



Bosnia and Herzegovina



Agency for Statistics of  
Bosnia and Herzegovina

An illustration of a woman and a man standing under a large orange umbrella. The woman is on the left, wearing a dark blue jacket, green tights, and red high-heeled shoes, carrying a brown handbag. The man is on the right, wearing a yellow sweater, blue jeans, and brown shoes. They are standing on a light-colored path with scattered autumn leaves. In the background, there are stylized trees with red and orange foliage. The entire scene is framed by a circular, light-colored border.

# **WOMEN AND MEN**

*in Bosnia and Herzegovina*



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Agency for Statistics of  
Bosnia and Herzegovina

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## **FOREWORD**

Agency for Statistics of Bosnia and Herzegovina in continuity is publishing the bulletin "Women and Men in BiH", which includes data from a variety of statistical and other areas categorized by gender. The data briefly present the status of women and men in BiH society.

Through this publication, the Agency for Statistics of BiH seeks to give a specific contribution to the achievement of equality between the sexes.

The bulletin consists of the following chapters: population, health and mortality, education, research and development, employment, social welfare, crime, political power, public administration and violence against women. The bulletin contains tabular and graphical presentation of data, and in addition to absolute data disaggregated by sex, a percentage of the sex distribution is presented as well. This publication aims to achieve a better visual presentation of data, so the particular data are presented through pictures and infographics. This bulletin can serve as a source of information for all users interested in the status of women and men and gender equality in Bosnia and Herzegovina.

The Law on Gender Equality in Bosnia and Herzegovina is passed in 2003. The law regulates, promotes and protects gender equality and guarantees equal opportunities for all citizens, both in the public and private domain of society, and preventing direct and indirect discrimination based on gender.

Article 18 of the Law states that all statistical data and information collected, recorded and processed in state bodies at all levels, public services and institutions, public and private corporations and other entities, must be presented by gender.

Most data presented in this publication are the result of the survey carried out by the Agency for Statistics of BiH, as well as existing statistical documentation, and for them there is no specified data source. A small portion of the data is taken from other state and entity institutions whose name is listed under the tables and graphs.

We hope that this publication will contribute to improvement of gender equality and advancement of status of women in Bosnia and Herzegovina.

Vesna Čužić, Director  
Agency for Statistics of Bosnia and Herzegovina

## **BASIC CONCEPTS**

**Gender** presents socially conditioned differences between women and men which are, in contrast to the biological and psychological differences, learned, changeable and dependent on different factors: culture, religion, social and political organization, economic situation, class, age, ethnicity, etc.

**Gender statistics** is a field that permeates all statistical areas. Its goal is identification, collection, dissemination, and analysis of statistical data disaggregated by sex, in order to understand how gender issues affect individuals and society in general. Gender statistics should represent part of the institutional mechanisms needed to develop gender equality policies. This statistics is important for monitoring and evaluation of the success and effectiveness of the development of gender-equal policies.

**Gender equity** means equal rights, responsibilities, and opportunities for women and men. Equity does not promote uniformity of women and men, but respects their right to be different.

**Gender equality** means an equal visibility, qualification, and participation of genders in all aspects of public and private life. Gender equality is an opposition to inequality between genders, rather than the differences between genders.

**Gender based discrimination** means favouritism, exclusion or restriction on the grounds of gender because of which the recognition, exercising, or enjoyment of a person's human rights and freedoms are impeded or denied.

**Direct gender discrimination** is a conscious and deliberate act (and its results) that favour one gender over the other, i.e. a person is treated less favourably than another person in the same or a similar situation, only based on gender.

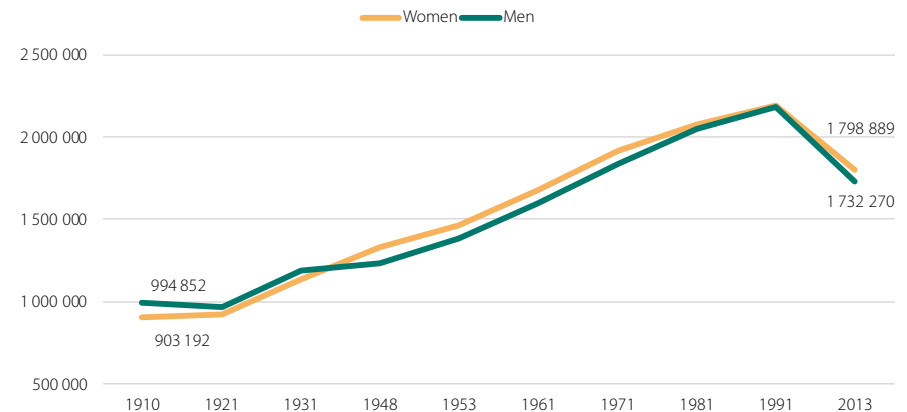
**Indirect gender discrimination** arises from social, economic, political, cultural, or other aspects creating situation of inequality, i.e. when an apparently neutral provision, criterion, or practice equal for all leads a person to disadvantaged position compared to the persons of the other gender.

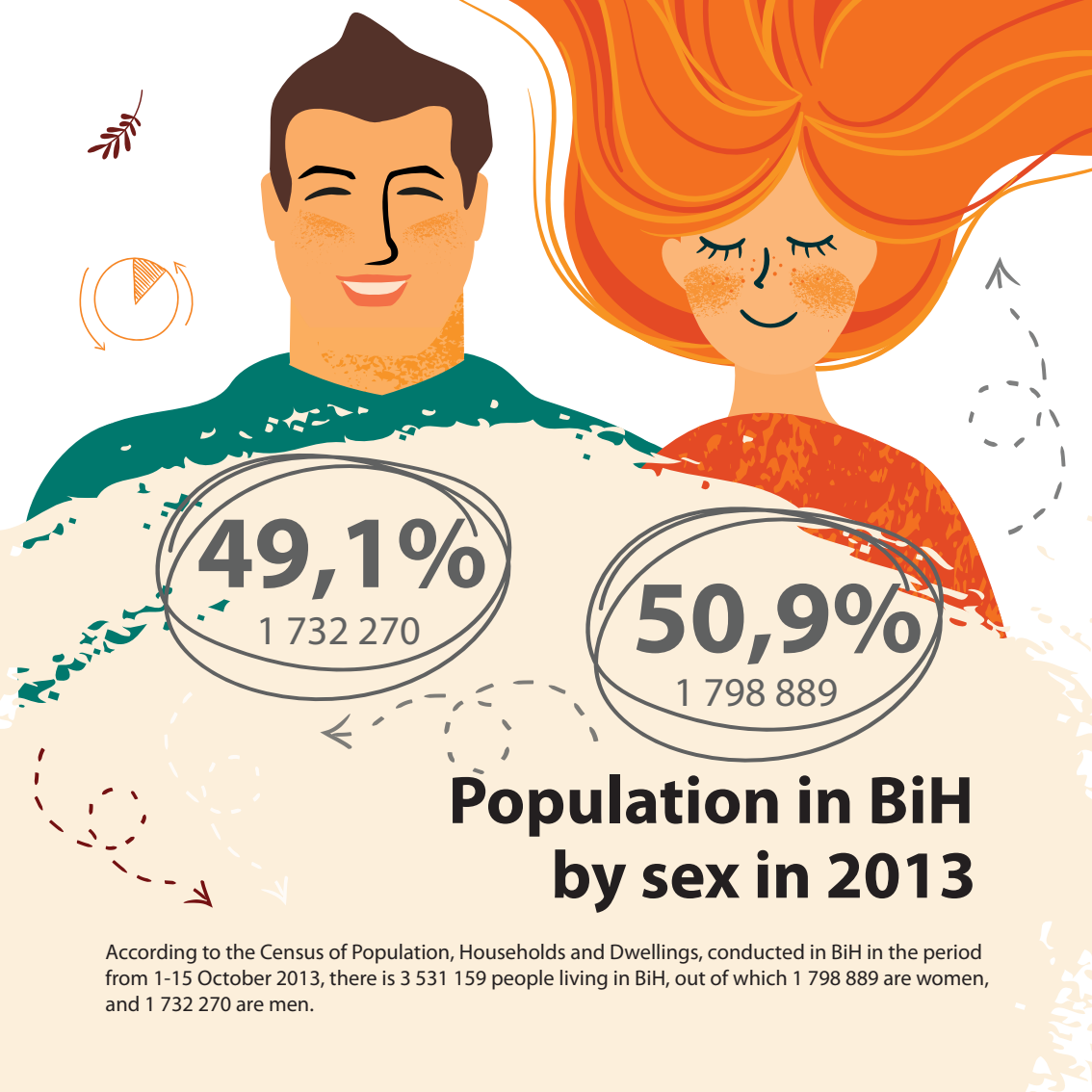
**Gender stereotypes** come from (often-outdated) assumptions about the roles, capabilities, and characteristics of men and women. They can cause material or psychological brakes, which will deny choices to women or men or will incapacitate them to fully enjoy their rights.

**The Law on Gender Equality in Bosnia and Herzegovina** was adopted in May 2003. Amendments to the Law were adopted in 2009, and in 2010 The Law on Gender Equality in Bosnia and Herzegovina – consolidated text („Official Gazette of Bosnia and Herzegovina“, no. 32/10) was adopted. According to the General Provisions, this law governs, promotes and protects gender equality and guarantees equal opportunities for all citizens in both public and private spheres of society, and prohibits direct and indirect discrimination on the grounds of gender. Full gender equality is guaranteed in all sectors of society, particularly in the fields of education, economy, employment, and labour, social and health care, sport, culture, public life and media, irrespective of marital or family status. Discrimination based on gender and sexual orientation is prohibited.

**The Census of Population, Households and Dwellings** was conducted on the territory of Bosnia and Herzegovina in the period 1-15 October 2013. The main goal of the Census is to collect data on the number and territorial distribution of population in BiH, as well as its demographic, geographic, socio-economic, cultural and other characteristics, which will serve for the preparation and implementation of development plans in all spheres of social and economic life in Bosnia and Herzegovina.

