

HARMONIZED INDICATORS ON GENDER EQUALITY – EXPERIENCE OF BOSNIA AND HERZEGOVINA

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LEGAL FRAME IN BOSNIA AND HERZEGOVINA

- Bosnia and Herzegovina (BiH), and thus both its entities – Federation of BiH and Republic of Srpska (RS), assumed obligations stipulated by international legal framework, consisting of: the Charter of Fundamental Rights of the European Union (2000), the Treaty of Lisbon, the Women's Charter (2010), Roadmap for Equality Between Women and Men, the Beijing Declaration and Platform for Action, UN Resolution no. 1325 (UNSCR 1325), as well as the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW).
- BiH has established a legal and institutional framework for achieving gender equality - Law on Gender Equality (adopted in 2003).

GENDER MECHANISMS IN BiH

- Gender institutional mechanisms in BiH
 - Agency for gender equality at state level
 - Gender centre of RS
 - Gender center of FBiH
- Implementation and monitoring of strategic goals and plans of their realization in the area of gender equality in BiH is performed by gender institutional mechanisms in BiH and realization of this plans is reported to the national and international bodies.
- Progress is evaluated as a progress in gender mainstreaming through the achievement of the following direct results (outputs):
 - Harmonized laws and regulations with the Law on Gender Equality;
 - Adopted measures (sectoral and inter-sectoral policies, strategies, plans and programs) at the entity level;
 - Improved coordination of institutional mechanisms and non-governmental sectors to achieve gender equality.

GENDER STATISTICS IN BiH

- Production of gender statistics included in the statistical programmes and annual work plans at all administrative levels in BiH.
- Publishing statistical data disaggregated by sex directly in function of the development of capacities for the collection, analysis and dissemination of gender statistics.
- All statistical institutions in BiH publish Women and Men booklets - a selection of statistical data from the existing records of the statistical offices and records of other bodies and organizations authorized for production of statistics.

GENDER STATISTICS INDICATORS BY DOMAIN

HUMAN DEVELOPMENT INDEX

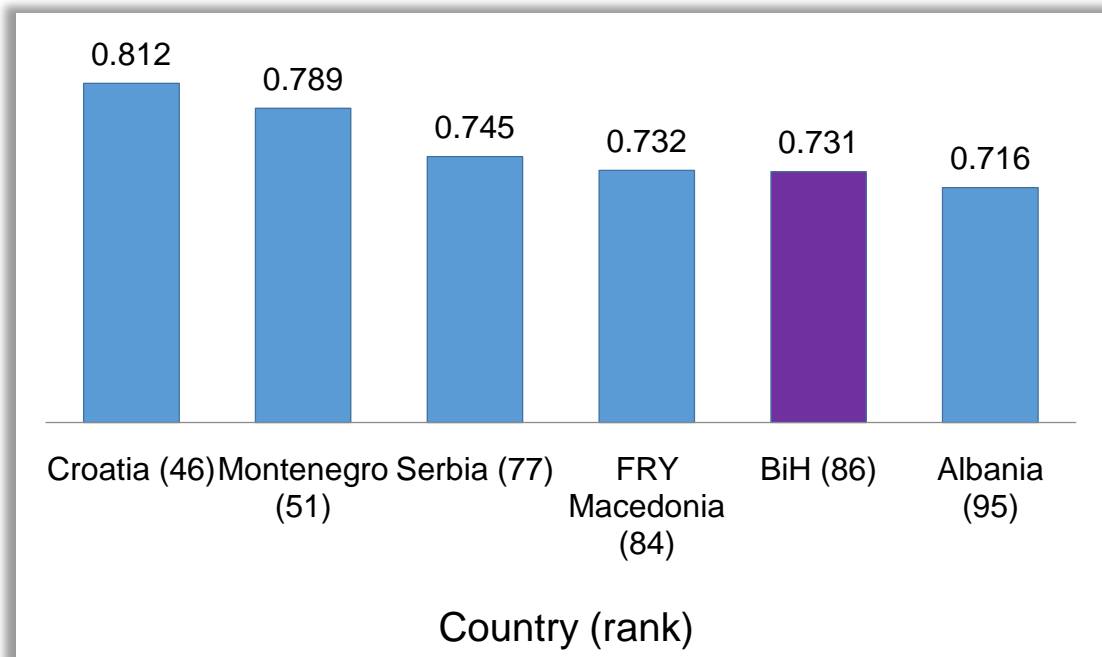
- Human Development Index (HDI) includes three important dimensions of human development:
 - life expectancy;
 - literacy rate of the population, education enrollment and participation and
 - GNI per capita.
- Although the HDI does not measure the differences between men and women, it provides a basic picture of the general development of a country.
- According to the compilations of the relevant international institutions¹⁾, HDI for Bosnia and Herzegovina for 2013 is 0.731 which gives 86th place on the ranking list (out of 187 countries) and a placement in the group of countries with a high human development.

