

One UN Programme Bosnia and Herzegovina 2015-2020¹
Joint Work Plan for the Years 2019-2020²

Empowerment of Women (Pillar 4)

1. Cover page

Country:	Bosnia and Herzegovina
Corresponding One Programme Outcome(s):	Outcome 12: By 2020, more women take part in decision making in political fora and in the economy. Outcome 13: By 2020, coordinated multi-sectoral platforms prevent and timely respond to gender-based violence and provide comprehensive care and support to survivors.
Corresponding Results Group:	Empowerment of Women
Chairing UN entity:	UN Women
Results Group Members (UN and non-UN entities):	UN Women, UNDP, UNFPA, IOM, UNHCR, ILO, UNV, UNODC, UNICEF
Work plan duration:	2019-2020
Anticipated start/end dates:	1 January 2019 – 31 December 2020

Executive Summary

BiH still copes with deep-rooted, patriarchal stereotypes regarding the role and responsibilities of women and men in the family and in society at large. Gaps in the policy development and slow implementation of the adopted legislation constitute important structural obstacles to achieving gender equality. The complex division of roles and responsibilities within the different levels of the government presents a significant challenge to applying uniform, holistic approach to gender mainstreaming across the different sectors. Further, the absence of statistics and analytical research creates gaps and inconsistencies in the policy and legislative work.

Improvements are needed in both strengthening institutional capacities and enhancing cooperation between the gender mechanisms and the key ministries and the civil society organizations in order to increase gender mainstreaming in all aspect of government work, primarily policy development and budgeting as the means for achieving gender equality. Within the Results Group on Empowerment of Women, UN work will be focused on the following within the two outcomes:

- **Outcome 12 outputs will include:** support to selected BiH authorities to analyze the socio-economic position of women and impediments for women's economic participation, and to include gender perspective in policy making and budgeting; capacity building of Public Employment Services, TVET institutions and business development services to reach out to women entrepreneurs and/or in the informal economy; capacity building for local authorities, CSOs, activists and citizens in gender aspects of local community development and various models of economic empowerment of women; initiation of projects contributing to better service delivery and quality of life targeting women; support to selected local communities to plan and deliver programs to increase economic security of women; and the organization of targeted schemes for the economic empowerment of CRSV survivors.
- **Outcome 13 outputs will include:** support to implementation and monitoring of Istanbul Convention and UPR recommendations, including for reproductive health and rights, targeted provision of psychosocial support to IDP and returnee women victims of war and asylum seeker and refugee survivors of SGBV, provision of technical support to Gender mechanisms, working groups and relevant service providers at the local level to harmonize standards and implement a multi-sectorial approach to Gender Based Violence, support to CRSV-relevant health, social protection, economic empowerment support services as well as justice and security actors and link service providers (governmental and non-governmental), reducing discrimination and stigma against CRSV survivors,

¹ In line with the decision of the Council of Ministers of Bosnia and Herzegovina from 18 June 2018, the United Nations Development Assistance Framework for Bosnia and Herzegovina is extended for one year, until 2020.

² The JWP (UNDAF documents refers to UNDAF) will be nationally executed in respect of the current provisions of the BiH Constitution and the competencies assigned to state, entity, cantonal and municipal authorities in BiH, including the Brcko District. In order to ensure harmonization of the JWP results throughout BiH, its overall implementation will be conducted through a coordinated approach and inclusion of the BiH authorities at all governing levels.

Total Estimated Budget (in USD)*:		5,025,000
1. Funded Budget (USD):		3,632,000
2. Unfunded Budget (USD):		1,572,000
Breakdown of contributions by funding sources:	Source(s)	Contributions (USD)
	UN Women	3,074,962
	UNDP	1,129,038
	UNFPA	345,000
	IOM	
	UNHCR	60,000
	ILO	400,000
	UNV	
	UNODC	
	UNICEF	

**Total estimated budget includes both direct programme costs and indirect support costs*

2. Context and situation analysis, including lessons learned (Maximum one page)

Full elaboration of the context and situational analysis, including lessons learned is provided in the UN BiH Common Country Analysis (2013) and BiH UNDAF/One Programme 2015-2019 document (2014).

