Questionnaire on

‘Women’s Human Rights in the Changing World of Work’

**Core questions**

* What are the main trends that influence women's human rights in the world of work in your national context and their impact?
* on the types and the quantity of work available to women, and the quality and conditions of work (including access to social protection and equal pay)?

Within active employment policy programs of the Employment Bureau of Federation of Bosnia and Herzegovina for 2018, women are recognized as target group of all individual co-financing programs for employment, self-employment and job preparation. An active policy for employment of least employable categories of unemployed persons, including victims of domestic violence, is regularly implemented through this Program. Federal Employment Service, together with the Bosnia and Herzegovina Chamber of Commerce, the Institute for Education (ECOS) and the Foundation for Social Inclusion, funded and implemented the project "Social, Entrepreneurial and E-Inclusion of Women 40+".

In addition to campaigns on gender-based violence, a number of other campaigns have been implemented in BiH to raise awareness on GE and women's human rights. Within Youth Employment Project, supported by Swiss government and in collaboration with Gender Equality Agency of Bosnia and Herzegovina, Ministry for Human Rights and Refugees of BiH, a campaign was launched under the name "Women are same as men - only less valuable," which draws attention to the problem of gender stereotypes and reducing the role of women to traditional role, with one of the most obvious results being an insufficient participation of women in labour market.

The labor market in Bosnia and Herzegovina is characterized by a large number of inactive population. However, there is also a large difference in the number of men and women employed. According to the 2017 ILO Report, out of total number of employees, 32.4% are women and only 22.6% are at managerial positions. The Law on Gender Equality in Bosnia and Herzegovina (“BiH Official Gazette” No. 32/10) prohibits gender discrimination at work, employment and access to resources. It also prohibits gender discrimination in the field of social protection, as well as obligation for equal pay and other benefits for the equal value. Labor laws in Bosnia and Herzegovina also prohibit any type of discrimination based on sex. According to the World Bank report “Women, Jobs and Law 2019”, Bosnia and Herzegovina ranks among the top 10 countries in the world by legal solutions, more precisely at 6th place. However, women in Bosnia and Herzegovina are still face different obstacles to greater participation in the labor market. Discrimination against women at work and employment is still high, women still have a much higher share of unpaid work (childcare and the elderly care), there is a lack or inaccessibility of support services (kindergartens, etc.) and men are mostly property owners (land, real estate, etc.)

In response to problem of uneven maternity benefits, in 2019 House of Representatives of Federation BiH adopted a Proposal of the Law on Support to Families with Children in Federation BiH thus marking a significant leap towards equalizing rights exercised by unemployed new mothers. The new law, which is in line with international standards, will harmonize conditions for exercising of right - compensation for unemployed mothers. This is regulated as "Financial Assistance for Unemployed New Mothers" in amount of 30% of average salary in Federation BiH over 12 months, taking into account current financial capacities of cantons and Federation BiH.

To reduce poverty and improve access to social protection for women and girls in Republika Srpska, Republika Srpska Law on Child Protection prescribes right to maternity allowance protection of women / unemployed mothers. Right to maternity allowance is set at EUR 207 per month and is exercised by unemployed mother for a period of 12 months, and for twins and every third and subsequent child for a period of 18 months. Right to maternity allowance for third and fourth child may be exercised by mother, regardless of material status of family and place of birth of the child in lump sum of EUR 300 for the third child and EUR 230 for the fourth child.

Federation BiH Government adopted in July 2018 Employment Strategy for period 2018-2021. Main objective of the Strategy is to increase formal employment in private sector and to provide opportunities for decent jobs for all women and men, especially if they are disadvantaged. Strategy is in parliamentary procedure, but Federal Employment Service is already using it as a guide in its work, since it is already in line with other development documents and projects.

The Strategy for Strengthening Mediation Function in Public Employment Services in Federation BiH was adopted, which has as its first strategic goal development of a public employment mediation function in Federation BiH and rapid and concrete exercise of rights arising from unemployment status.

The Federation BiH Government adopted in 2018 Women's Entrepreneurship Development Action Plan 2018 - 2020, which operationalizes first principle of EU-SME Act "Creating a stimulating environment for entrepreneurship development", in related sub-dimension related to women's entrepreneurship.

Employment strategies in Republika Srpska for period (2011-2015 and 2016-2020) had a positive impact on achieving gender equality. Unemployed women in different statuses are target categories in both strategies. Through 2014-2018 employment programs, through direct monetary incentives, 13,853 unemployed persons were employed, of which 6,408 were women, or 46.26%. Number of women who used funds and who were employed through targeted projects increased from year to year in observed period, so that for all projects in 2014 number of employed women was 846, while in 2018 this number was 2.575. Employment Action Plans in Republika Srpska, which are implemented every year, include women from rural areas and women victims of violence as a specific target group.

