

Facts and Figures on Gender Equality Bosnia and Herzegovina

CONTACTS

Government (state level):

Bosnia and Herzegovina

Gender Agency of BiH

Director:

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Government (entity level):

Federation of Bosnia and Herzegovina Gender Center of the Federation of Bosnia and Herzegovina

Director:

Ms. Ane Jaksic, a.i.

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Republika Srpska

Gender Center of Republika Srpska

Director: Ms. Spomenka Krunic

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Website: www.gc.vladars.net

Workers' organizations:

SSSBIH, Women's Section

Ms. Milosava Torlic

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SSRS, Women's Section

President: Ms. Ranka Misic

Phone: +387 51 304 128

Vice-president: Ms. Emira Puskar,

Phone: +387 51 304 145

NGOs

Center for Legal Assistance for Women, Zenica

Ms. Amira Krehic and Nura Lukic

Phone: +387 32 402 049

E-mail: cenppz@miz.ba.

Association VESTA , Tuzla

Director: Ms. Amra Selesković

Phone: + 387 35 310 310

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E-mail: vesta@bih.net.ba

Website: www.vesta.ba

International organizations

Office of the High Commissioner for Human Rights

(Coordinates international agencies
against trafficking)

Phone: +387 33 496402

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LEGAL FRAMEWORK:

ILO conventions ratified (2004):

No. 100 and **No. 111**– ratified in 1993.

The Committee welcomes the provisions under general law prohibiting discrimination while at the same time asking for information on practical measures undertaken to implement the legislation.

No. 156 – ratified in 1993

No. 183 – not ratified, still not ratified
(**No. 103** – ratified in 1993)¹

National legislation:

Act of 21 May 2003 on Gender equality in Bosnia and Herzegovina which entered into force in June 2003, provides regulations for the promotion and protection of gender equality, guarantees equal opportunities to all citizens in all areas, and prevents direct or indirect sex discrimination. Contains, inter alia, provisions on education, employment, social and health protection.

Sexual harassment is also defined and proscribed. Moreover, the law foresees the creation of the Gender Equality Agency of Bosnia and Herzegovina Ombudsinstitution.

Up until now, special provisions on non-discrimination have been incorporated into the general law. The amended *Labour Law of the Federation of Bosnia and Herzegovina*, as well as the labor laws of Republika Srpska and of the District of Brcko, prohibits

discrimination based on several grounds including sex. Furthermore, the burden of proof lies on the employer if the employee can show obvious evidence of a discriminatory distinction prohibited by the *Labour Law*. Act of 25 July 2002 to amend and supplement the *Labour Law of Republika Srpska* entered into force in August 2002 contains numerous amendments relating, inter alia, to maternity leave².

BiH is a country of destination (origin and transit) for trafficking for the purpose of prostitution. The new *Criminal Code in Republika Srpska*, which entered into force in 2001, includes trafficking for the purpose of prostitution as a specific crime. At the federal level, trafficking is not specially mentioned so far.

¹ ILO/Ilolex

² ILO Natlex

GENDER EQUALITY MACHINERY:

Gender equality machinery was established in December 2000 separately for both entities: *Gender Center of the Federation of Bosnia and Herzegovina*, *Gender Center of Republika Srpska*.

Within the direct jurisdiction of the government there are focal points located in the ministries.

Gender Equality Machinery in Bosnia and Herzegovina has the authority to

formulate the government policy concerning equal gender status, to initiate legislative actions function as an opinion maker on the government policy at national and local level³.

³ UNIFEM Database on National Women's Machinery completed by KARAT, November 2004

SOME BASIC INDICATORS:

Labor force: In 2001 women constituted 39.02% of employed, 40.38% in a public sector, 45.18 in a private sector⁴.

In Bosnia and Herzegovina statistical data on labour force are not systematically collected nor analyzed by governmental offices. Especially gender sensitive data is lacking⁵.

Retirement age: According to the *Laws on Pension and Disability Insurance*, amended in 2000 and 2001, the retirement age is in FBiH and RS 65 years with minimum 20 years of service for both women and men and in RS 65 years of age with 25 years of pension service.

Exceptions in the FBiH - however, during a transition period men can retire at the age of 60 with 35 years of service

and women at the age of 55 with 30 years of service.

Exceptions in the RS – An insured person (man or woman) with 40 years of service irrespective of age can become retired, or with 40 years of pension service in case it has service in double duration (man or woman).

Special exception for women –Woman of 60 years of age and at least 20 years of pension service, or with 35 years of service irrespective of age becomes entitled for retirement under the conditions if she expresses the wish to do so.

Further labor market indicators are not available.

⁴ ILO- LABORASTA

⁵ SEELINE Report

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SEELINE – Economic and social rights reports, <http://www.seeline-project.net/economic.htm>

UNIFEM Database on National Women's Machinery completed by KARAT, November 2004, bratislava.unifem@undp.org

KARAT website: www.karat.org