¹⁾ UN Department of Economic and Social Affairs - the UN Population Division, the UNESCO Institute for Statistics - UIS, World Bank, IMF, WHO, UNICEF, MMEIG - United Nations Maternal Mortality Estimation Group, UNFPA

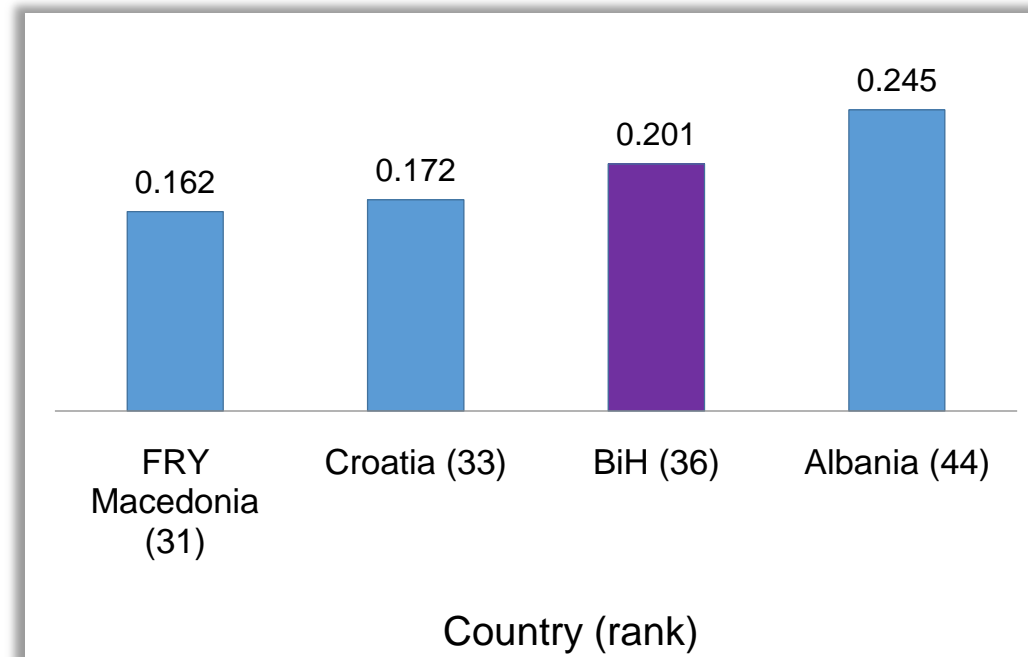
GENDER INEQUALITY INDEX

- Gender Inequality Index (GII) can be considered as a combined loss of reproductive health, empowerment and participation in the labor market due to the inequality between the sexes.
- GI for BiH for 2013 is 0.201 which puts it at 36th place in the ranking list.

HUMAN DEVELOPMENT INDEX, 2013



GENDER INEQUALITY INDEX, 2013



POPULATION INDICATORS

- In the last Census of population, households and dwellings, conducted in 2013, according to preliminary data, in BiH 3,791,622 persons were enumerated, of which 2,371,603 in FBiH, 1,326,991 in RS and District of Brčko 93,028.
- The main source of data on the population of BiH currently represent household surveys - Household Budget Survey (HBS) and Labour Force Survey (LFS) - and demographic statistics. According to the LFS from 2013, 51% of the BiH population are women, and the number of males per 100 females is 96.1.

POPULATION INDICATORS

General indicators	Source	Current availability	Note	
Total population by sex	NSIs ^a	√	currently, only estimates from HBS and LFS; Census data will be available after completion of data processing	
Population by age	NSIs	√		
Population in urban/rural areas, by sex	NSIs	√		
Single parents with children	NSIs	√		
Single households	NSIs	√		
Couples without children	NSIs	√		
Couple with one child	NSIs	√		
Single parents + other relatives	NSIs	√		
Couples with children + parents	NSIs	√		
Couples with children + other relatives	NSIs	√		
Deaths by age	NSIs	√		demographic statistics
Infant deaths	NSIs	√		
Marriages and divorces	NSIs	√		
Mean age of bride and groom at marriage	NSIs	√		administrative source of data is IDDEA (Agency for identification documents, registers and data exchange)
Divorces by custody of a child	NSIs	√		
Migration by sex	NSIs	√		

a. NSIs – National Statistical Institutions

PUBLIC LIFE AND DECISION MAKING

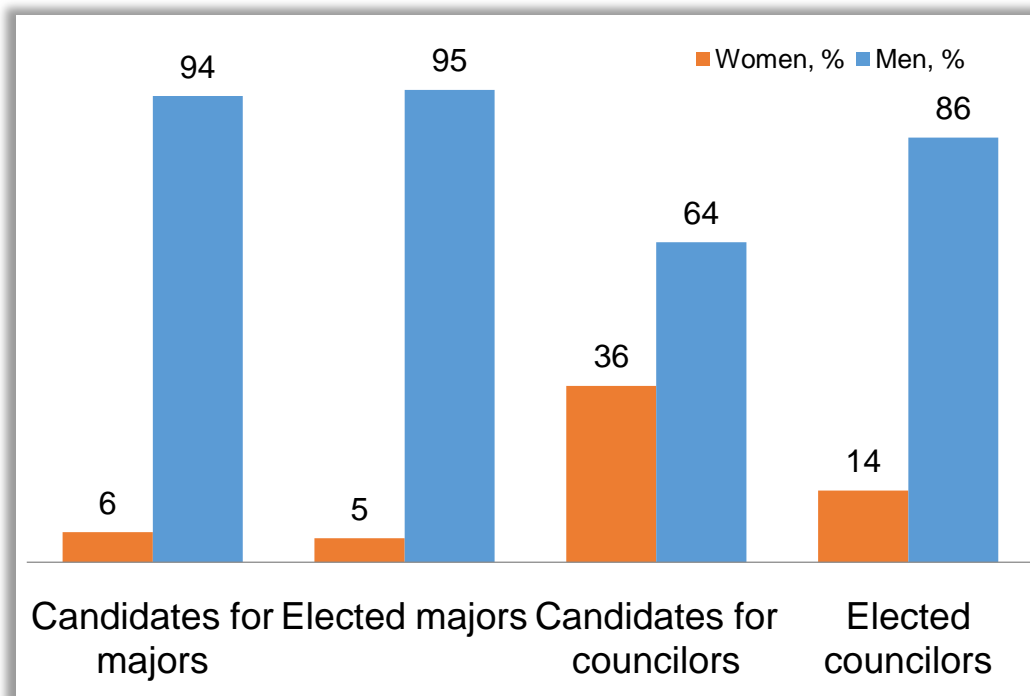
- Recommendations of the CEDAW Committee related to public life and decision-making were the following:
 - Harmonize the Election Law with the Law on Gender Equality in BiH;
 - Strengthen and implement measures to increase the representation of women in elected and appointed positions and in decision-making positions in public administration, the judiciary and the functions of the state-owned companies;
 - Sensitize private companies, trade unions and political parties in the promotion of women in decision-making processes.
- BiH Election Law - established mandatory electoral quota for the "less represented gender"
- Statistical data on participation of both sexes in political life and in public functions are available through records from Central Electoral Commission of BiH, registers of persons employed in governmental institutions kept by agencies for civil service, and from gender mechanisms for data on other bodies of government.
- Currently missing data - on share of women in managerial positions in private sector – especially in financial institutions, on women entrepreneurs and women in media.

