda Stojanov CCI
22. Dalida Demirovic, CCI
23. Enisa Maksumic, "Women BiH"
24. Sena Sehic, entrepreneur

**9. List of participants - workshop organized in Tomislavgrad on 25th of May 2011:**

1. Đula Kozaric, Association Duvanjke
2. Zejna Dervic, Association Duvanjke
3. Safa Zahirovic, Association Duvanjke
4. Ismeta Sisic, Association Duvanjke
5. Izeta Numic, Association Duvanjke
6. Kata Susilovic, Association Duvanjke
7. Himka Đukic, Association Duvanjke
8. Ivanka Rosancic, Association Duvanjke
9. Franka Rubic, Association Duvanjke
10. Gatiernig Peter, EUFOR
11. Nadja Boric,
12. Halil Hadzic, "Merhamet"
13. Charlotte Helletzgkuber, OSCE
15. Milos Bajic, OSCE
16. Domagoj Juric, policeman
17. Jozo Gudes, policeman
18. Mira Kozaric,
19. Ruzica Krizanac, Association Duvanjke
20. Saliha Krilic, Association Duvanjke
21. Vahida Duzdar, Association Duvanjke
22. Enisa Dizdar, Association Duvanjke
23. Natasha Jakimovska, EUFOR
24. Ifeta Kozaric, Association Duvanjke
25. Nina Genneby, Kvinna Till Kvinna
26. Christina Wasshorm, Kvinna Till Kvinna
27. Admira Pekic, EUFOR
28. Theo Roelofs, EUFOR
29. Maria Thereza Mann Besic, Women to Women
30. Kristina Cicak, teacher
31. Josipa Kusic, Municipal council
32. Dragana Glogoric, BH Mac
33. Mahir Saric
34. Anđa Krizanac, Association Duvanjke

**10. List of participants - workshop organized in New Gorazde on 27th of May 2011:**

1. Ognjen Zekić, Ministry of Security
2. Nataša Jakinowska, EUFOR
3. Lubomir Pačaki, LOT EUFOR
4. Todorović Bojan, EUFOR
5. Peter Knížka, EUFOR
6. Ivana Petricevic, Psychologist
7. Dejana Jagodić, Student
8. Mutak Goran, Student
9. Velimir Krunić Elementary School
10. Ljiljana Janjic, Elementary School
11. Asim Kanlić, the municipality of Novo Gorazde
12. Vladimir Mitrovic, the municipality of New Gorazde
13. Todorović Vesna, . the municipality of New Gorazde
14. Jagodić Snezana, Association of Women VIVA
15. Ivana Jagodić, Association of Women VIVA

16. Mujić Indira, Association Women to Women

**11. List of participants of workshop organized in Banja Luka on 13th - June 2011.:**

1. Perka Kosic, Medical Highschool
2. Danica Maricic, Medical Highschool
3. Irena Havreljik, Medical Highschool
4. Trifkovic Jovana, Medical Highschool
5. Vojic Dalila, social worker
6. Sabiha Komnedic, Profesor
7. Mira Marivic, Association Women Can Do It
8. Dara Kecman, Association Women Can Do It
9. Čađo Zeljka, association Sunflower
10. Slavica Vukovic Vrzina, association Sunflower
11. Zijada Hasic, association Sunflower
12. Marceta Nikolina, EUFOR
13. Selimovic Dzenana, Ministarstvo finansija
14. Mujic Indira, Women to Women
15. Lidija Zivanovic, HPG BL
16. Tanja Slijepac, HPG BL
17. Maja Kremenovic, HPG BL
18. Petkovic Dijana, MUP RS

**12. List of participants - workshop organized in Travnik on 15th of June 2011:**

1. Becirovic Razija, Ministry of Defense of B&H,
2. Mujic Indira, Women to Women
3. Melisa Scetic, MSS „Travnik“
4. Ribo Merzada, Red Cross
5. Rimac Dragana, Red Cross
6. Veldina Tupara, Association of women „Anima“
7. Verem Sefija, Association of women „Anima“
8. Suzana Zec , MUP
9. Sandra Lichtner, LOT Travnik
10. Mira Coprka Lendo, Hospital Travnik
11. Bisa Bokan, center for social work
12. Senka Zulum, Association „Viktorija 99“
13. Ivana Egonjic, Center for social work Travnik
14. Esad Zulum, Association „Viktorija99“
15. Cato Fahira, Association „Viktorija99“
16. Pasalic Elma, Profesor
17. Zukic Sejad,
18. Tanja Vasiljevic, OSCE Travnik
19. Sanja Hodzic, Kantonalno tuziteljstvo Travnik
20. Jasmina Viteskic, OSCE BiH
21. Refik Dzaja, programer
22. Pier de Njo, EUFOR, LOT Travnik
23. Alma Miralem, EUFOR, LOT Travnik
24. Amela Alic, EUFOR, LOT Travnik
25. Frans Lejtens, LOT Travnik
26. Marceta Nikolina, EUFOR