Significant measures and activities have been taken by Republika Srpska Ministry of Education and Culture and Bureau of Adult Education in order to harmonize vocational education and training system with requirements of labour market. These include realization of legal and institutional preconditions for establishment of adult education and training system, introduction of entrepreneurial education programs into educational programs, as well as establishment of a system of cross-sectorial cooperation of social partners in education.

Through World Bank project for employment support implemented in Federation BiH since 2017, it is anticipated that 15,000 least employable persons, including women, will be employed by 2020. Based on preliminary results of implementation of measures in 2017, it was found that 3,085 employers and 6,934 persons participated in various programs, of which 2,863 were women with an average age of 26 to 48 years.

The project Local Development Strategies, funded by EU Instruments for Pre-Accession Assistance (IPA II), focused, among other things, on addressing unequal opportunities in labour market for women and men and on supporting women and young entrepreneurs, including launch of targeted training and advisory services. Project was implemented from 2016 to March 2019 in 15 municipalities in BiH.

Small Business Development Incentives Act is in force in Federation BIH in which there are no specific provisions on women entrepreneurs. However, Federation BiH Government adopted Women Entrepreneurship Development AP 2018-2020, which relies on measure "Empowering women entrepreneurs" from strategy paper "Development of SMEs in FBiH 2009-2018". Within budget, Federation BiH Ministry of Entrepreneurship and Crafts allocates a grant for development of women's entrepreneurship in amount of EUR 434,500 per year.

In February 2019 Strategy for Development of Women's Entrepreneurship of Republika Srpska (2018-2022) was adopted, based on the Republika Srpska SME development strategy (2016-2020). The funding for implementation of this Strategy amounts to a total of EUR 2.3 million, most of which relates to credit support of the Investment Bank, while other funds refer to funds from the Republika Srpska and local budgets, as well as funds from international projects and programs. In addition to provision of financial resources, there are trainings for women entrepreneurs, support for promotion of women entrepreneurs, as well as support for association of women entrepreneurs and strengthening role of Women's Entrepreneurship Council at Republika Srpska Chamber of Commerce.

The Agency for Development of SME of Republika Srpska, undertakes activities to encourage women to start their own businesses or to improve their businesses. By gaining membership in European Enterprise Network, numerous opportunities have been opened to support women's entrepreneurship in Republika Srpska. Business planning trainings have been organized for women who want to start their own business as well as for existing women entrepreneurs. In 2016 the Entrepreneurial portal was launched as a unique on-line platform in this region, which brings together all relevant information for starting, growing and developing a business. In addition to all information on SME development, the portal also contains information on women's entrepreneurship.

* for women's safety (including violence and sexual harassment) at work?

The Law on Gender Equality in Bosnia and Herzegovina prohibits direct and indirect discrimination on the basis of gender, as well as harassment, sexual harassment and encouragement to discrimination, and all forms of gender-based violence.

New Labor Law was adopted in Federation BiH on 20 August 2015. New Law defines direct and indirect discrimination and, for the first time, sexual harassment, gender based violence and mobbing as well as legal protection in those cases. In addition, Law prescribes that unequal treatment is prohibited, such as refusal to employ women because she is pregnant or dismissal in cases when she is using one of the rights prescribed by Law (maternity leave, part time work, etc.). All articles of the new Law are in line with the Gender Equality Law of Bosnia and Herzegovina.

High Judicial and Prosecutorial Council of Bosnia and Herzegovina has undertaken activities to adequately monitor discrimination cases with respect to information on various grounds of discrimination, and has upgraded Automatic Case Management System (CMS) Code Book by adding legal basis of discrimination, type of discrimination, basis of discrimination and form of discrimination. Data entry by the courts is ongoing for all cases currently pending before courts. In the forthcoming period, it will be possible to obtain adequate information on cases before courts, given different forms of discrimination, including discrimination based on sex and gender, and sexual harassment.

* On women's rights to organize and claim rights?

**All persons in Bosnia and Herzegovina are allowed to file a Request for Examination of Discrimination and Gender Based Violence. The procedures are defined in detail by the Unified Rules for Consideration of Depositions and Complaints of Citizens (Gender Equality Law of BiH Official Gazette 72/11)**

* What are the promising practices emerging from your country to ensure the realization of women's rights to work and women's rights at work, in the context of technological and demographic change, as well as continuing globalization and the shift towards sustainability? (laws, economic and social policy, labor market and social policy; programs).

Some specific provisional measures have been introduced in Bosnia and Herzegovina to achieve gender equality.