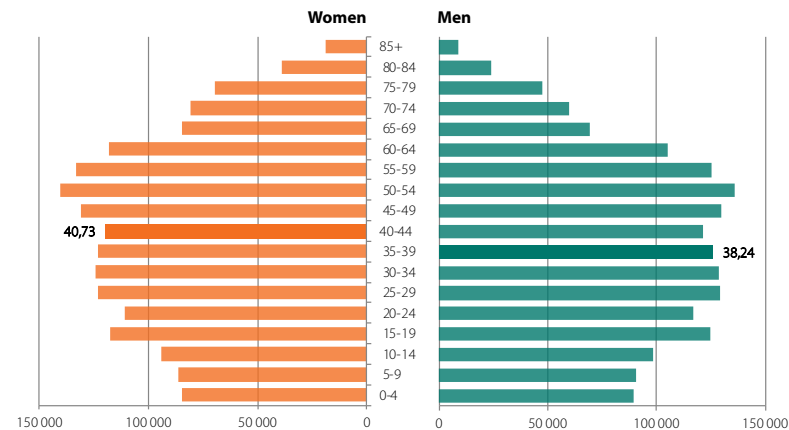
**Population of Bosnia and Herzegovina according to Censuses (1910-2013)**



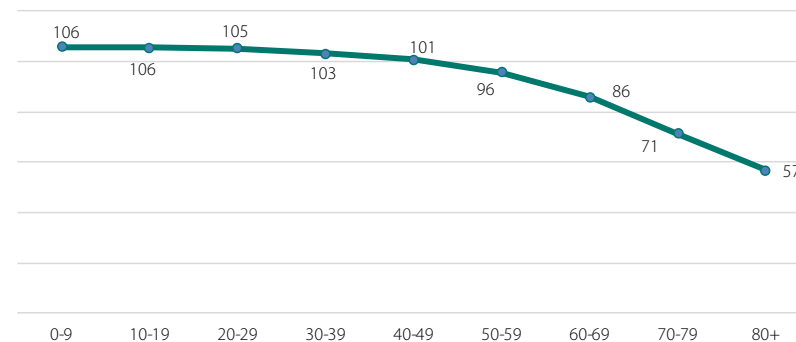


According to the Census of Population, Households and Dwellings, conducted in BiH in the period from 1-15 October 2013, there is 3 531 159 people living in BiH, out of which 1 798 889 are women, and 1 732 270 are men.

**Population in BiH by sex, five-year age group and average age, in 2013**



**Masculinity coefficient by age groups in 2013**



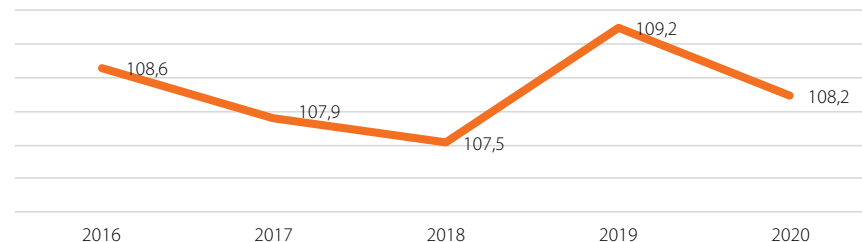
**Masculinity coefficient** is a relation between the number of men per 100 women.

According to the 2013 Population Census, the highest masculinity rate is noted in the age group of 0-19 years, where there is almost 106 men per 100 women. Approaching to the older age group, the masculinity rate has a tendency to decrease, and from 50 years or more, there are more women than men, and from that age, the masculinity coefficient decreases sharply. The lowest is in the age group 80+ where recorded value is 57, which means that in the latest age, there is 57 men per 100 women.

### Live births and deaths in BiH

	Live births			Deaths		
	Total	Girls	Boys	Total	Girls	Boys
2016	30 183	14 467	15 716	36 571	18 029	18 542
2017	30 200	14 526	15 674	37 979	18 793	19 186
2018	29 467	14 199	15 268	37 744	18 737	19 007
2019	28 360	13 554	14 806	38 829	19 042	19 787
2020	27 255	13 089	14 166	44 427	21 387	23 040

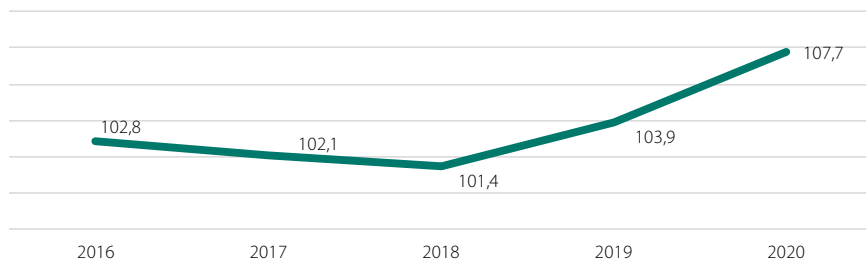
### The ratio of live births of boys and girls



The ratio of live births of boys and girls represents the number of boys born per 100 girls born. In 2020, there were 100 girls born on 108 boys.



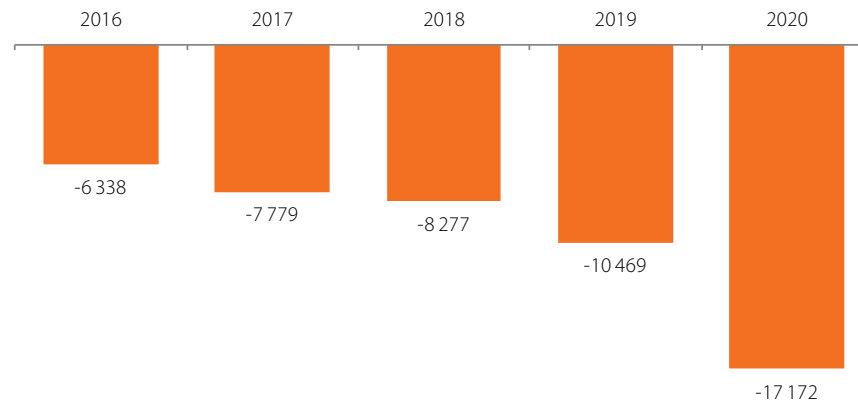
### The ratio of deceased men and women



In 2020, 5 598 more people died compared to the previous year.

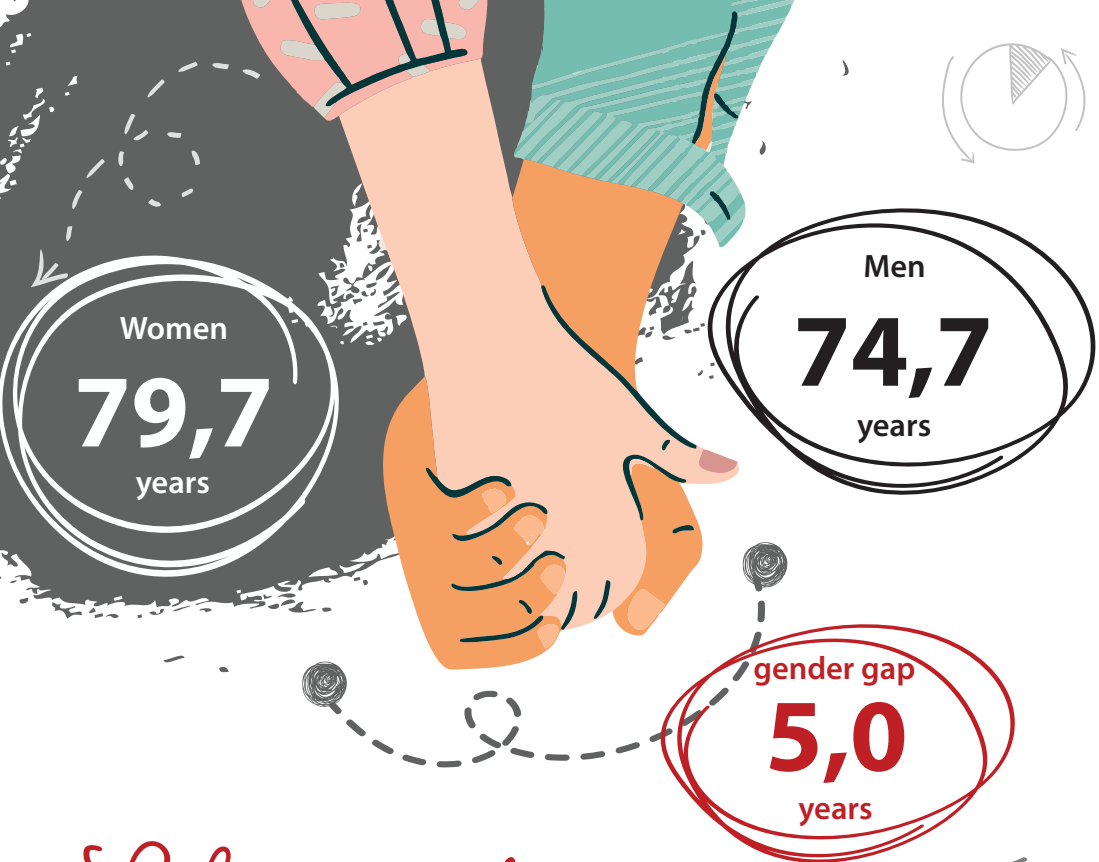
**Regarding sex**, 108 men died per 100 women in 2020.

### Natural change of BiH population



**Natural change** is a difference between the number of live born and the number of dead persons in a given period, and it can be positive or negative.

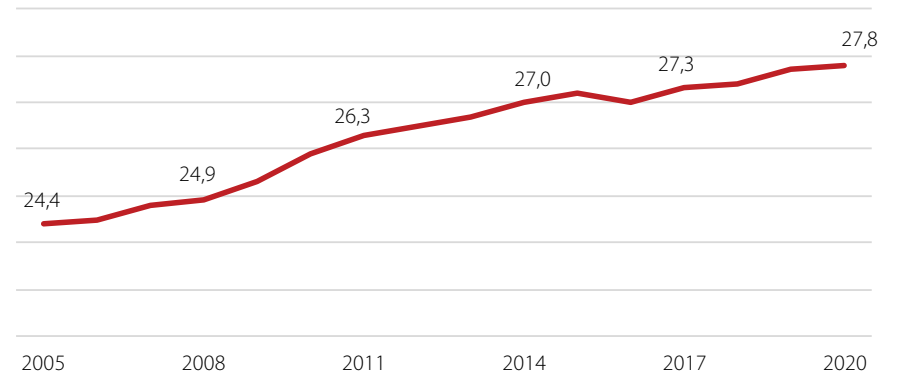
Since 2009, there has been a trend of negative natural change in BiH. It means that in the reference year more people die than they are born.



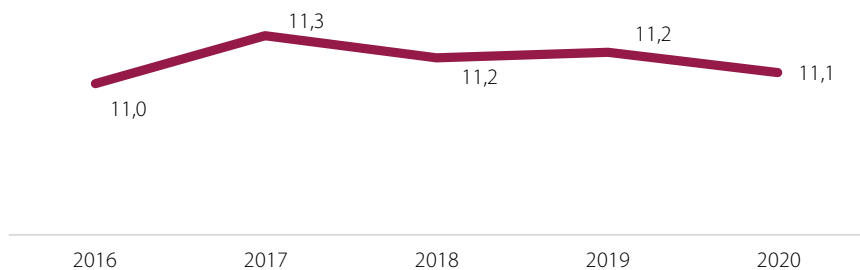
# Life expectancy at birth in 2020

Source: World Population Prospects, Revision 2019 - United Nations

Average age of mother by childbirth of the first child in period 2005-2020



### Percent of live births to unmarried mothers



The category of **live births outside marriage** includes children with parents living together, but not married, as well as children whose parents are not living together.