Abbreviations List

BD	Brcko District
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRSV	Conflict Related Sexual Violence
CSOs	Civil Society Organizations
FBiH	Federation of Bosnia and Herzegovina
GBV	Gender Based Violence
ILO	International Labour Organization
IOM	International Organization for Migration
MHRR	Ministry of Human Rights and Refugees
NGOs	Non-Governmental Organizations
RS	Republika Srpska
TVET	Technical and Vocational Education and Training
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNODC	United Nations Office on Drugs and Crime
UNV	United Nations Volunteers
UPR	Universal Periodic Review
VAWG	Violence Against Women and Girls



ONE UN PROGRAMME BOSNIA AND HERZEGOVINA 2015-2019

BIANNUAL JOINT WORKPLAN INCLUDING COMMON BUDGETARY FRAMEWORK FOR THE PERIOD 2017-2018

PILLAR 4: EMPOWERMENT OF WOMEN

UNDAF Outcome 12: By 2020, more women take part in decision making in political fora and in the economy (UN Women, IOM, UNDP, ILO)
SDG Links: Goals 1, 4, 5, 8, 9, and 16

Partners: Agency for Gender Equality BiH, Gender Center FBIH, Gender Center RS, Ministry of Finance and Treasury, Federal Ministry of Finance, Ministry of Finance RS, Ministry of Human Rights and Refugees, Ministry of Security, Service for foreigner’s affairs, Ministry of Civil Affairs, Ministry of Foreign Trade and Economic relations, Parliamentary Assembly of Bosnia and Herzegovina, Central Elections Commission of BiH, Ministry of Administration and Local Self-Government RS, Labor and Employment Agency in BiH, Agency for Coordination of Police Agencies at the National Level, Employers’ Association of BiH, Federal Ministry of Labor and Social Policy, Federal Ministry of Justice, Ministry of Displaced Persons and Refugees FBIH, FBIH Ministry of Development of Entrepreneurship and Crafts, Confederation of Independent Trade Unions of BiH, Association of Employers of the Federation of BiH, Employment Office of FBIH, RS Ministry of Labor, War Veterans and Disabled Person’s Protection, Ministry of Justice RS, Ministry of Refugees and Displaced Persons RS, Ministry of Trade and Tourism RS, Ministry of Economic Development and Regional Cooperation RS, Confederation of Trade Unions of the Republika Srpska, Union of Employers’ Associations of the Republika Srpska, Employment Office RS, Employment Office BD, Department for Human Resources and Employment BD, Brcko District Government, Gorazde Canton, Bratunac Municipality + CSOs local governments and selected business partners.

Outcome Indicators:
Indicator 12.1: Policies and institutional mechanisms aimed at promoting participation of women in decision making processes in place. **Baseline:** Gender Equality Law adopted and gender mechanisms in place. (2003). **Target:** Institutional partnerships established and strategies implemented for the economic and political empowerment of women (2019).
Indicator 12.2: Percentage of women in parliaments, executive positions in central and local levels. **Baseline:** Percentage of women in Parliamentary Assembly of BiH 17.54% (2010). **Target:** 10% percent increase in all elected bodies (2019).
Indicator 12.3: Number of women employed, maintained in employment or benefiting from income generation activities as a result of UN interventions. **Baseline:** 2010-2014 UNDAF Annual Reviews for 2013 and 2014. **Target:** To be established during creation.
SoV: Reports on the Implementation of Strategies: a) FBIH Strategy for Preventing and Combatting Violence Against Women and Domestic Violence (2013 – 2017); b) RS Strategy for Combatting Domestic Violence (2014 – 2019); c) BiH Strategy for the Implementation of Istanbul Convention; d) CEDAW 6th and 7th Period Report of the State Party; e) Gender Barometer.