As an example, the BiH Ministry of Security has introduced an affirmative measure reducing the number of years of work experience required for women enrolling in peacekeeping missions from eight to five years. This resulted in an increase in female participation from about 16% in 2009 to 30% in 2016. Also, as a result of the affirmative measure and the promotion of the military call for women, the number of female candidates applying for admission to the BiH Armed Forces has increased, from 23 female candidates who applied in 2008 to 594 in 2014.

The issue of women's participation at the labor market has been recognized as a priority area in the Third Gender Action Plan of Bosnia and Herzegovina 2018-2022. Namely section „Work, employment and access to the resources “defines number of measures for improvement of position of women at labor market and achieving the gender equality in this area.

**Specific questions**

*Technology*

* How is technological change impacting on women’s experiences of work in your

national context?

Although there are continuously more men than women graduating from technical and technology schools, the gap is slowly narrowing, which should result in more women employed in the sector in the future. Each year Bosnia and Herzegovina marks International Day of Women and Girls in ICT, which has resulted in more women and girls being interested in and choosing the professions that is most often reserved for men in the past

* What are some of the good practices for supporting women to benefit equally from

technological advances?

Gender Equality Agency of BiH, entities gender centres and non-governmental sector mark every year international "Girls in ICT Day", to encourage interest of girls, girls and women, to increase their visibility, interest and participation in education, as well as professional careers in innovation, technical, technological and ICT fields. Results of Study on Gender Equality in IT Sector in BiH indicate that women accounted for a total of 25% of IT workforce in 2015, and that 90% of companies surveyed believe that they foster a culture of GE. In 50% of companies men occupy leading positions, in 40% of cases men and women equally occupy highest positions in the company, and in 10% of companies women prevail in highest positions.

For past seven years Gender Center of Republika Srpska has been devoting a whole week in April to marking International Girls in ICT Day (ICTD). Gender Center of Republika Srpska has made a close partnership with one local IT company from Banja Luka, which provides support through various certified courses for girls after which trainees have opportunity to enter IT job market. This campaign has been recognized by International Telecommunication Union (ITU), because every year activities are listed on a worldwide calendar to commemorate this day through “Girls in ICTD” portal. This model of cooperation has proven to be of multiple use and importance not only in form of promotional activities, but also of concrete actions for advancement of women in this field, as well as direct inclusion of women in labour market.

In 2016, Ministry of Education and Sport of Federation BiH approved EUR 8,680 for co-financing projects called “Support programs that allow adults to graduate from primary school with a focus on female population." Also, Ministry of Education and Sport of Federation BiH Work Plan for 2017 allocated EUR 7,500 to vocational and secondary technical schools, institutions and organizations that carry out and implement programs of retraining and additional training, in order to provide easier access to labour market for adults, and especially for women in need of retraining and additional qualifications.

In 2016, Gender Center of Republika Srpska made a "Special Report on Research Findings and Recommendations on Socio-Economic Gender Inequalities in Republika Srpska", which contains recommendations for eliminating perceived gender inequalities in field of education. Among other things, a program was recommended to encourage girls to opt for scientific fields such as IT, engineering, technical and mathematical fields.

*“Gig” and “On demand” Economy*

* Which groups of women are most likely to be most affected by this type of work?

The group of women that will be most likely effected by the “Gig” and “On demand” economy are younger women in Bosnia and Herzegovina who have knowledge, skills and products that can offer via internet and other media. Those are mostly freelance experts in socio-economic area, women owners of the small businesses such are agriculture- food products, crafts, tourism etc. Those sectors are in expansion in the last couple of years in Bosnia and Herzegovina.

*Demographic changes*

* How demographic changes in your national context impacting on women’s experience of work?
* What are the implications of an ageing population?

The number of working-age population is decreasing, since not only individuals but entire families are leaving Bosnia and Herzegovina. Only elderly people who are in need for care remain. Men in BiH live on average 72 years and women 77 years. Therefore, there is a growing need for the care economy but, due to the weak overall economic situation in Bosnia and Herzegovina and lack of funding, this sector is still heavily undeveloped.

* What economic and social policies are needed to ensure that the growth in the care sector creates decent work opportunities for women? What are some emerging promising practices?

First of all, more funding and investments from public and private sector is required for the development of the care economy. Currently, there is a limited number of public institutions (elderly care centers) opened, mainly in main cities while such a service is very rare in other places. There are privately owned institutions and companies that are offering those services but, having in mind the demands, this is not enough at this point. Similar situation is with kindergartens. Although there is more and more privately owned kindergarten, there is still a need for more public kindergarten in order to ensure sufficient capacities for all children.