**13. List of participants - workshop organized in Modrica on 21th of June 2011:**

1. Mehmedbegović Ferida, Women's Forum
2. Efenđić Azra, Women's Forum of the SDP
3. Smaić Džemila, Women's Forum



- 4.Oralić Shaha, a housewife
- 5.Alić Merima, Women's Forum of the SDP
- 6.Biljana Djukic, Safe House
- 7.Durić Nenad, Male Center
- 8.Dejan Pazarević, Male Center
- 9.Zoran Pandzic, Male Center
- 10.Ljiljana Jovanovic, Elementary School
- 11.Theresa Maria Besic, Women to Women
- 12.Joao Junaveira, EUFOR
- 13.Mladen Galic, EUFOR
- 14.Popović Savica, Safe House
- 15.Alić Andja, Associations of citizens Future
- 16.Snježana Peranović, Associations of citizens Future
- 17.Vuk Vugdalić, Male Center

**List of participants - Meetings of the Coordination Board:**

**1st meeting of the Coordination Board organized on 20th of October:**

- 1.Ankica Tomić, Ministry of Security of B&H,
- 2.Ognjen Zekić, Ministry of Security of B&H,
3. Dženana Selimović, Ministry of finance and treasury of B&H,
4. Dr. Muhamed Smajić, Ministry of Defence of B&H,
5. Razija Bećirević, Ministry of Defence of B&H,
- 6.Željka Blagovčanin, Ministry of Defence of B&H,
- 7.Vladimir Pržulj, Border police of B&H,
8. Dr. Esad Bučuk, Ministry of foreign affairs of B&H,
- 9.Kika Babić Svetlin, The Agency for Gender Equality of B&H,
- 10.Munirka Papović, SIPA,
- 11.Dragana Gligoric, BH MAC,
- 12.Belma Ramić, Gender Centre of Federation of B&H,
13. Elvedina Hodžić, Federal ministry of interior affairs,
- 14.Ajlana Krupić, Federal police department,
- 15.Memnuna Zvizdić, NGO „Žene ženama“
- 16.Indira Mujić, NGO „Žene ženama“
- 17.Maida Čehajić, The Agency for Gender Equality of B&H,

**2nd meeting of the Coordination Board organized on 11th of November:**

- 1.Jelena Milinović, Gender Center of RS,
- 2.Ankica Tomić, Ministry of Security of B&H,
- 3.Ognjen Zekić, Ministry of Security of B&H,
- 4.Sead Muratović, Ministry of Defence of B&H,
5. Razija Bećirević, Ministry of Defence of B&H,
6. Enes Hadrović, Ministry of Defence of B&H,
- 7.Željka Blagovčanin, Ministry of Defence of B&H,
- 8.Vladimir Pržulj, Border police of B&H,
- 9.Ahira Poljo, Border police of B&H,

- 10.Munirka Papović, SIPA,
- 11.Dragana Gligorić, BH MAC,
- 12.Elvedina Hodžić, Federal ministry of interior affairs,
- 13.Ajlana Krupić, Federal police department,
14. Memnuna Zvizdić, NGO „Žene ženama“
- 15.Magnea Marinosdottir, UN Women
- 18.Maida Čehajić, The Agency for Gender Equality of B&H,

**3rd meeting of the Coordination Board organized on 31th of January:**

- 1.Samra F.Hadziabdić, ARS BiH
- 2.Hodovic Lejla, Gender Centre of Federation of B&H,
- 3.Jelena Milinović, Gender Center of RS,
- 4.Dr. Esad Bučuk, Ministry of foreign affairs of B&H,
- 5.Munirka Papović, SIPA
- 6.Ahira Poljo, Border police of B&H,
- 7.Velimir Pržulj, Border police of B&H,
- 8.Razija Bećirević, Ministry of Defence of B&H,
- 9.Ankica Tomić, Ministry of Security of B&H,
- 10.Mirela Tesanović, Ministry of Interior Affairs of RS,
- 11.Memnuna Zvizdić, NGO „Žene ženama“
- 12.Maida Čehajić, The Agency for Gender Equality of B&H,
- 13.Indira Mujić, NGO „Žene ženama“
14. Magnea Marinosdottir, UN Women