PUBLIC LIFE AND DECISION MAKING INDICATORS

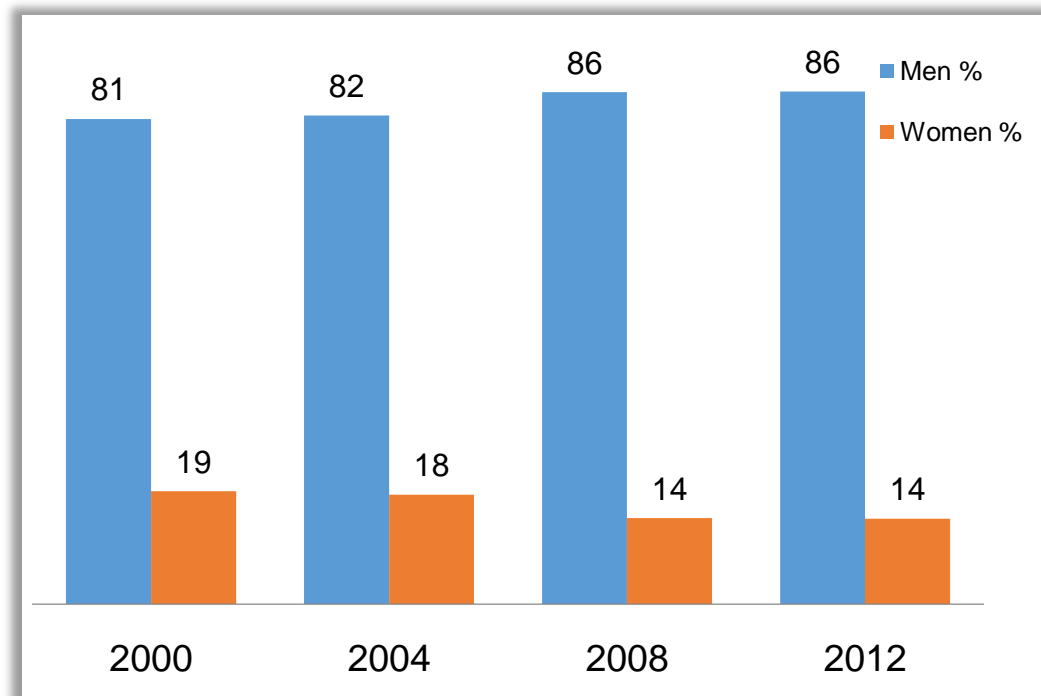
General indicators	Source	Current availability	Note
Members of the parliaments – BiH, FBiH, RS	CEC ^a	√	
Members of the Council of ministers	CEC	√	
Members of the RS Government, FBiH Government and cantonal governments	CEC	√	
Civil servants	agencies for civil service	√	
Judges	High Judicial and Prosecutorial Council	√	
Prosecutors	High Judicial and Prosecutorial Council	√	
Registered voters	CEC	√	
Elected candidates by level of government (major, municipal council)	CEC	√	

a. CEC - Central Election Commission of BH

Candidates and elected mayors and councilors of cities and municipalities, local elections in Republika Srpska, 2012



Elected councilors in FBiH by sex and year



EDUCATION

- Gender equity and equality in education is emphasized in the Law on Gender Equality -obligations of the competent authorities to integrate gender equality into curricula and methodologies and provide safety mechanisms against discrimination, harassment and sexual harassment.
- The Gender Action Plan of BiH strategic goal of education is to "create opportunities and access to education for girls and boys, women and men of any age, including members of vulnerable groups, in any area (rural/urban) with the same prospects for future professional life".
- Legal framework in BiH:
 - BiH- Framework Law on Preschool Education, Framework Law on Primary and Secondary Education and Framework Law on Higher education
 - FBiH - jurisdiction divided on federal and cantonal level, cantons have their own laws for each level of education, which must be consistent with the framework legislation in BiH.
 - RS - in force are laws for each level of education, harmonized with BiH laws.