Out of total number of live births outside marriage, 83% live with parents together, while 17% are children of parents are not living together.

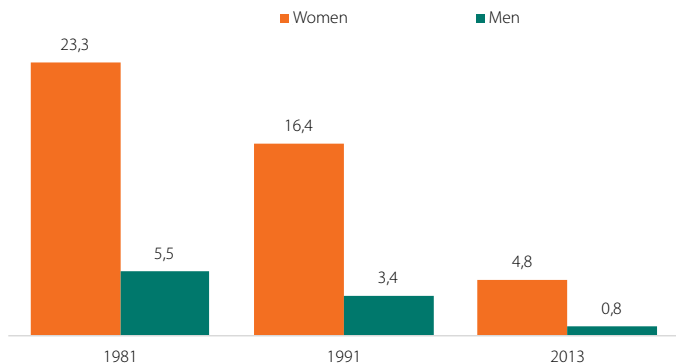
A percentage of live births whose parents are not living together are about 2% in regards of total live births.



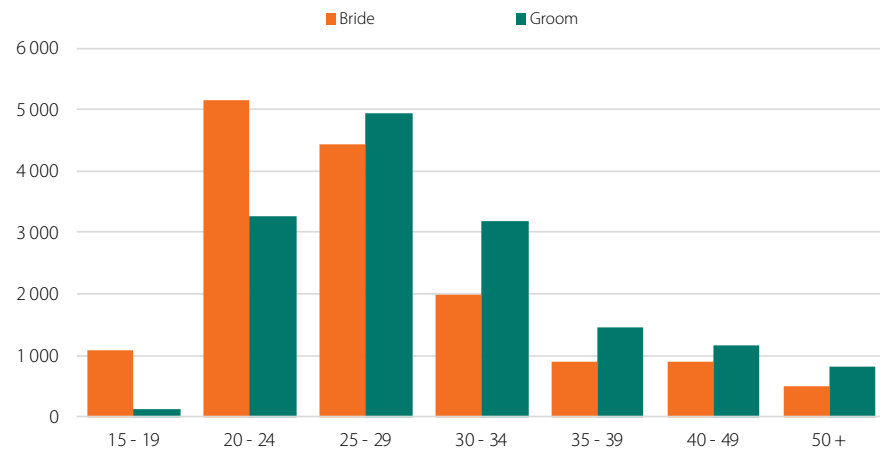
### Illiteracy rate by age groups according to population censuses in 1981, 1991 and 2013.

	1981		1991		2013	
	Women	Men	Women	Men	Women	Men
10-19	1,3	0,6	0,9	0,7	0,3	0,3
20-34	5,2	1,0	1,7	0,7	0,4	0,4
35-64	39,0	6,8	22,1	3,6	1,7	0,5
65+	75,9	39,8	54,1	18,5	21,3	2,9

### Total illiteracy rate according to population censuses in 1981, 1991 and 2013

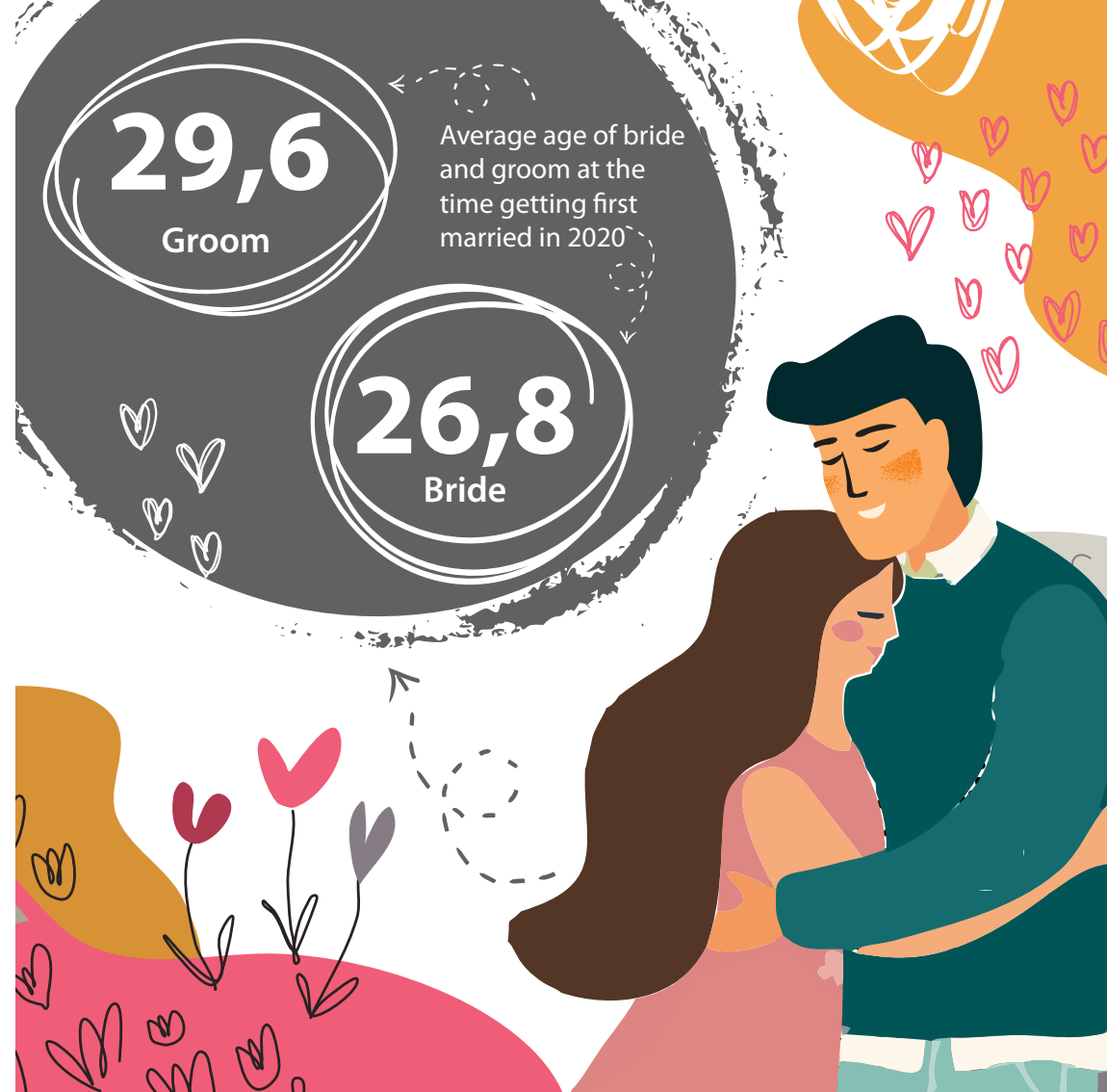
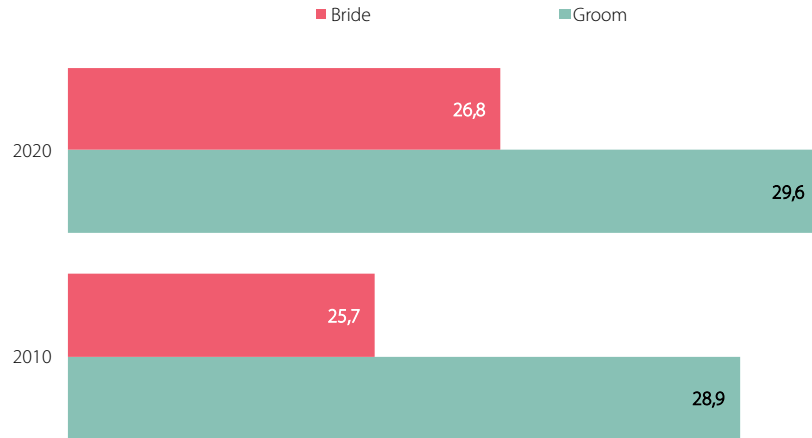


### Marriages by sex and age groups in 2020



In 2020, there were **14 925 marriages**, which is 4 027 less marriages than in the previous year.

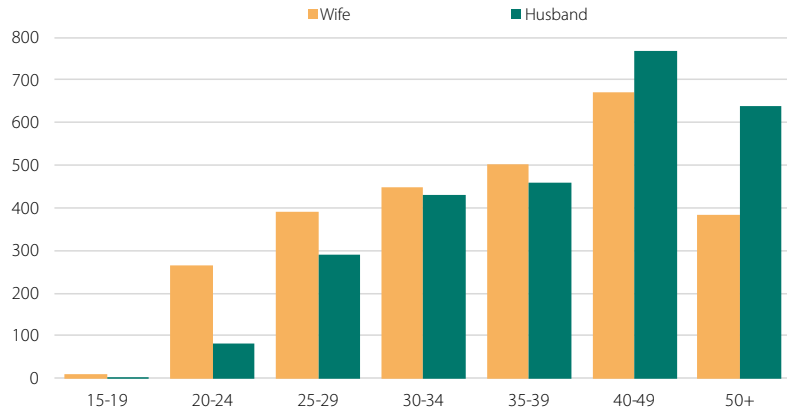
### Average age of bride and groom at the time getting first married



### Marriages by previous marital status of bride and groom in 2020

Previous marital status of groom	Previous marital status of bride			
	Total	Never married	Divorced	Widowed
Total	14 925	13 188	156	1 581
Never married	13 214	12 438	51	725
Divorced	195	56	43	96
Widowed	1 516	694	62	760

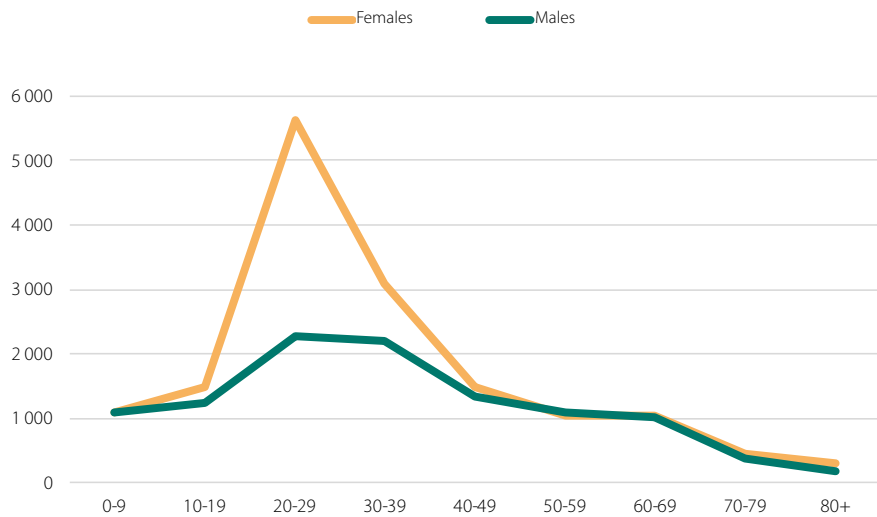
### Divorces by sex and age groups in 2020



In 2020, 2 669 marriage ended with divorce. The biggest number of divorces happend in the age group 40-49, both in women and men.