**4th meeting of the Coordination Board organized on 4th of April:**

- 1.Indira Mujić, NGO „Žene ženama“
- 2.Memnuna Zvizdić, NGO „Žene ženama“
- 3.Ognjen Zekić, Ministry of Security of B&H,
- 4.Željka Blagovčanin, Ministry of Defence of B&H,
- 5.Razija Bećirević, Ministry of Defence of B&H,
- 6.Dragana Gligorić, BH MAC,
- 7.Magnea Marinosdottir, UN Women
- 8.Dr. Esad Bučuk, Ministry of foreign affairs of B&H,
- 9.Enes Hadrović, Ministry of Defence of B&H,
- 10.Dženana Selimović, Ministry of finance and treasury of B&H,
- 11.Munirka Papović, SIPA,
- 12.Ahira Poljo, Border police of B&H,
- 13.Velimir Pržulj, Border police of B&H,
- 14.Hodovic Lejla, Gender Centre of Federation of B&H,
- 15.Sead Muratović, Ministry of Defence of B&H,
- 16.Maida Čehajić, The Agency for Gender Equality of B&H,
- 17.Samra F.Hadziabdić, ARS BiH
- 18.Jauz Milica, Federal ministry of interior affairs

**5th meeting of the Coordination Board organized on 15th of June:**

- 1.Elvedina Hodžić, Federal ministry of interior affairs
- 2.Jelena Milinović, Gender Center of RS,
- 3.Dragana Gligorić, BH MAC,
- 4.Sead Muratović, Ministry of Defence of B&H,
- 5.Samra F.Hadziabdić, ARS BiH
- 6.Ana Vuković, Gender Centre of Federation of B&H,
- 7.Enes Hadrović, Ministry of Defence of B&H,
- 8.Željka Blagovčanin, Ministry of Defence of B&H,
- 9.Maida Ćehajić, The Agency for Gender Equality of B&H,
- 10.Ognjen Zekić, Ministry of Security of B&H,
- 11.Maida Bahto, Ministry of Defence of B&H,
- 12.Amna Muharemović, UN WOMEN
- 13.Magnea Marinosdottir, UN Women,
- 14.Velimir Pržulj, Border police of B&H,
- 15.Ahira Poljo, Border police of B&H,
- 16.Dr. Esad Bučuk, Ministry of foreign affairs of B&H,
- 17.Dženana Selimović, Ministry of finance and treasury of B&H,
- 18.Memnuna Zvizdić, NGO „Žene ženama“

**Last meeting of the Coordination Board organized on 27th of June:**

- 1.Dženana Selimović, Ministry of finance and treasury of B&H,

- 2.Munirka Papović, SIPA,
- 3.Ankica Tomić, Ministry of Security of B&H,
- 4.Dragana Gligorić, BH MAC,
- 5.Sead Muratović, Ministry of Defence of B&H,
- 6.Željka Blagovčanin, Ministry of Defence of B&H,
- 7.Razija Bećirević, Ministry of Defence of B&H,
- 8.Dr. Esad Bučuk, Ministry of foreign affairs of B&H,
- 9.Magnea Marinosdottir, UN Women
- 10.Gordana Vidović, Association „Buducnost“, Modriča
- 11.Azra Hasanbegović, Association „Žena BiH“, Mostar
- 12.Jagodić Snježana, Association „Viva“, New Goražde
- 13.Anđa Križanac, Association „Duvanjke“, Tomislavgrad
- 14.Dervić Zejna, Association „Duvanjke“ Tomislavgrad
- 15.Nikolina Marčeta, EUFOR
- 16.Maida Bahto, Ministry of Defence of B&H,
- 17.Amna Muharemović, UNWOMEN
- 18.Jauz Milica, Federal ministry of interior affairs
- 19.Pesendor Michael, EUFOR
- 20.Indira Rogić, Ministry of Interior Affairs of RS
- 21.Indira Mujic, NGO „Žene ženama“
- 22.Memnuna Zvizdić, NGO „Žene ženama“
- 23.Emina Pilav, NGO „Žene ženama“
- 24.Maja Šoštarić, NGO „Žene ženama“
- 25.Maria Thereza Bešić, NGO „Žene ženama“