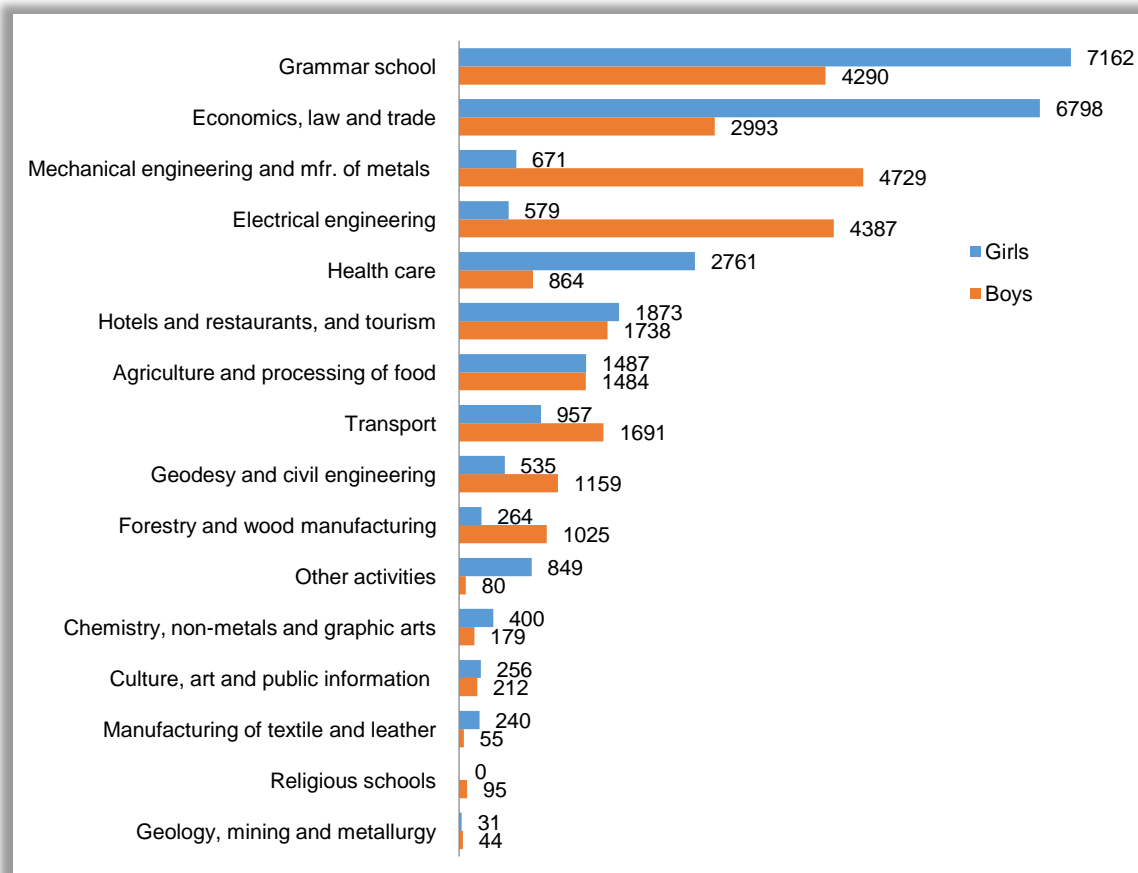
EDUCATION

- Majority of available data on education is produced by statistical institutions in BiH.
- Some of the indicators, like literacy rate, enrollment rate, attainment rate, etc, will be available from Census data.
- For data on scholarships and financing of research and innovation – sources are ministries (of education and culture, of science and technology).
- In BiH there is still no recognition of non-formal education and informal learning, which should be a part of a qualifications framework that would harmonize with the European Qualifications Framework. There is no data on informal education at the state level nor at the entity level.