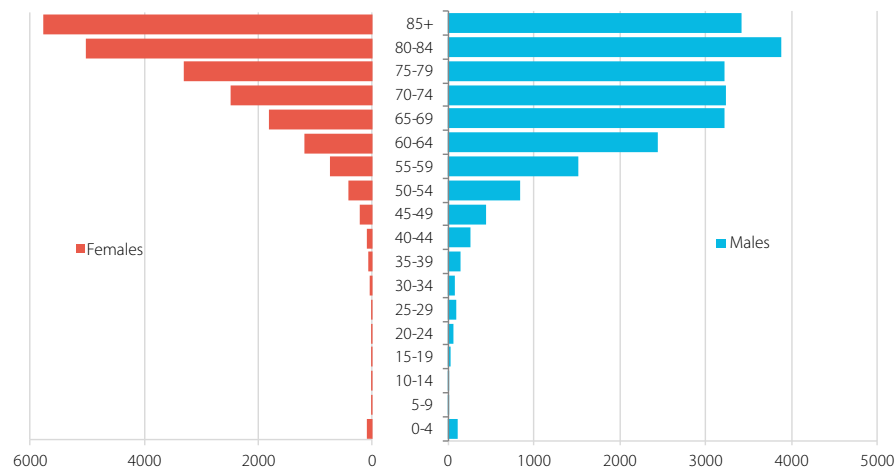
### Internal migration in Bosnia and Herzegovina in 2020



Data relates to internal migrations of the population in Bosnia and Herzegovina in 2020. All population is included, by sex and age structure, which registered the change of their residence, including migrations between the entities and Brčko District.

During 2020 in BiH the **number of immigrants/emigrants was 26 405**, out of which 15 612 (60%) women and 10 793 (40%) men.

### Deaths by age groups and sex in 2020



## Average age of deaths

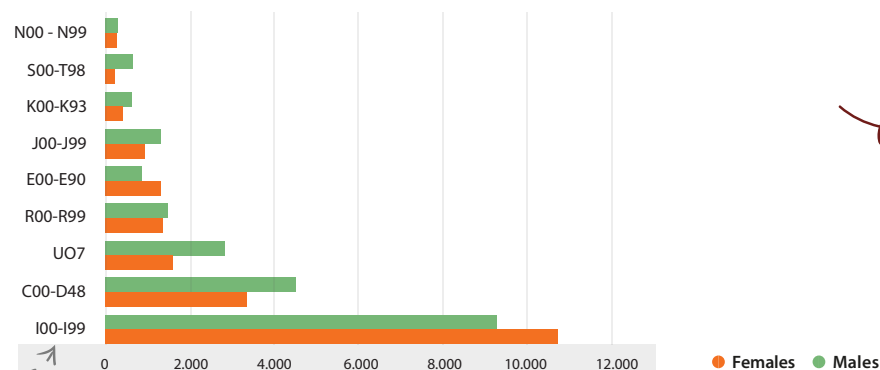
	2016	2017	2018	2019	2020
Women	76,2	76,5	76,8	76,9	77,2
Men	70,7	71,2	71,4	71,5	71,9

5,3  
years

In average, women live 5,3 years longer than men

## Deaths by sex and cause of death

in 2020



Diseases of the circulatory system



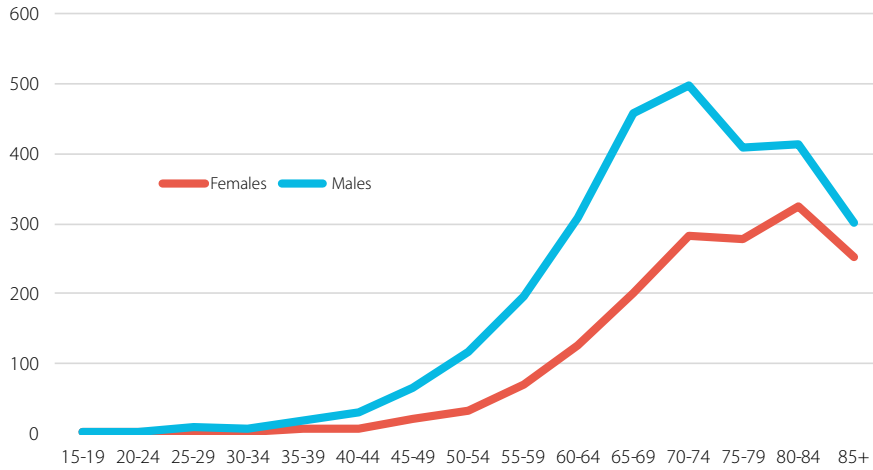
50%  
40%

- I00-I99** Diseases of the circulatory system
- C00-D48** Neoplasms
- U07** Covid-19
- R00-R99** Symptoms, signs and ill-defined conditions
- E00-E90** Endocrine, metabolic and nutritional diseases
- J00-J99** Diseases of the respiratory system
- K00-K93** Diseases of digestive system
- S00-T98** Injuries and intoxications
- N00 - N99** Diseases of the genitourinary system

Out of the total number of women who died in 2020, 50% of them died from diseases of the circulatory system, while about 40% of men deaths was caused by the same diseases.



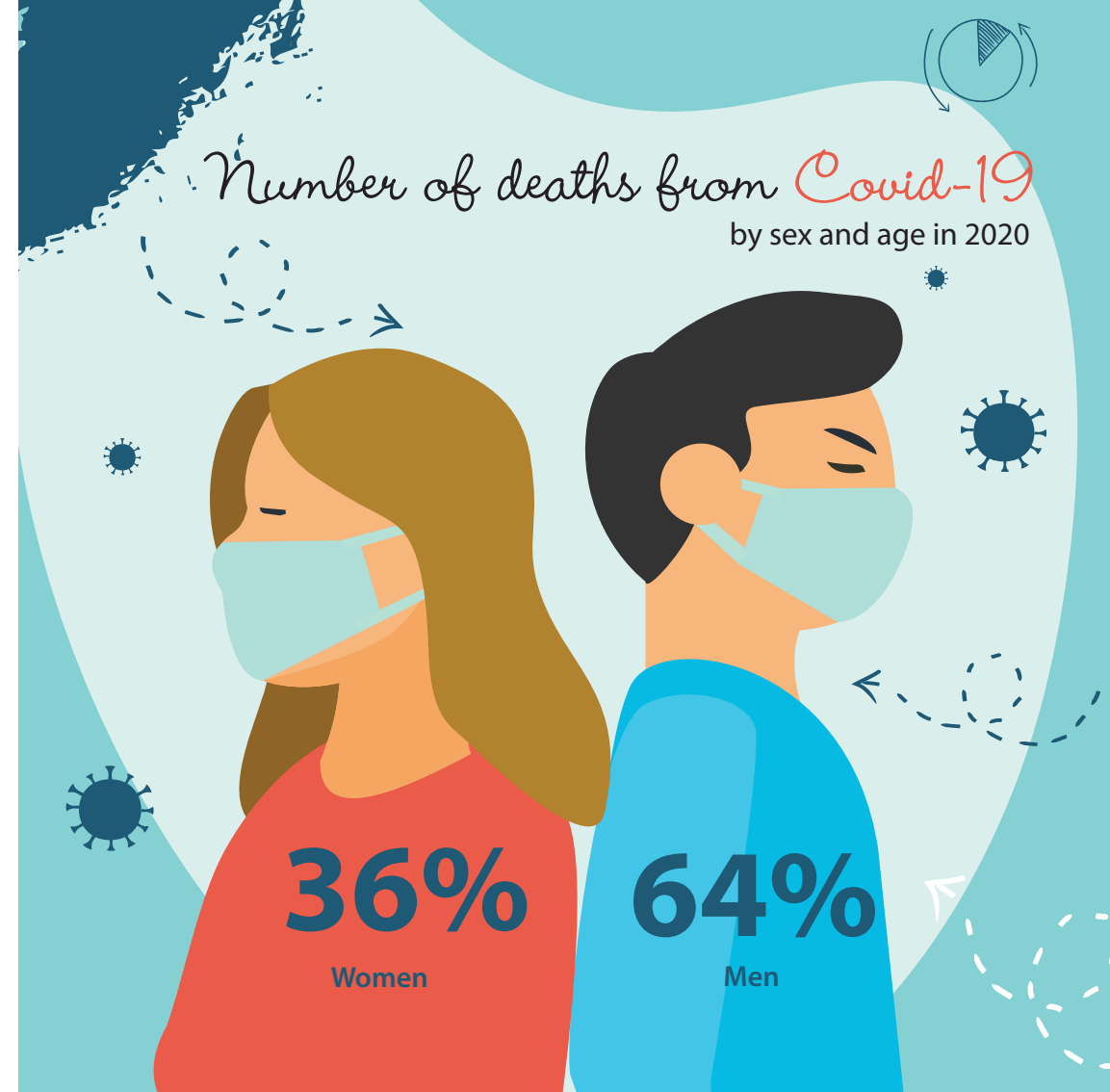
### Number of deaths from Covid-19 by sex and age in 2020



In 2020, there were **4 438 deaths caused by Covid-19**, which represents 10% of the total number of deaths in that year.

From a gender perspective, **36% of women** and **64% of men** died from Covid-19

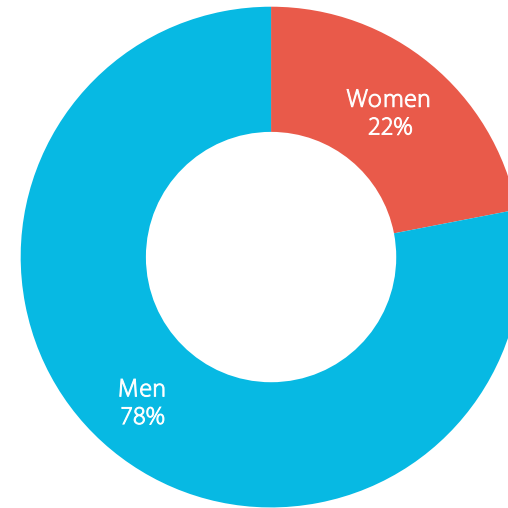
The largest number of deceased women were between 80 and 84 years of age, while men were between 70 and 74 years of age.