## 2.9 Information about Žene Ženama

**Žene Ženama**, Derebent 41, 71000 Sarajevo, Bosnia and Herzegovina

Tel./fax + 398 33 219 640

[zene2000@bih.net.ba](mailto:zene2000@bih.net.ba), [www.zenezenama.com.ba](http://www.zenezenama.com.ba)

Contact person: Nuna Zvizdić

**Type of Organization:** Women's Organization- Registration and legal status: Association - R/I/28/97-04.03.1997:

**Goal, mandate and strategies of the organization:** Žene Ženama is a self-organized women's group which contributes to development of civil society through empowerment of women and women's groups and advocates for respect of women's human rights in all spheres of private and social life. Žene Ženama has developed a program which integrates gender perspective in interpretation of human rights, democracy, feminism and non-violent communication using unique and creative model focused on education and activities of women and women's groups in BiH context.

**Fields of work:** women, peace, security and justice; gender and gender politics in public life; gender based violence (GBV); female participation at all levels of decision-making and leadership; protection and respect for women's and girls' human rights; inclusion of the principle of equality in post-conflict and peacekeeping processes.

**Working Programs:** education, research, publishing and public work/lobbying/networking: organizing/participating in relevant seminars, conferences and panels; lobbying and capacity building of NGOs and governmental institution regarding women rights, lobbying for society attitudes changing toward women's human rights.

**Total annual budget** of the organization -100.000 EUR.

**Methodology and principles of work:** Teamwork (participation and accountability) and feminist principles in the creation of goals and values of the organization (a good flow of information, respect for diversity, good communication, motivation, voluntarism, partnership, solidarity and transparency in the work and activities). **The structure of organizations:** the Assembly of the Association, the Advisory Committee, Management of Organization, Work Teams, Administrative and Financial Services, the Supervisory Committee and the Council of User Groups.

**Partnership, Solidarity and Cooperation** - good cooperation with more than 70 non-governmental organizations in Bosnia and Herzegovina, Serbia, Croatia, Montenegro, Macedonia, Slovenia and Croatia. Government representatives at all levels in both entities support the work of the organization.

**Žene Ženama is a member of the networks:** Women Waging Peace; RWL; Žene u crnom (Women in Black); V-Day: A global movement to end violence against women and girls; Secure Network related to violence against women; Reference Group Tuzla); Council of NGOs in BiH; Network Plus; Network of civil society in the sector of Justice and Network of the peace in B&H.

**Donors:** Kvinna till Kvinna, Global Fund for Women, Balcan Trust Fund, CE, HOM, NPA, USAID, Center Municipality CS, the City of Sarajevo, the City of East Sarajevo, Ministry of Culture CS, Ministry of Education - The Foundation for publishing FBiH, the Friedrich Ebert Foundation, UNIFEM, Registrar of the Court of Bosnia and Herzegovina, Embassy of Australia; AECID - Embassy of Spain, Agape Foundation, FES and others.

Name:	Association Žene Ženama
Type of the organization:	NGO
Establishment date:	04th of March 1997
Address:	Derebent 41
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State:	Bosnia and Herzegovina
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Telephone/fax:	+ 387 33 219 640
E-mail:	zene2000@zenezenama.org or <a href="mailto:zenezenama@gmail.com">zenezenama@gmail.com</a>
Web site:	<a href="http://www.zenezenama.org">www.zenezenama.org</a>
Advisory Board:	Jagoda Ribica, Lidija Živanović, Sanja Alatović, Stana Mimić, Rada Češko, Slavica Milutinović, Dragica Radović and Vinka Radovanović Berjan
Supervisory Board:	Branka Inić, Enisa Gaši and and Ivana Mostarac
President of the Assembly	Ranka Katalinski
Book- keeping Agency	„Dealming“ Sarajevo
Auditor’s agency	“Revker” Sarajevo
Contact persons:	Nuna Zvizdić (executive director), Theresa Maan Bešić (program department), Indira Mujić (administration and financial department)
Project staff:	Valentina Pellizer, Maida Čehajić, Selma Kemalović Alić, Maja Šoštarčić, Emina Pilav, Amir Milić, Haris Sahačić, Mirza Dautović, Valentina Pellizer
Volunteers:	Jelica Grubešić, Lejla Bečirović, Selma Tihak, Igor Kljajić, Anela Uzunović, Amina Muratović, Mela Hadrović, Mirejla Hrustić, Alma Katica, Halida Muharemović