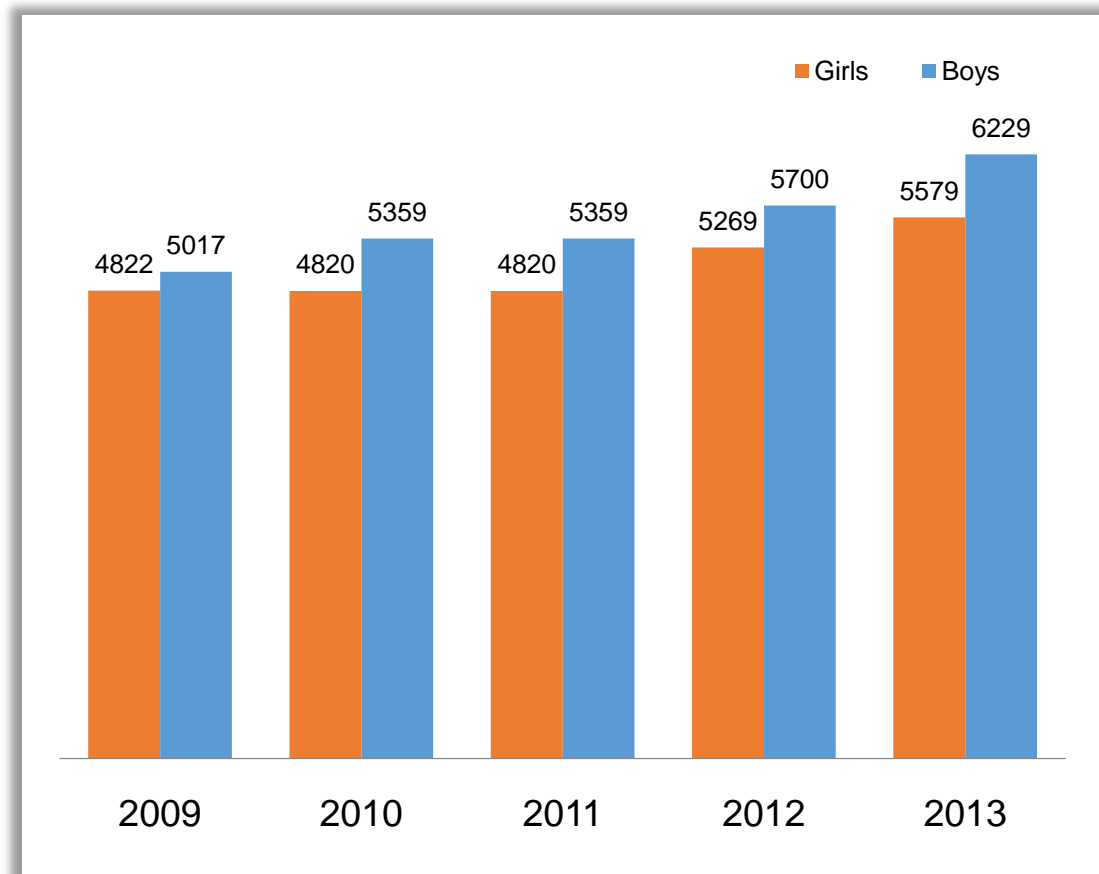
EDUCATION INDICATORS

General indicators	Source	Current availability	Note
Number of enrolled students in educational institutions (pre-school, primary, secondary, higher education)	NSIs	√	
Students who have interrupted their education (primary and secondary)	NSIs	√	
Graduates	NSIs	√	
Teachers by sex and the level of education at which they teach	NSIs	√	

Pupils in secondary schools in Republika Srpska by field of study and sex at the end of school year 2011/2012



Children in pre-school institutions, FBiH



EMPLOYMENT AND LABOUR

- Equal working rights for women and men for many years have been provided by a series of international standards that are binding in the Federation of Bosnia and Herzegovina and Republika Srpska, as well as throughout Bosnia and Herzegovina.
- BiH has signed 81 of Conventions of the International Labour Organization (ILO) and is bound to apply them, both in law and in practice.
- BiH adopted a Decent Work Programme for 2010 - 2012.

EMPLOYMENT AND LABOUR

CEDAW requires the elimination of discrimination against women in law to and from work, and ensuring women's rights "to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, and equal treatment in the assessment of the quality of work." Questions on how to determine equal pay for equal work and work of equal value, as well as how to evaluate the quality of work are not treated by the existing legislation in BiH, and this is one of the biggest challenges that the CEDAW Committee in its general recommendations set before our country.

EMPLOYMENT AND LABOUR

- In Bosnia and Herzegovina the area of labor and employment is regulated at entity level by labour laws, general collective agreements, service contracts, and employment rules adopted on the basis of the labour laws which stipulates the rights and obligations of workers at the level of the employer.
- In the Federation of BiH, under the Constitution, the jurisdiction of this entity authority is shared with the cantons.
- Sources for data on employment, unemployment, earnings and labour force are statistical surveys on earnings and employees as well as Labour Force Survey. Data on registered unemployment are obtained from employment offices. What is missing is data on quality of work (mobility of women at labour market, balancing professional and private life) and data on time use.