Outputs	UN Entity	Indicator, Baseline & Target (annually)	Means of Verif.	Risk and Assump.	Implementation modality	Biannual Common Budgetary Framework (USD)			
						Total (USD)	Core/ Reg./ asd. (USD)	Non-core/ other/ X budgetary (USD)	Funding gap (USD)
Output 12.1: Capacity of gender equality advocates and selected institutions strengthened to promote women’s leadership, economic and political participation and	UN Women, UNODC, ILO	Output indicator 12.1a: Establishment of the relevant national reporting system and availability of the reports and thematic discussions describing the economic position of women and the measures for economic empowerment of women Baseline 2018: no reporting system or dedicated reports available. Target 2020: Establishment of relevant national reporting system dedicated to economic empowerment of women	Council of Ministers and government reports Reports of statistical institutions in BiH	Assumption: Stability of Council of Ministers and governments at all levels and their commitment to reforms including advancing gender equality Assumption: Leadership of government at all levels and existence of institutional mechanisms for the	Agency specific	2,855,000	0	2,855,000	1,000,000



generate data and statistics on women's economic opportunities SDG Targets: 1.b, 5.1., 5.4., 5.5., 5.c., 8.3., 8.5., 16.b.,		Reporting: UNDP and UN Women	UN Women reports Activity reports Media reports	implementation of project activities.					
Activities				Implementing UN entity					
12.1.1 Provide support to selected BiH authorities to analyze the socio-economic position of women and impediments for women's economic participation				UN Women		100,000		100,000	100,000
12.1.2 Provide support to selected BiH authorities to include gender perspective in policy making and budgeting				UN Women		500,000		500,000	500,000
12.1.3 Increase capacity of Public Employment Services, TVET institutions and business development services to reach out to women entrepreneurs and/or in the informal economy.				ILO		400,000		400,000	400,000
12.1.4 Strengthen women's leadership and participation in political life				UNDP and UN Women		1,027,038 (UNDP) 327,962 (UN Women)		1,027,038 (UNDP) 327,962 (UN Women)	
12.1.5 Support introduction of Gender perspective in the relevant EU integration processes as facilitated by the Directorate for EU integration and the BiH Agency for Gender Equality.				UN Women		500.000		500.000	
Outputs	UN Entity	Indicator, Baseline & Target (annually)	Means of Verif.	Risk and Assump.	Implementation modality	Biannual Common Budgetary Framework (USD)			
						Total (USD)	Core/ Reg./ asd. (USD)	Non-core/ other/ X budgetary (USD)	Funding gap (USD)
Output 12.2: Strengthened skills and opportunities for women's employment and entrepreneurship in selected local communities and selected areas	UN Women, UNDP, UNHCR	Output Indicator 12.2 a: Number of women directly benefiting from capacity development, employment and business development services at local level Baseline 2014: limited availability of the capacity development, employment, business development and measures targeting women, within support projects at the local community level Target 2020: Establishment of relevant methodology and system at the local level for capacity development, employment and business development targeting women	Social inclusion index report Impact Assessment of CRSV Economic Empowerment Schemes	Assumption: Stability of Council of Ministers and government at all levels and their commitment to reforms including advancing gender equality	Agency specific	533,000	0	533,000	0