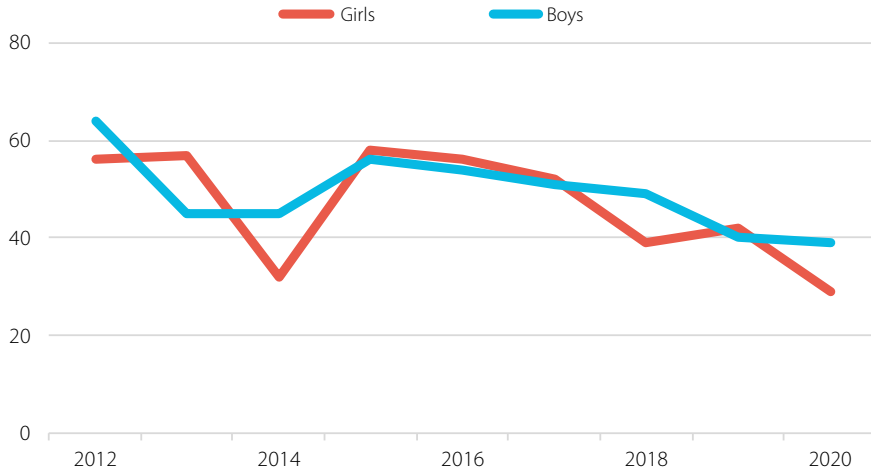
**Violent deaths by type and sex**

		Total	Accident	Suicide	Murder	Unknown
2016	<b>all</b>	<b>1 014</b>	<b>525</b>	<b>390</b>	<b>43</b>	<b>56</b>
	females	246	107	104	13	22
	males	768	418	286	30	34
2017	<b>all</b>	<b>1 039</b>	<b>520</b>	<b>392</b>	<b>41</b>	<b>86</b>
	females	270	137	97	10	26
	males	769	383	295	31	60
2018	<b>all</b>	<b>1 000</b>	<b>502</b>	<b>366</b>	<b>34</b>	<b>98</b>
	females	233	111	94	8	20
	males	767	391	272	26	78
2019	<b>all</b>	<b>912</b>	<b>447</b>	<b>344</b>	<b>37</b>	<b>84</b>
	females	213	98	81	14	20
	males	699	349	263	23	64
2020	<b>all</b>	<b>871</b>	<b>398</b>	<b>346</b>	<b>42</b>	<b>85</b>
	females	213	107	76	10	20
	males	658	291	270	32	65

**Number of suicides by sex in 2020**

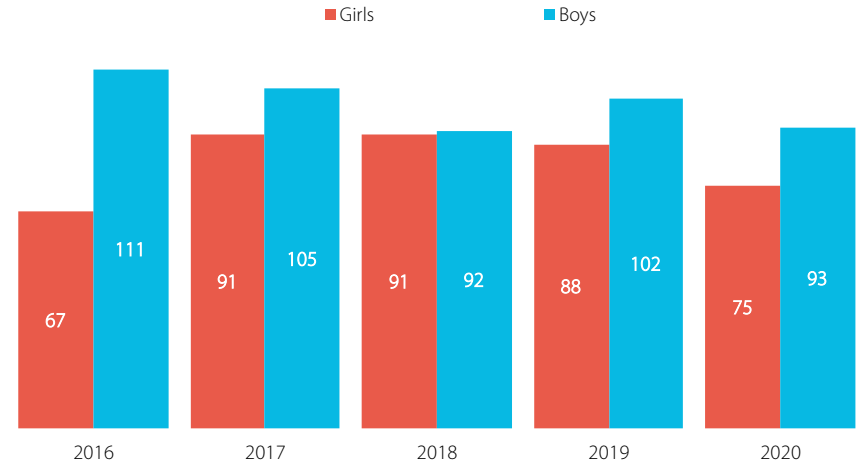


### Stillbirths by sex



**A stillborn child** is every child born or taken out from mother's body who exhibits no sign of life, where pregnancy has lasted more than 22 weeks and weight at childbirth has been 500 grams or more.

### Infant deaths by sex



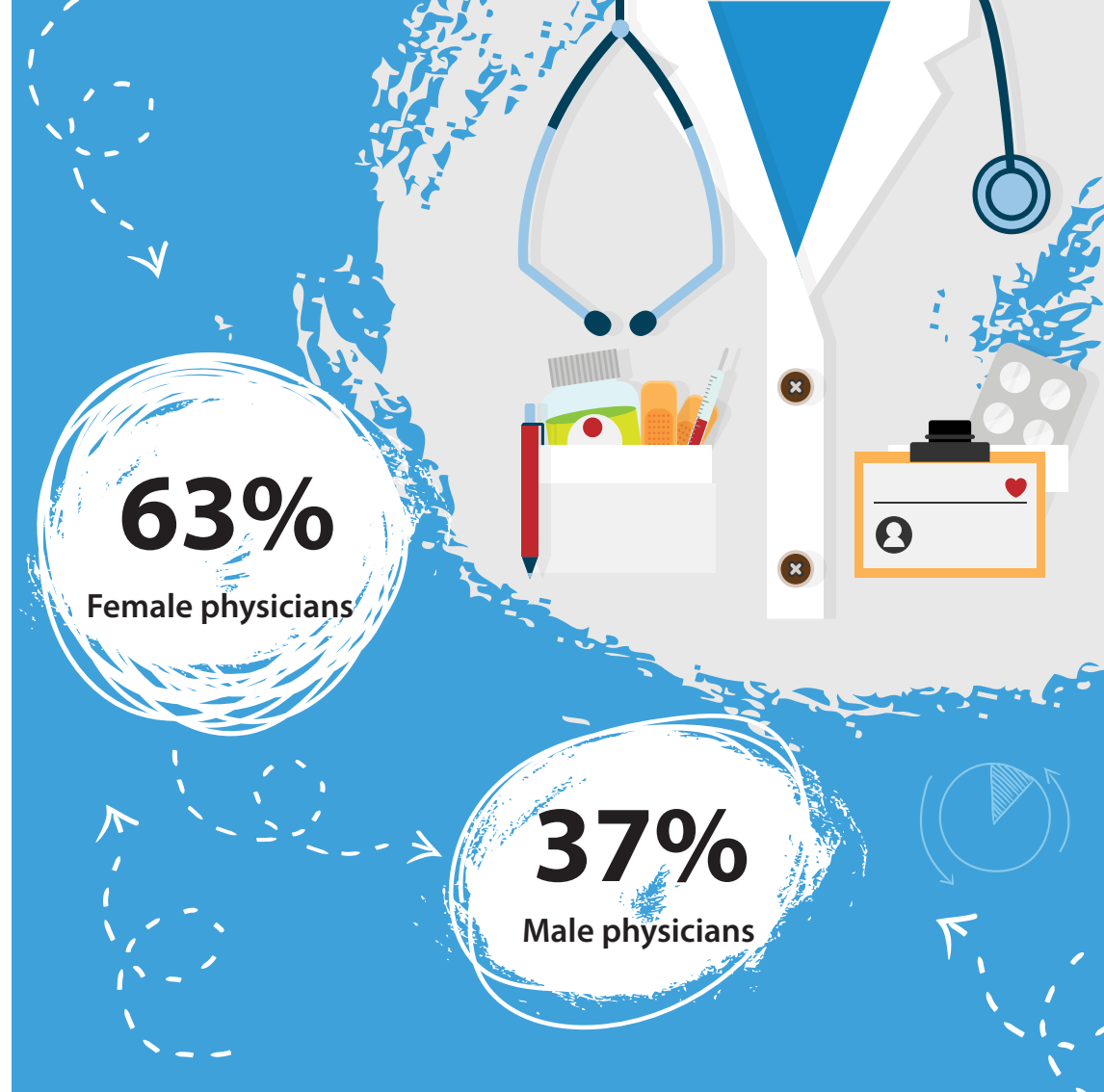
**Dead infants** are considered children who died under one year of age.

## Health care workers in public health care institutions in 2020

	Women	Men
<b>Total</b>	<b>22 732</b>	<b>8 123</b>
Physicians	5 087	2 997
Dentists	569	247
Pharmacists	469	63
Nurses	11 172	3 115
Physiotherapists	724	486
Dental technicians	592	94
Laboratory technicians	1 276	348
Pharmaceutical technicians	416	60
Other health care workers	2 427	713

In 2020, women made up 3/4 of the total number of health care workers in public health care institutions in BiH. There were 63% female physicians compared to 37% of male physicians, while there were 78% of female nurses having higher, upper or secondary level of education compared to male nurses

Source: Institute for Public Health of Federation BiH, Institute for Public Health of Republika Srpska and Department for Health and other services of Brčko District Government



## Registered HIV/AIDS cases in BiH, end of 2020

	Women	Men
Total	56	319
Persons living with AIDS	15	93
Persons living with HIV	41	226
<i>Out of total</i>		
Persons in therapy	25	169
Persons died of consequences of AIDS	10	69

Brčko District data are not included in the table.

Source: Institute for Public Health of Federation BiH and Institute for Public Health of Republika Srpska

## Children and pupils in pre-school, primary and secondary education

	Pre-school education		Primary education		Secondary education	
	Girls	Boys	Female pupils	Male pupils	Female pupils	Male pupils
2016/2017	11 832	13 086	139 479	148 250	63 592	63 232
2017/2018	12 453	13 436	137 505	145 441	62 214	61 934
2018/2019	13 656	14 855	136 181	143 837	58 654	58 821
2019/2020	14 730	15 857	133 242	140 792	56 468	56 328
2020/2021	13 221	14 477	130 519	137 540	55 336	55 068

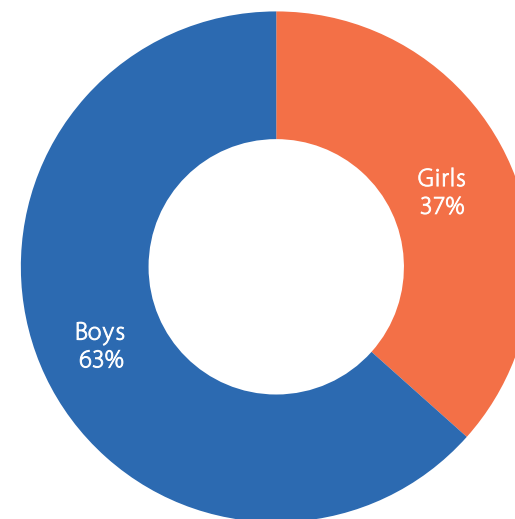
Although in the past few years there has been a constant increase in the number of children enrolled in the pre-school institutions, in 2020/2021 school year the **number of children decreased by around 9% compared to the previous school year**, while the number of children waiting for an opening in the pre-school institutions has increased by around 55%. This ratio arises from the Covid-19 pandemic; larger number of children was staying at home due to restrictive measures while having a pre-school institution/daycare booked.