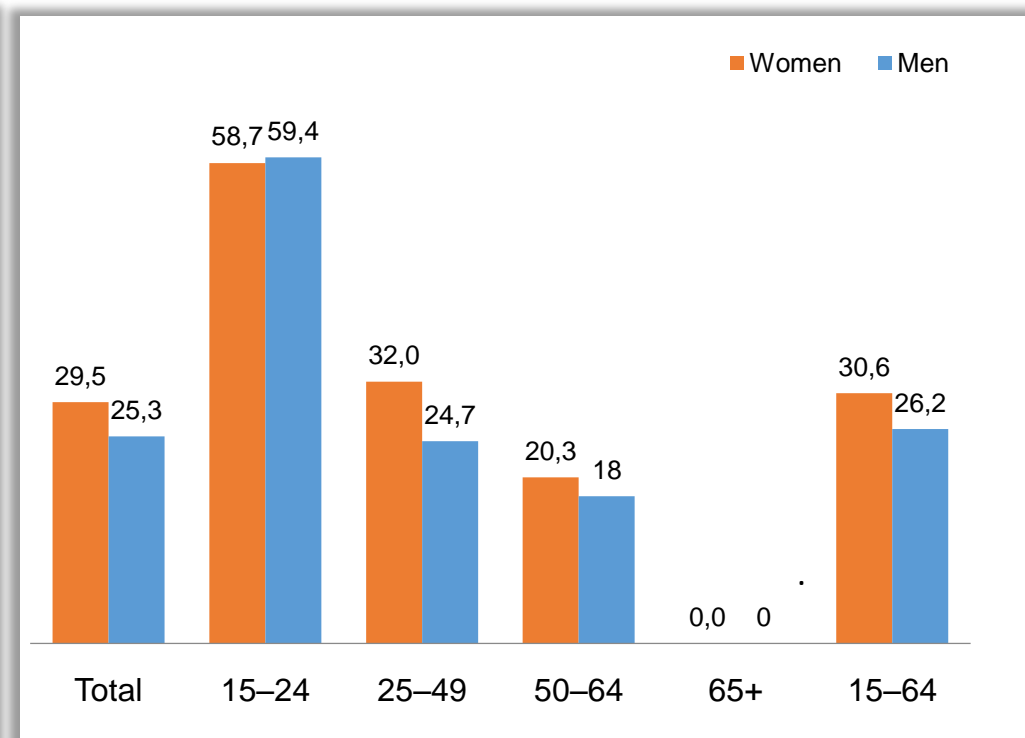
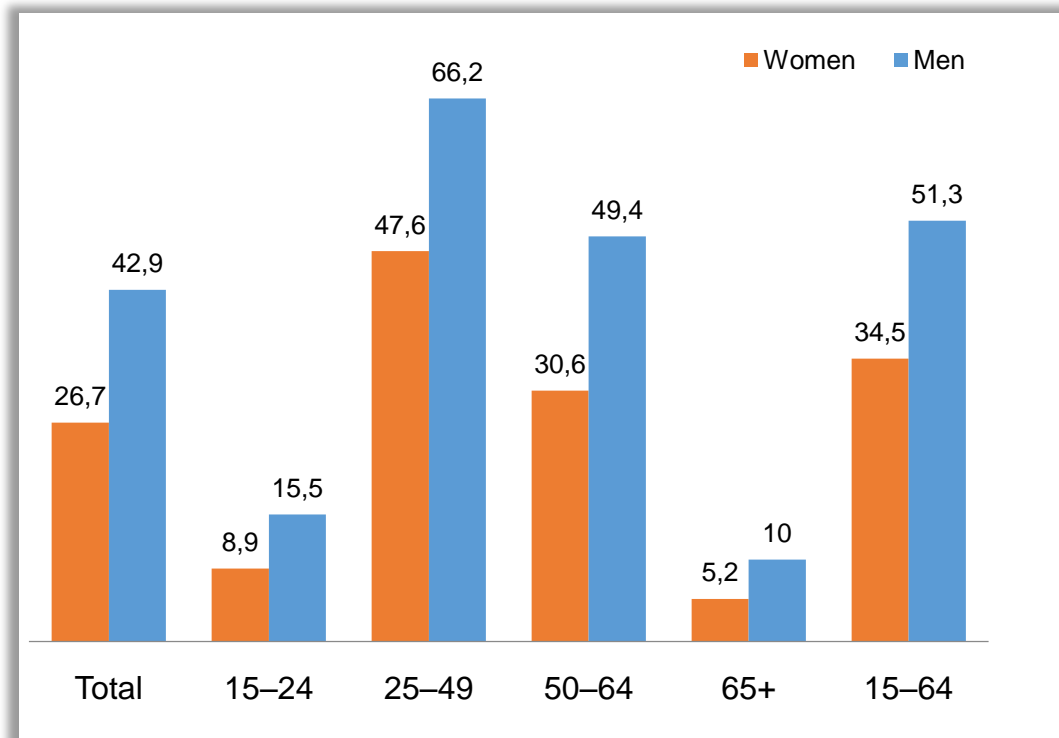
LABOUR MARKET INDICATORS

General indicators	Source	Current availability	Note
Labour force participation rate for the adult population	NSIs	√	
Share of women and men in labour force	NSIs	√	
Labour force participation rate for women and men as a share of total number of women and men	NSIs	√	LFS
Unemployment rates, as a share of total labour force	NSIs	√	
Distribution of employees by sector	NSIs	√	
Unemployment rates of youth	Employment offices	√	
Labour force rates by age groups	NSIs	√	
Self-employed as a share of total employment	NSIs	√	LFS
Characteristics of population by sex and activity	NSIs	√	

Indicators of the population activity by age groups and sex in Republika Srpska, 2013

Employment rate, %

Unemployment rate, %



HEALTH

- Key international standards in the field of health that are valid in BiH are:
 - International Covenant on Economic, Social and Cultural Rights (1966), which is directly applicable as an annex to the BiH Constitution, in the art. 12.1 and 2 (d)
 - UN CEDAW (1979), art. 12, art. 14.b)
 - The European Social Charter
 - Declaration on the promotion of patients' rights in Europe
 - Ensuring an effective health care to people with disabilities is contained in the Standard Rules for the Equalization of Opportunities for Persons with Disabilities in the part relating to health care.
- Law on Gender Equality - part 7 on Health care (article 18)
- Main sources of data on health are data bases of public health institutions. Some data are collected regularly – data on morbidity, mortality, health workers, infectious diseases, immunization – and some are collected through surveys such as MICS (Multiple Indicator Cluster Survey) and dedicated surveys (on smoking habits, hygiene, contraception, etc)

GENDER STATISTICS INDICATORS BY DOMAIN HEALTH

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HEALTH INDICATORS

General indicators	Source	Current availability	Note
Medically assisted births	NSIs	√	
Infant mortality	NSIs	√	
Live births	NSIs	√	
Fertility rate	NSIs		
Leading causes of mortality	NSIs	√	
Risk factor for diseases	Public health institutes	√	
Number of cases of cancer of reproductive organs	Public health institutes	√	
Number of cases of breast cancer	Public health institutes	√	
Number of cases of prostate cancer	Public health institutes	√	
Registered pregnancies in women under 18 years	Public health institutes		
Smoking habits of adults	Public health institutes	√	
Alcohol consumption	Public health institutes	√	
Obesity	Public health institutes	√	
BMI-Body mass index >30	Public health institutes		
Physical activity – active persons	Public health institutes		
Health workers	Public health institutes	√	