<p>SDG Targets: 4.3., 5.5., 5.a., 8.3., 8.5.,</p>		<p>Responsible: UN Women and UNDP</p> <p>Output Indicator 12.2 b: Number of women directly benefiting from capacity building, improved employment opportunities and improved access to public services and infrastructures in 24 municipalities and 136 MZs country wide</p> <p>Baseline 2018: 53,085</p> <p>Target 2020: 85,000 by December 2019</p> <p>Responsible: UNDP</p>	<p>LG and Mz questionnaires'</p> <p>Quarterly Mz Project reports</p> <p>CSO project reports</p> <p>FINAL Phase one report</p> <p>Field visits and results oriented monitoring</p>						
Activities			Implementing UN entity						
<p>12.2.1 Increase capacities of local authorities, CSOs, activists and citizens in gender aspect of local community development and various models of economic empowerment of women. From 2018, financial planning and reporting for MZ project is included in Outcome 9.</p>			<p>UNDP</p>						
<p>12.2.2 Support participation and representation of women in the MZ decision-making processes, civil engagement and activism and making equal use of benefits and access to public services and infrastructure. From 2018, financial planning and reporting for MZ project is included in Outcome 9.</p>			<p>UNDP</p>						
<p>12.2.3 Support selected local communities to plan and deliver programs to increase economic security of women.</p>			<p>UN Women</p>		<p>500,000</p>		<p>500,000</p>		
<p>12.2.4. Support institutionalization of the economic empowerment programmes for CRSV survivors</p>			<p>UN Women</p>		<p>33,000</p>		<p>33,000</p>		
<p>UNDAF Outcome 13: By 2020, coordinated multi-sectorial platforms prevent and timely respond to gender based violence and provide comprehensive care and support to survivors. (UN Women, UNFPA, UNHCR, UNDP)</p> <p>SDG Links: Goals: 3, 5, and 16</p> <p>Partners: Agency for Gender Equality BiH, Gender Center FBIH, Gender Center RS, Ministry of Finance and Treasury, Federal Ministry of Finance, Ministry of Finance RS, SAFE Network, HJPC, Ministry of Human Rights and Refugees, Ministry of Security, Service for foreigner's affairs, Ministry of Justice BiH, Federal Ministry of Interior, Federal Ministry of Health, FBIH Ministry of Displaced Persons and Refugees, Federal Ministry of Justice, Federal Ministry of Labor and Social Policy, RS Ministry of Justice, RS Ministry of the Interior, Ministry of Health and Social Welfare RS, Ministry of Family, Youth and Sport RS, RS Ministry of Labor, War Veterans and Disabled Person's Protection, Ministry of Refugees and Displaced Persons RS, Brcko Government, Brcko Department for Health and other Services, BD Employment Institute +CSO's, Youth and volunteering groups, FLA (Free Legal Aid) providers, VWS (Victims and Witness Support) Offices, faith-based organization, selected line ministries, selected local administrations, selected CSO implementing partners, BiH Interreligious Council</p>									
<p>Outcome Indicators:</p> <p>Indicator 13.1: Number of municipalities with operational referral mechanisms based on the standardized protocols. Baseline: 12 Local referral mechanisms operational (2013). Target: 30 referral mechanisms operational (2019).</p>									



Indicator 13.2: Number of referral mechanisms which provide the comprehensive care and support to survivors of conflict related sexual violence. **Baseline:** 2 Local referral mechanisms operational (2013). **Target:** 10 referral mechanisms operational (2019).

Indicator: 13.3: Alignment of policies and services with the standards set forth by the Istanbul Convention. **Baseline:** Ratified Istanbul Convention and Developed Strategy for the Implementation of the Istanbul Convention (2013). **Target:** Strategy for the Implementation of Istanbul Convention implemented resulting in comprehensive legislative changes (2019).

Indicator 13.4: Percentage increase in the budgets of the BiH Council of Ministers, FBiH Government, the RS Government and selected local governments for services to prevent and respond to gender based violence. **Baseline:** Irregular budgetary financing for the service providers
Target: At least 35% of the financing for the service providers secured from the budgets of governments and local administration.

SoV: Reports on the Implementation of Strategies: a) FBiH Strategy for Preventing and Combatting Violence Against Women and Domestic Violence (2013 – 2017); b) RS Strategy for Combatting Domestic Violence (2014 - 2019); c) BiH Strategy for the Implementation of Istanbul Convention; d) CEDAW 6th and 7th Period Report of the State Party; e) Gender Barometer, f) Report to the Group of Experts on Action against Violence against Women and Domestic Violence.