**Number of students in primary and secondary education is decreasing year after year.**

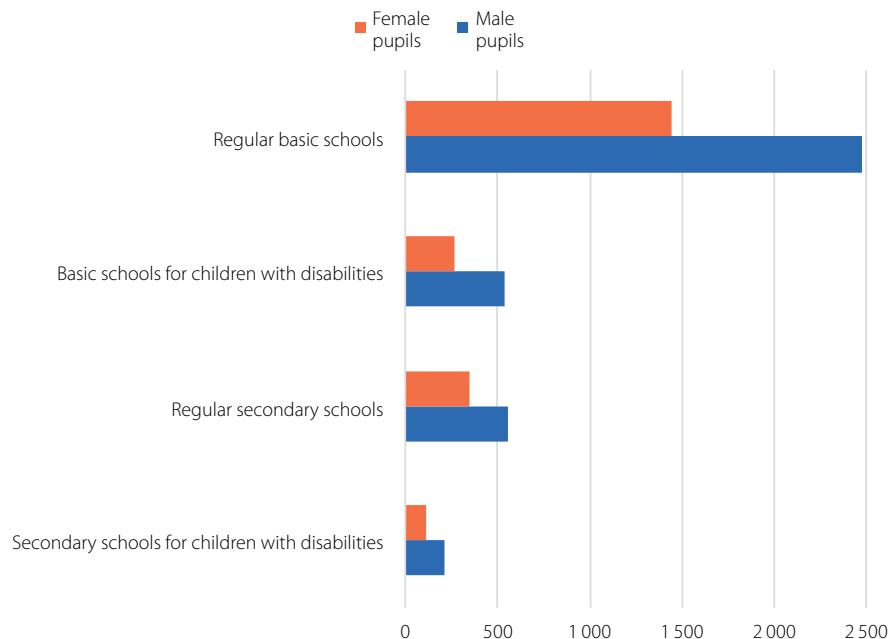
### Pupils enrolled in first grade of primary and secondary education in the school year 2020/2021

	Primary education		Secondary education	
	Girls	Boys	Female pupils	Male pupils
Regular schools	13 999	14 550	14 587	15 338
Schools for children with disabilities	24	52	40	67

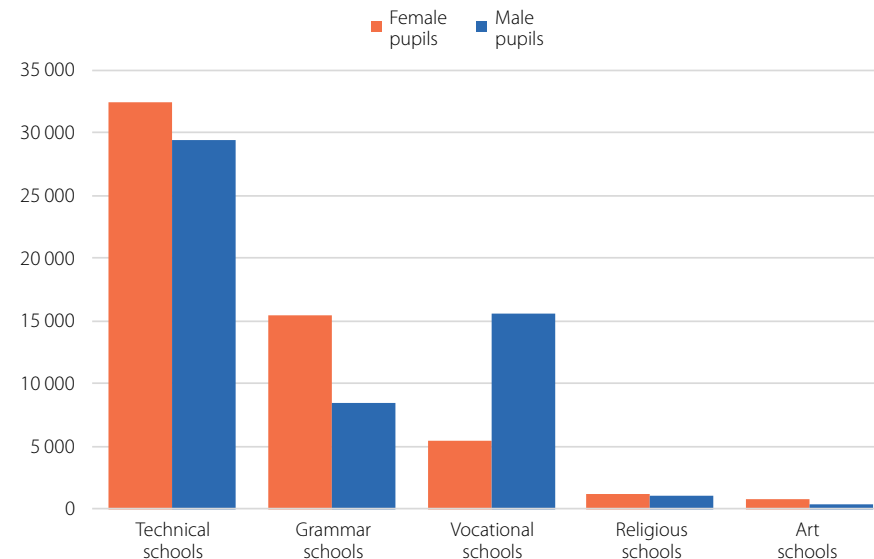
### Children with disabilities in preschool institutions in the school year 2020/2021



## Children with disabilities included in primary and secondary education in the school year 2020/2021



## Pupils in secondary schools by the type of school in the school year 2020/2021



In the school year 2020/2021 more than a half of secondary school students attended technical schools, while every fifth secondary school student attended grammar school.

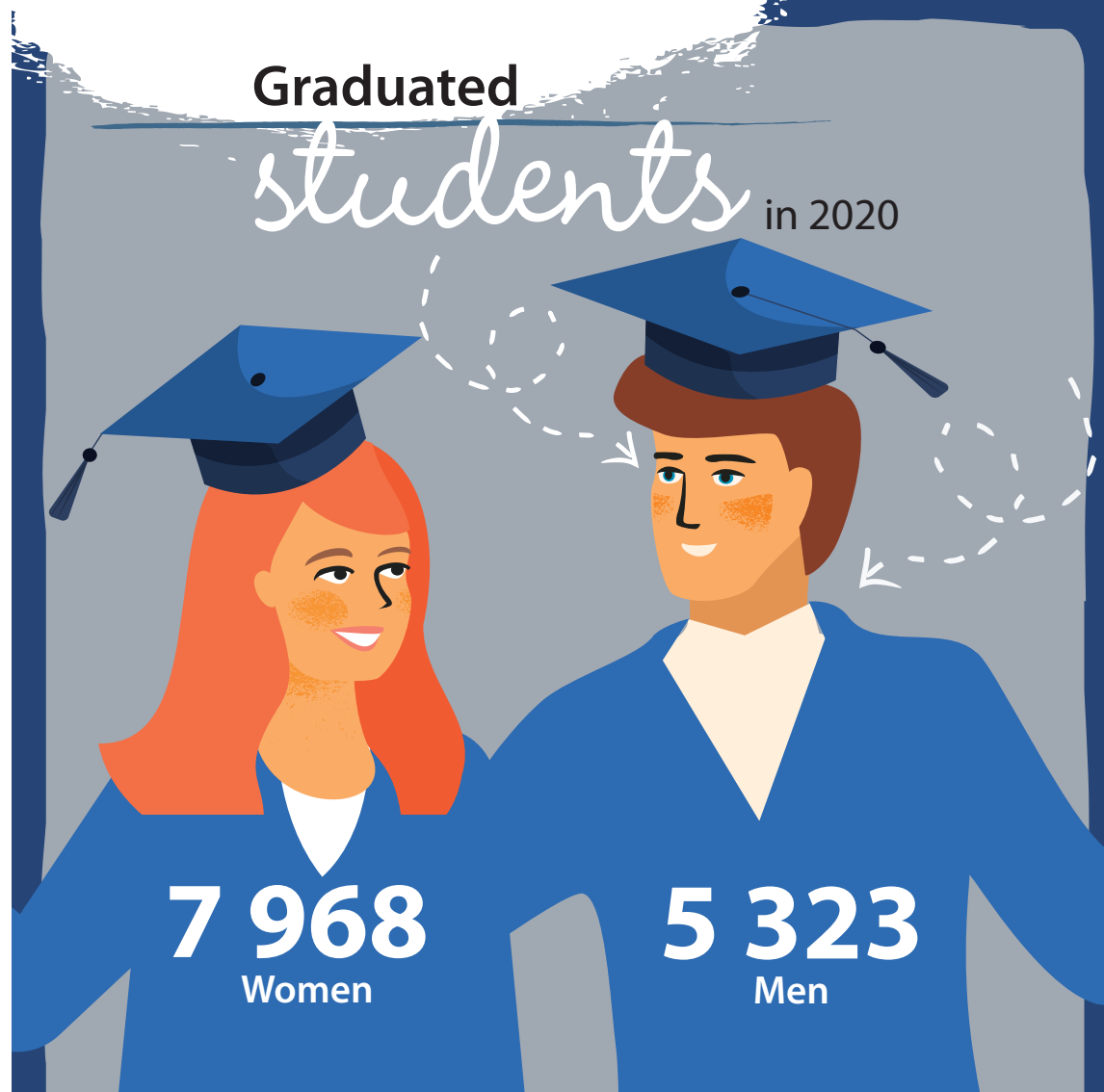
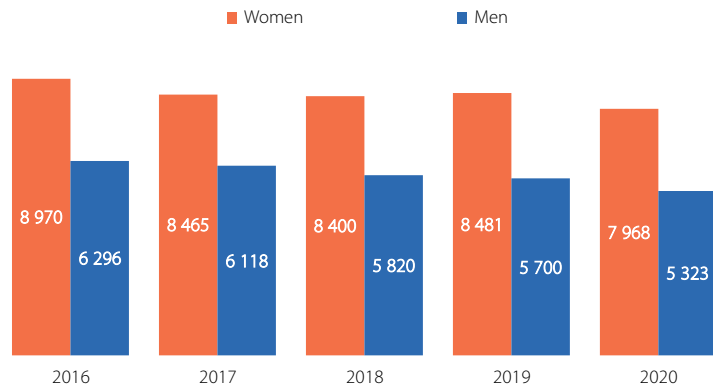
**Differences in gender representation** are the highest in vocational schools, where about 75% are boys. In other types of secondary schools, the percentage of girls is higher.

### Enrolled students in institutions of higher education

	Women	Men
2016/2017	63 888	48 962
2017/2018	60 772	45 428
2018/2019	58 847	41 913
2019/2020	55 777	38 920
2020/2021	55 070	37 673

Data in the table refer to enrolled students in all levels of higher education.