VIOLENCE AGAINST WOMEN

- Almost ten years of systematic and continuous work on solving this problem in BiH and entities
- Two key binding instrument for BiH are UN Convention on the elimination of all forms of discrimination against women (CEDAW) and the Council of Europe Convention on preventing and combating violence against women and domestic violence.
- Incriminated by provisions of criminal laws, Law on protection from domestic violence in RS and Law on gender equality

VIOLENCE AGAINST WOMEN

- Gender Equality Agency of Bosnia and Herzegovina has initiated the survey on the prevalence of violence against women in Bosnia in 2012.
- A study on the prevalence of violence against women in Bosnia and Herzegovina, as the first study of its kind in Bosnia and Herzegovina, was the result of a survey conducted by the Agency for Gender Equality of BiH and Entity Gender Centres together with the statistical authorities, with the support of UNFPA and UN WOMEN.
- The main objective of the study was to investigate the prevalence and incidence of various forms of violence against women in the sphere of private relations and the wider community. Apart from crime statistics produced in statistical offices, data from this survey are valuable source for calculating indicators on violence.

CRIME AND VAW INDICATORS

General indicators	Source	Current availability	Note
Number of convicted persons	NSIs	√	
Number of convicted minors	NSIs	√	
Homicide rates	NSIs	√	
Men convicted of rape	NSIs		
Convictions for certain crimes	NSIs	√	
Reported cases of domestic violence	NSIs	√	
Overall and age-specific prevalence rates and frequency of physical violence to which women are exposed to in the past 12 months, according to the relationship with the perpetrator	Gender mechanisms	√	VAW Survey in BiH 2012 –UNECE indicators
Overall and age-specific prevalence rates and frequency of physical violence to which women are exposed to during their lifetime, according to the relationship with the perpetrator	Gender mechanisms	√	
Overall and age-specific rates of prevalence and frequency of sexual violence to which women are exposed to in the past 12 months, according to the relationship with the perpetrator	Gender mechanisms	√	
Overall and age-specific rates of prevalence and frequency of sexual violence to which women are exposed to during their lifetime, according to the relationship with the perpetrator	Gender mechanisms	√	
Overall and age-specific prevalence rates of sexual and/or physical violence against women committed by current or former partners in the past 12 months	Gender mechanisms	√	
Overall and age-specific prevalence rates of sexual and/or physical violence against women committed by current or former partners during their lifetime	Gender mechanisms	√	
Overall and age-specific prevalence rates of psychological violence against women	Gender mechanisms	√	

Frequency of physical violence committed in last 12 months by perpetrator, %

Frequency	BiH		FBiH		RS	
	Partner	Others	Partner	Others	Partner	Others
Once	36,0	16,1	36,1	19,0	35,7	10,0
Several times	60,0	51,6	58,3	42,9	64,3	70,0
Many times	4,0	16,1	5,6	23,8	0	20,0
Total	100	100	100	100	100	100

Overall and specific age groups of physical violence committed against women in lifetime, by relationship with the perpetrator, FBiH

Age	Any partner		Anybody but the partner		Anybody (partner or persons who are not partners)		Total women
	n	%	n	%	n	%	n
19-24	3	3.4	11	12.6	13	14.9	87
25-34	21	8.3	40	15.9	52	20.6	252
35-44	32	8.2	52	13.3	73	18.7	390
45-54	46	10.1	79	17.3	99	21.7	457
55-64	47	10.8	82	18.8	107	24.5	437
65+	73	14.9	102	20.8	143	29.2	490
Total	222	10.5	366	17.3	487	23.0	2113

SOCIAL WELFARE

- National legislative framework consists of:
 - The Constitution of BiH, The Constitution of FBiH, The Constitution of the RS
 - Law on refugees from BiH and displaced persons in BiH (Official Gazette of BiH, no. 23/99, 21/03, 33/03)
 - Law on the protection of national minorities in BiH (Official Gazette of BiH, no. 12/03)
 - Law on social protection, protection of civilian victims of war and protection of families with children (Official Gazette of BiH, no. 36/99, 54/04, 39/06, 14/09), the Law on social protection in RS (Official Gazette of RS, no. 37/12)
 - Family law in FBiH (Official Gazette of FBiH no. 35/05, 41/05), Family law in RS (Official Gazette of RS, no. 54/02, 41/08)
 - Law on protection from domestic violence in FBiH (Official Gazette of FBiH, no. 22/05, 51/06), Law on protection from domestic violence in RS (RS Official Gazette, no. 102/12)
 - Law on vocational rehabilitation, training and employment of persons with disabilities Federation (FBiH Official Gazette no. 10.09), the Law on professional rehabilitation, training and employment of disabled people in Republika Srpska (RS Official Gazette, no. 37/12)
 - Law on the Rights of Veterans and their families FBiH (Official Gazette of the Federation of Bosnia and Herzegovina, no. 33/04, 56/05)
 - Law on Mediation in Employment and Social Security of Unemployed Persons (Official Gazette of the Federation VII no. 22/05, 41/05)
 - Law on Pension and Disability Insurance of FBiH (Official Gazette of the Federation of Bosnia and Herzegovina, no. 29/98, 49/00, 32/01, 73/05, 59/06, 4/09), the Law on Pension and Disability Insurance of RS (Official Gazette of RS, no. 134/11, 82/13)
 - Law on Child Protection of RS (Official Gazette of RS, no. 04/02, 1/09, 17/08)
 - The Law on Gender Equality of BiH (Official Gazette of BiH, no 16/03, 102/09).