Outputs	UN Entity	Indicator, Baseline & Target (annually)	Means of Verif.	Risk and Assump.	Implementation modality	Biannual Common Budgetary Framework (USD)			
						Total (USD)	Core/ Reg./ assd. (USD)	Non-core/ other/ X budgetary (USD)	Funding gap (USD)
<p>Output 13.1: Gender mechanisms, selected line ministries and local authorities have enhanced capacities to develop and implement strategies to prevent and respond to VAWG, including through enabling the delivery of multi-sector services for domestic violence and conflict-related sexual violence</p> <p>SDG Targets: 3.7., 3.8., 5.2., 5.9., 16.2., 16.3.</p>	<p>UN Women UNFPA UNDP UNV UNHCR</p>	<p>Output indicator 13.1a: Number of referral mechanisms for survivors of CRSV. Baseline 2016: limited availability (4 referral mechanisms established and other 3 initiated in Brcko, Gorazde and Banja Luka). Target 2020: 10 locations where delivery of multi-sector services for domestic violence and conflict-related sexual violence is enabled Reporting: UNDP, UNFPA, UN Women</p> <p>Output indicator 13.1b: Number of initiatives to tackle stigmatization at individual/community and societal levels (stigma study) Baseline 2018: 3 Target 2020: 12 Reporting UNFPA</p> <p>Output indicator 13.1c: Number of survivors of CRSV or gender-based violence who received psychosocial support. Baseline 2018: 135 Target (end of 2020): 116 Reporting: UNHCR</p> <p>Output indicator 13.1d: Number of capacitated professionals able to provide health and psychosocial services to CRSV survivors</p>	<p>Council of Ministers, Governments, line ministries, and gender mechanism reports.</p> <p>UN reports</p> <p>Report to the Group of Experts on Action against Violence against Women and Domestic Violence</p>	<p>Assumption: Stability of Council of Ministers and government at all levels and their commitment to reforms including advancing gender equality</p>	<p>Agency specific</p>	654,000	110,000	442,000	247,000



		Baseline (2018): 258 Target (end of 2020): 400 Reporting: UNFPA							
Activities				Implementing UN entity					
13.1.1 Develop the Special Report of the BiH Institution of the Ombudsmen for Human Rights on access to rights in the field of the sexual and reproductive health and protection against gender-based violence				UNFPA		50,000	50,000		
13.1.2 Provide targeted psychosocial support to IDP and returnee women victims of war and asylum seeker and refugee survivors of SGBV				UNHCR		40,000	40,000		
13.1.3 Enhance capacities and provide technical support to Gender mechanisms, working groups and relevant service providers at the local level to harmonize standards and implement a multi-sectorial approach to Gender Based Violence				UN Women		157,000		157,000	145,000
13.1.4 Strengthen CRSV-relevant justice support services as well as justice and security actors and link service providers (governmental and non-governmental) through institutionalized and sustainable referral mechanisms.				UNDP		102,000			102,000
13.1.5 Integrate linkages between medical and psychosocial service delivery to survivors of GBV, CRSV (including emergencies) in 40 local communities in BiH (2020).				UNFPA		50,000		50,000	
13.1.6 Build capacities of service providers to respond to medical and psychosocial needs of survivors of GBV and CRSV (another portion of GBV in emergencies is also planned under Pillar 1, as part of DRR JP)				UNFPA		100,000		100,000	
13.1.7 Localize CRSV Stigma Alleviation Program in 12 local communities across BiH, including work with Interreligious Council (2020)				UNFPA		100,000		100,000	
13.1.8 Expand the network of youth peacebuilders utilizing theatre to combat CRSV stigma, in 12 local communities (2020) (Banja Luka, Bijeljina, Dobo, Foča, Kozarska Dubica, Maglaj, Orašje, Prijedor, Sanski Most, Travnik, Tuzla, Vitez)				UNFPA		20,000		20,000	
13.1.9 Enhance capacities and raise awareness vis-à-vis SGBV prevention and response among IDP, returnee, asylum seeker, and refugee groups, as well as with actors and institutions that work with these groups				UNHCR		20,000	20,000		
13.1.10 Partner with media outlets in combating CRSV stigmatization of survivors				UNFPA		15,000		15,000	
Outputs				Risk and Assump.		Biannual Common Budgetary Framework (USD)			