### Graduated students



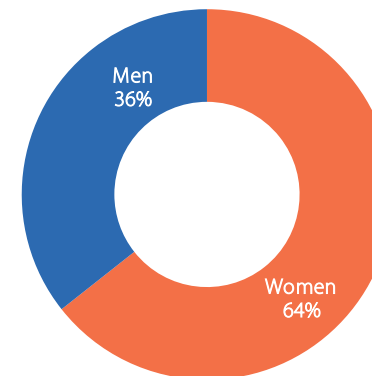


### Masters of science, specialists and doctors of science on high schools institutions

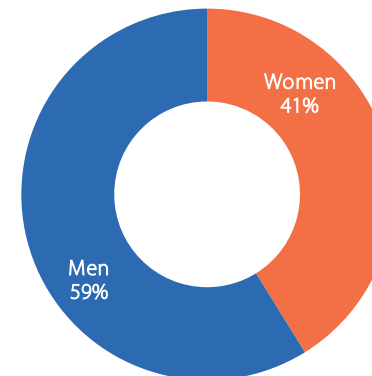
	Masters of science and specialists		Doctors of science	
	Women	Men	Women	Men
2016	2 339	1 500	99	142
2017	2 286	1 426	133	152
2018	2 052	1 284	87	106
2019	2 120	1 268	69	97
2020	2 023	1 120	63	90

**Note:** Data includes persons who have acquired the titles according to old program and Bologna compliant program.

### Masters of science and specialists in 2020



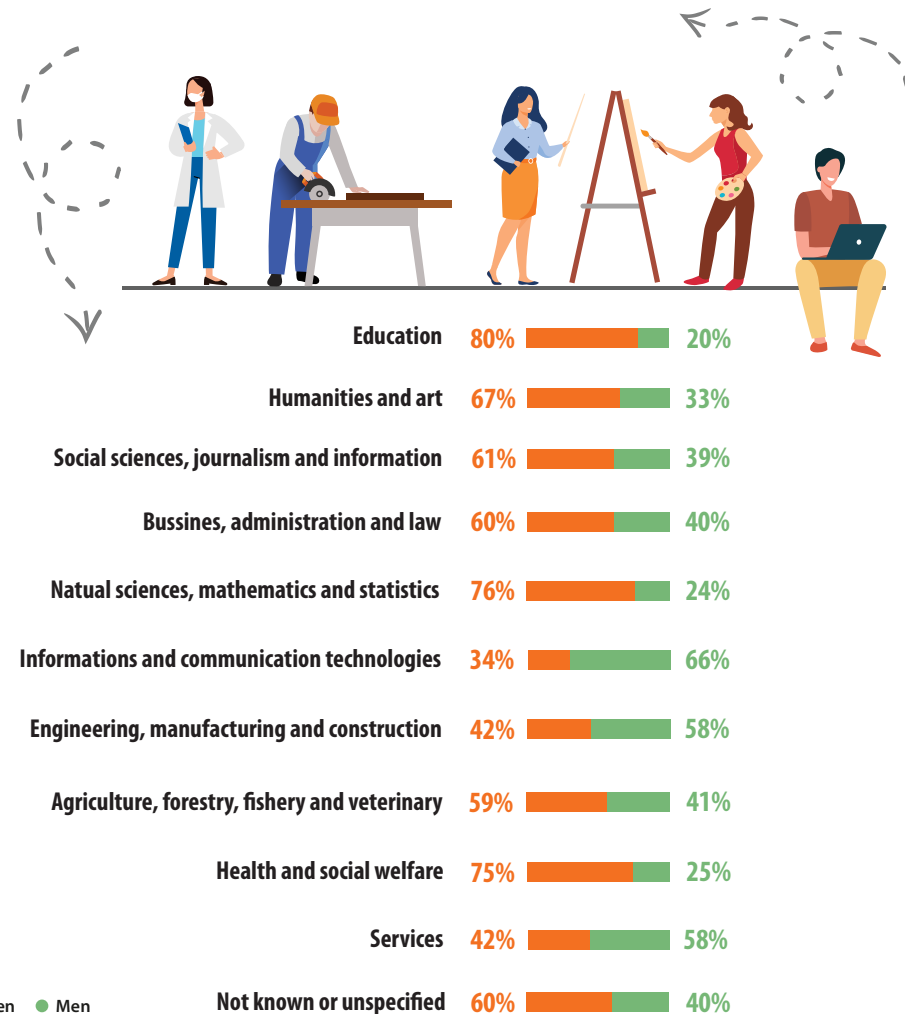
### Doctors of science in 2020



### Graduated students, masters and doctors of science by education field in 2020

Field	Women	Men
<b>Total</b>	<b>10 066</b>	<b>6 531</b>
Education	1 432	354
Humanities and art	867	431
Social sciences, journalism and information	1 810	1 173
Bussines, administration and law	1 265	850
Natural sciences, mathematics and statistics	525	165
Informations and communication technologies	282	557
Engineering, manufacturing and construction	1 034	1 399
Agriculture, forestry, fishery and veterinary	504	350
Health and social welfare	1 879	634
Services	431	593
Not known or unspecified	37	25

Out of persons with completed higher education in 2020, 60% were women and 40% were men. More than a half of women achieved Bachelor's, Master's and doctorate degrees in health and social welfare, education and social sciences which are also fields of education where women outnumber men. Larger number of men completed their education in the fields of information and communication technologies, engineering, manufacturing and construction and in the field of services.



## Educational indicators by sex in 2020

	Women	Men
Young persons not in employment, education or training (NEET)	23,0	20,3
Early leavers from education and training	4,6	4,8
Tertiary education attainment	34,0	23,2

**Persons not in employment, education or training (NEET)** is the indicator which provides information on young people aged 15–24 who were not employed nor included in education or training during the four weeks preceding the Labour Force Survey. Data is expressed as a percentage of the total population of the same age group and gender. This indicator provides a measure of the youth population most at risk of being marginalised from the labour market and underutilising their skills.

**Early leaving from education and training** is defined as the percentage of the population aged 18–24 with at most lower secondary education who were not in further education or training during the four weeks preceding the Labor Force Survey.

**Tertiary education attainment** is the indicator defined as percentage of the population aged 30–34 who have successfully completed tertiary education (faculties/academy/university).

**Gender gap in tertiary education attainment** presents a difference between tertiary attainment of men and women. In BiH in 2020, 10,8 pp more women completed tertiary education.

Source: Labor Force Survey, 2020

# Educational indicators

by sex in 2020

	Women	Men
Young persons not in employment, education or training (NEET)	23,0	20,3
Early leavers from education and training	4,6	4,8
Tertiary education attainment	34,0	23,2

## Tertiary education attainment

23,2%

Men

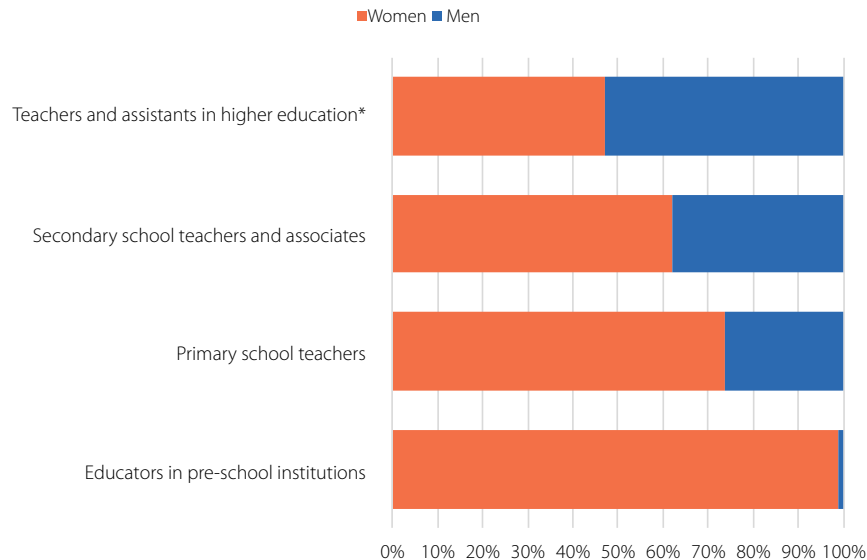
34,0%

Women

10,8 pp



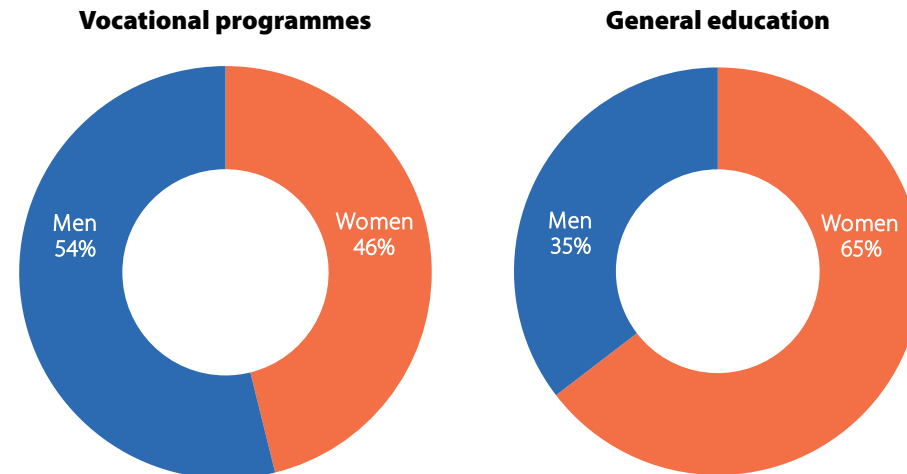
## Employees in all education levels in the school year 2020/2021



**Note:** The total number of teaching staff does not correspond to the actual number of natural persons, considering that teachers and assistants may teach at two or more education institutions.

In Bosnia and Herzegovina, almost all educators in pre-school institutions are women (99%). Going towards higher levels of education, the gender structure of teaching staff is changing in a way that women are more common in primary and secondary education, while more than a half of teachers and assistants in the institutions of higher education are men.

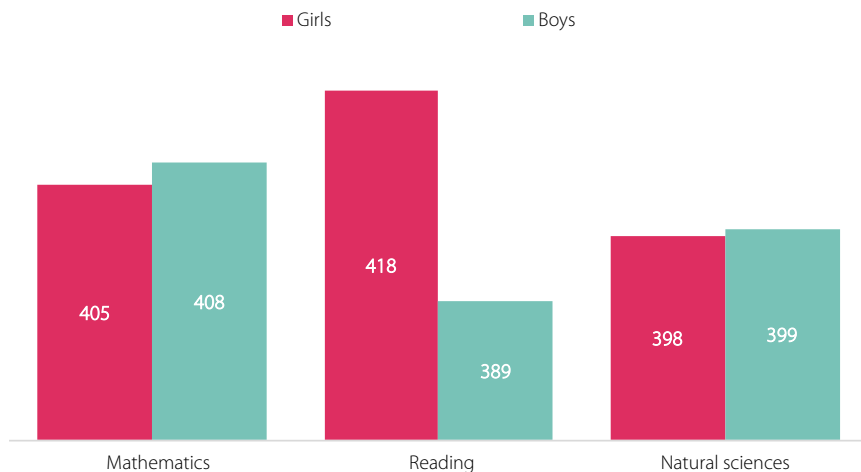
## Students by type of secondary education in 2020/2021



**Vocational education** is designed for learners to acquire specific knowledge, skills and competences about a particular occupation or trade. Vocational education includes vocational, technical, religious and art secondary schools.