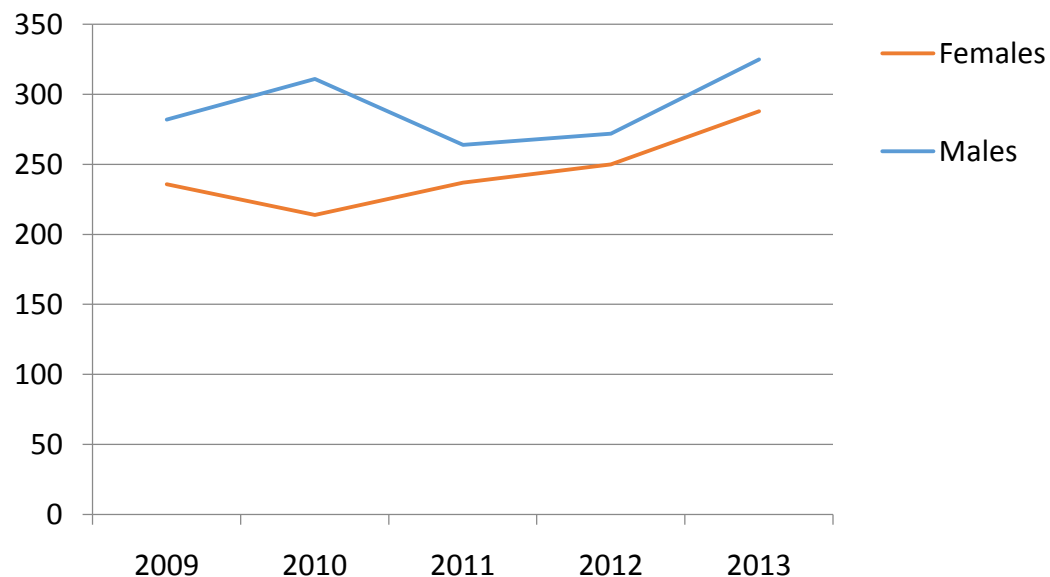
SOCIAL WELFARE

- Sources of data on social welfare are statistical surveys on social welfare beneficiaries, services and measures, which collect data from social care centres and municipal social services. Other data are obtained from pension and disability funds and gender mechanisms.

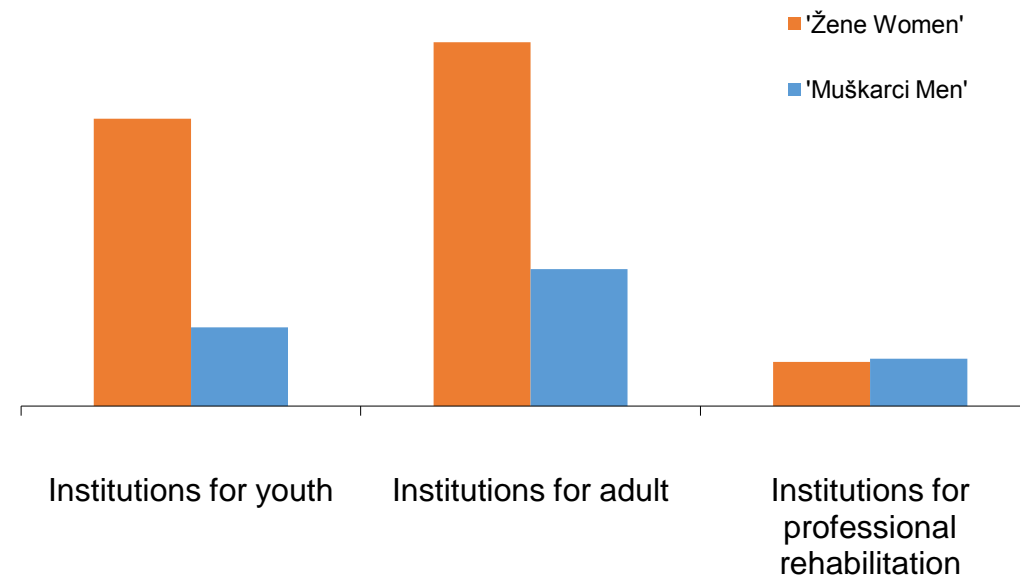
SOCIAL WELFARE INDICATORS

General indicators	Source	Current availability	Note
Old-age pensions	Pension funds	√	
Disability pensions	Pension funds	√	
Survivor pensions	Pension funds	√	
Minors – beneficiaries of social welfare, by category	NSIs	√	
Adults – beneficiaries of social welfare, by category	NSIs	√	
Allowance for unemployed woman - mother	NSIs	√	
Residents of institutions for children and youth	NSIs	√	
Residents of institutions for children deprived of parental care	NSIs	√	
Residents of institutions for mentally and physically disabled	NSIs	√	
Residents in homes for adults by reason of institutionalization	NSIs	√	
Employed in social welfare institutions	NSIs	√	
Number of persons in safe homes	Gender mechanisms	√	

Deprived of parental care wards, FBiH



Persons employed in social service institutions, FBiH, 2013.



THANK YOU FOR ATTENTION!