	UN Entity	Indicator, Baseline & Target (annually)	Means of Verif.		Implementation modality	Total (USD)	Core/ Reg./ assd. (USD)	Non-core/ other/ X budgetary (USD)	Funding gap (USD)
Output 13.2: Civil society organizations have capacities to advocate and dialogue with policy makers to advance fulfillment of CEDAW, Istanbul Convention commitments, including through gender transformative approaches. SDG Targets: 3.7., 3.8., 5.2., 5.9., 16.2., 16.3.	UN Women UNFPA UNV	Output indicator 13.2a: Number of CSO's with capacities for the dialogue between the civil society and policy makers aimed at fulfilling commitments of CEDAW, Istanbul Convention and SDGs Baseline 2014: No mechanisms Target 2020: Establishment of at least one non-formal CSO monitoring network with the link to policy makers aimed at fulfilling commitments of CEDAW and Istanbul Convention Reporting: UN Women, UNV Output indicator 13.2b: Number of CSO interventions on policies and/or gender transformative approaches Baseline 2018 (UNFPA): 1 (UN Women): 1 Target 2020 (UNFPA): 1 (UN Women): 1 Reporting: UNFPA and UN Women	UN Women Reports	Assumption: Stability of Council of Ministers and government at all levels and their commitment to reforms including advancing gender equality	Agency specific	1,017,000	10,000	682,000	325,000
Activities				Implementing UN entity					
13.2.1	Engage volunteers to enhance dialogue on key principles and values of SDGs within UN			UNV		50,000		50,000	
13.2.2	Provide technical support to civil society organizations and their national platforms to harmonize laws, policies and protocols on domestic violence, with the Istanbul Convention as well as to monitor the implementation of the CEDAW Recommendations and the Istanbul Convention			UN Women		120,000		120,000	
13.2.3	Engage men, women and young people to foster favorable social attitudes and behaviors towards ending VAWG			UN Women		430,000		230,000	200,000
13.2.4	Actively involve community actors to build public awareness of the negative consequences of VAWG and importance of all community members as agents of change.			UN Women		250,000		125,000	125,000
13.2.5	Support civil society organizations in testing new and innovative advocacy initiatives			UN Women		50,000		50,000	
13.2.6	Support transformative approaches to gender equality (Women's football)			UNFPA		10,000	10,000		
13.2.7	Empower women and girls (including those from disadvantaged groups) who have experienced discrimination or violence to advocate for and use available, accessible and quality services.			UN Women		107,000		107,000	



OUTCOME/AGENCY	Total (USD)	Core/ Reg./ assd. (USD)	Non-core/ other/ X budgetary (USD)	Funding gap (USD)
TOTAL OUTCOME 12	3,388,000		2,388,000	1,000,000
UN Women	1,960,962		1,360,962	600,000
UNDP	1,027,038		1,027,038	
ILO	400,000			400,000
UNODC				
UNHCR				
TOTAL OUTCOME 13	1,756,000	60,000	1,124,000	572,000
UN Women	1,259,000		789,000	470,000
UNDP	102,000			102,000
UNFPA	345,000	60,000	285,000	
UNV	50,000		50,000	
IOM				
UNHCR				
TOTAL BIANNUAL PLANNED BUDGET PILLAR 4	5,025,000	120,000	3,512,000	1,572,000
UN Women	3,074,962		2,149,962	1,070,000
UNDP	1,129,038			102,000
UNFPA	345,000	60,000	285,000	
ILO	400,000			
UNODC				
IOM				
UNV				
UNHCR	60,000	60,000		