On the other hand, there is a gender gap in terms of paid and unpaid work in Bosnia and Herzegovina, with the share of women in unpaid work far greater. According to the Labor Force Survey for 2017, the participation of women (15 to 45 years and over) in unpaid domestic work, including agricultural work, is estimated at around 70%. This is due to the stereotypical understanding of gender roles, the unequal division of family responsibilities, the underdeveloped and insufficiently spread care services for children and the elderly, and the existence of a gender-segregated labor market.

The Council of Ministers of Bosnia and Herzegovina at its session held on 05 November 2018 adopted the Decision on Adoption of the Gender Action Plan of Bosnia and Herzegovina (GAP BiH) for the period 2018 - 2022 (“Official Gazette of BiH 89/18). This is the third document in this area that contains strategic goals, programs and measures to achieve gender equality. The GAP BiH contains measures that will be implemented in order to achieve three strategic goals aimed at developing, implementing and monitoring programs of measures for the promotion of gender equality in priority areas; building and strengthening systems, mechanisms and instruments for achieving gender equality and establishment and strengthening the cooperation and partnerships. The main objective pursued by the measures envisaged is to eliminate gender discrimination in work, employment and the labor market, and to ensure equal opportunities for women and men in accessing economic resources, including poverty reduction through new macroeconomic and development strategies. One of the GAP measures is to harmonize business and private life, including the protection of maternity and paternity rights, provisions for paid maternity/paternity leave, as well as special measures to help employees balance their professional and family obligations;

*Transition to sustainability*

* What measures are necessary to ensure that women benefit equally from the transition to sustainability in your national context? What are some of the promising practices to ensure that green jobs do not replicate existing gender inequalities in other sectors (e.g. occupational segregation, gender pay gap)?

Human resources development is a particular challenge for Bosnia and Herzegovina. Men are more often owners of the land, housing, premises and property than women. These inequalities are even more pronounced in rural areas. There are stereotypes about „women's” and “men's” jobs and lack of mechanisms for reconciling family and professional life which is an obstacle to greater participation of women in work and employment.

Some of key measures envisaged in GAP BiH focus on exercise and promotion of rights of vulnerable groups of women, including women in rural areas. Through various action plans and programs in BiH, measures have been planned that enable introduction of specific programs in rural entrepreneurship segment, as well as financial incentives and incentives for introducing young people to agriculture, stimulating additional activities in rural areas and promoting women.

In February 2018, the Parliamentary Assemble of BiH adopted [Rural Development Strategic Plan (2018 - 2021) - Framework document](https://fmpvs.gov.ba/wp-content/uploads/2017/Ruralni-razvoj/Strateski-plan-BiH.pdf), which in its section on gender equality recognizes the efforts by gender-based institutional mechanisms to improve the status of women, and envisages a measure "Supporting Gender Equality" with aim of improving gender equality and highlighting importance of active role of women in agricultural sector. The support is designed in such a way that when applying for a grant advantage is given to women, and support is also provided through targeted measures, easier and more favourable access to rural loans, easier land acquisition (or transfer of ownership to agricultural producers), favourable access to implementation of various measures for investing in agricultural holdings, etc.

Administration for Geodetic and Property Affairs of Federation BiH implement a number of projects, including raising awareness of equality between women and men in property registration, as well as introducing public to the international standards in this area. For example, as a result of these efforts there is increasing trend in percentage of women owners or co-owners of real estate in FBIH (24.7% in 2003, 26.8% in 2013 and 28.4% in 2017).

The Rulebook on conditions and manner of obtaining financial incentives for capital investments in agricultural production in Republika Srpska contain the criteria that allow additional points (5 points) if holder of household is woman. Decree on entry in the register of agricultural holdings allows holder not to own the property but to be a holder with consent of household members. One of concrete results of this measure is increased proportion of women holding agricultural holdings, from 12.5% in 2011 (the first year of implementation of AP for the Advancement of Rural Women), over 14% in 2015 (at the end of the AP’s implementation), to 22.7% in 2017.

Although measures for rural women were initially temporary, they became part of regular annual work plan in Republika Srpska, ensuring their sustainability in future. Strategic Plan for Development of Agriculture and Rural Areas of Republika Srpska 2016 - 2020 has gender mainstreaming integrated. This includes needs, priorities and contributions of women, alignment of all regulations with gender equality standards, with particular emphasis on laws governing property issues, property ownership and access to economic resources.

Working on the promotion for overcoming stereotypes through various activities is one of the priority areas in the implementation of GAP BiH. Also, the new Republika Srpska Labour Law stipulates in Article 120 (2) that workers shall be guaranteed equal pay for same work or work of same value which they obtain from employer.