**General education** includes grammar schools.

## Average achievements in mathematics, reading and natural sciences by sex in 2018, according to PISA survey (scores)



Bosnia and Herzegovina joined OECD programme PISA (The Program for International Student Assessment) in 2018. The goal of the programme is to evaluate the education systems around the world - assessing the level of acquisition of basic knowledge and skills relevant for effective participation in the modern society of 15 year old students at the end of their mandatory education. PISA study is focused on the basic subject areas: reading, mathematics and natural sciences. In BiH, boys have lower average results in reading compared to girls, and the difference is 30 points, which is also the case in other countries that participated in PISA study. On the other side, the difference in mathematics is around 3 points in favour of boys, while there is no difference in achievements in natural sciences in BiH. In general, **average achievements of students in mathematics, reading and natural sciences in BiH are below the OECD average.**

# Reading

Source: Agency for Pre-Primary, Primary and Secondary Education BiH



## Share of internet users by sex in 2020



Data refer to Internet users of the age group 16-74.

The group of Internet users consists of persons who have used the Internet in the last three months prior to the survey.

Source: Survey on the usage of information and communication technologies in households and by individuals, 2020

## Reasons for Internet use for private purposes

by sex, in 2020

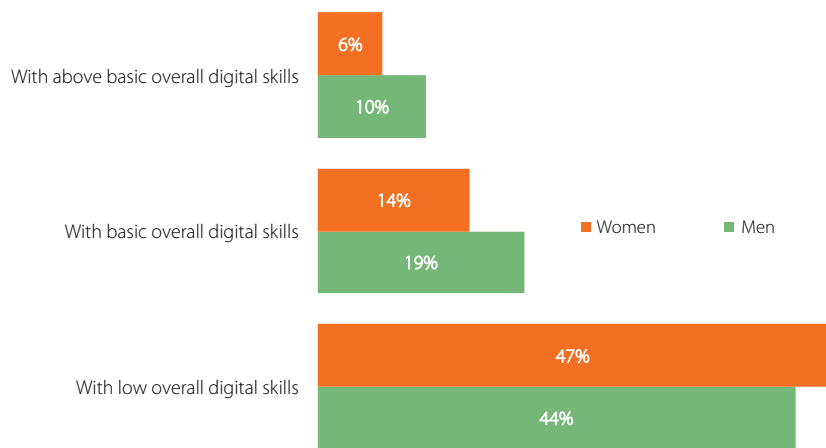
	Women	Men
Sending and receiving e-mails	48,0	52,0
Internet phone and video calls	50,8	49,2
Social media use	50,0	50,0
Sending messages via Skype, Messenger, WhatsApp, Viber, etc.	50,6	49,4
Information research on goods and services	50,2	49,8
Reading websites, online newspapers and magazines	49,2	50,8
Sharing or publishing of independently created videos, photos, music, texts, etc.	51,2	48,8
Listening to music	50,4	49,6
Watching videos via charge-free services (e.g. YouTube)	49,3	50,7
Playing and downloading games	43,5	56,5
Information research on health	53,6	46,4
Selling goods or services (e.g. via Olx.ba, eBay, etc.)	38,8	61,2
Internet banking	42,4	57,6



Data in the table are related to individuals who have used the Internet in the last three months before the survey. The respondents used the Internet mostly for making phone and video calls, texting, social media, information research on goods and services. There is no significant difference in the reasons for Internet use between women and men.

Source: Survey on the usage of information and communication technologies in households and by individuals, 2020

### Individuals' level of digital skills in 2019

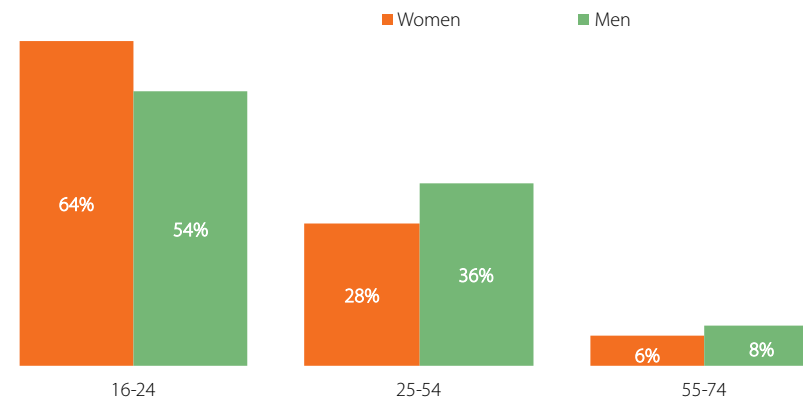


**Digital skills** are indicators based on selected activities related to internet or software use performed by individuals aged 16-74 in four specific areas: information, communication, problem solving and software skills. According to the complexity of activities performed, two levels of skills (“basic” and “above basic”) are computed for each of the four dimensions.

Data for computing this indicator are collected every two years through an additional survey module in the Survey on usage of information and communication technologies and they were collected for the last time in 2019.

Source: Survey on the usage of information and communication technologies in households and by individuals, 2019

### Individuals with basic or above basic overall digital skills by age groups in 2019



According to the Survey on the usage of information and communication technologies in BiH (ICT), in 2019 20% of women and 29% of men had basic or above basic digital skills, while in the EU-27 the average was 54% for women, and 56% for men. BiH is on the bottom of the ladder in Europe regarding the digital skills use. Regarding sex, 10% more young women aged 16-24 has basic and above basic digital skills, and going to the elderly population, the percentage changes in favour of men. Only 6 out of 100 women and 8 out of 100 men in BiH have above basic digital skills (higher than basic level).

Source: Survey on the usage of information and communication technologies in households and by individuals, 2019

## Principal population characteristics by activities and sex in 2020



**Activity rate** represents a ratio between labour force and working age population. **Employment rate** represents a ratio between employed and working age population. **Unemployment rate** represents a ratio between unemployed persons and labour force.

**Labour Force Survey** is a regular survey conducted by the Agency for Statistics of BiH. Continuous Labour Force Survey in Bosnia and Herzegovina was implemented starting from January 2020. The sample size on annual level in 2020 was 42 892 households. In order to harmonize with EU regulations, from 2020 the procedure of weight calibration according to population estimates by five-year age groups and sex is carried out. For this methodological modification, 2020 LFS data are not comparable with data from previous years.

## Employment rate (20-64)



40% Women 65% Men

25 pp

Gender gap in employment



### Structure of working-age population by activity and age groups in 2020

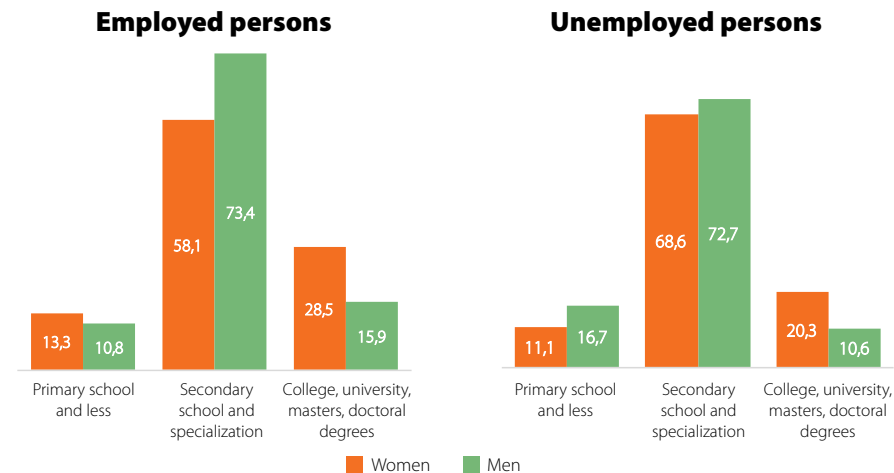
	Working-age population	Labour force		Inactive persons
		Employed persons	Unemployed persons	
<b>Women</b>				
15-24	13,5	7,1	23,4	15,4
25-49	38,5	64,7	64,1	23,4
50-64	25,7	25,1	12,3	27,4
65+	22,3	3,1	•	33,8
<b>Men</b>				
15-24	15,0	7,7	22,4	22,7
25-49	42,0	62,8	57,5	12,8
50-64	25,6	27,3	20,0	24,6
65+	17,4	2,2	•	39,9

Symbols: • - extremely inaccurate data

**Working age population** includes all persons aged 15 and over and it covers two categories: economically active population or labour force (employed and unemployed) and economically inactive population (persons outside the workforce). **Labour force, or the economically active population**, is composed of the employed and unemployed population. **Inactive population** are all persons of 15 years of age or older who were not employed during the reference week and who during the four weeks did not take any actions seeking for employment, as well as persons who are not ready to start working within two subsequent weeks should they be offered an employment.

Source: Labour Force Survey, 2020

### Structure of persons in employment and unemployed persons by the highest education level attained in 2020 (%)



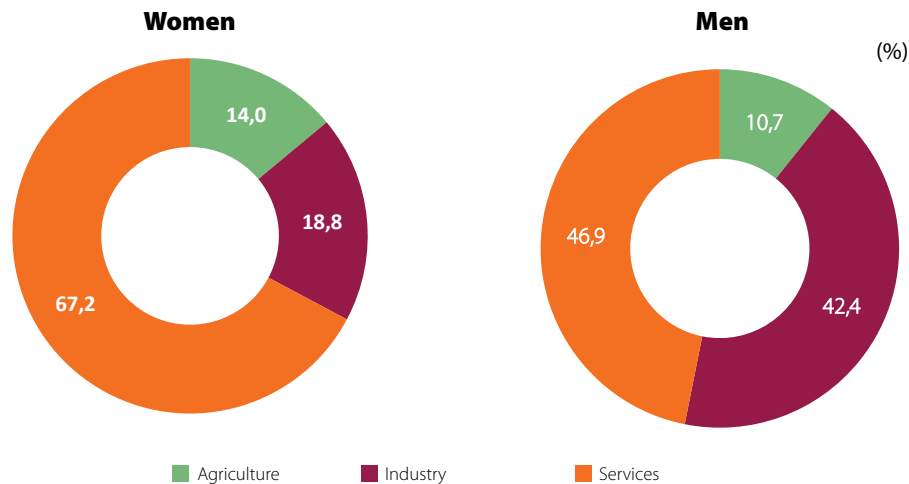
### Structure of persons in employment by employment status in 2020

	Women	Men
Employees	80,6	82,2
Self-employed persons	12,7	16,4
Unpaid family workers	6,7	(1,4)

Symbol: ( ) - less accurate estimate

Source: Labour Force Survey, 2020

### Structure of persons in employment by groups of sections of economic activities<sup>1</sup> in 2020



<sup>1</sup> Groups of sections of economic activities (NACE Rev 2): agriculture (A), industry (B,C,D,E,F) and services (G,H,I,J,K,L,M,N,O,P,Q,R,S,T,U)

### Structure of persons in employment working full-time or part-time in 2020

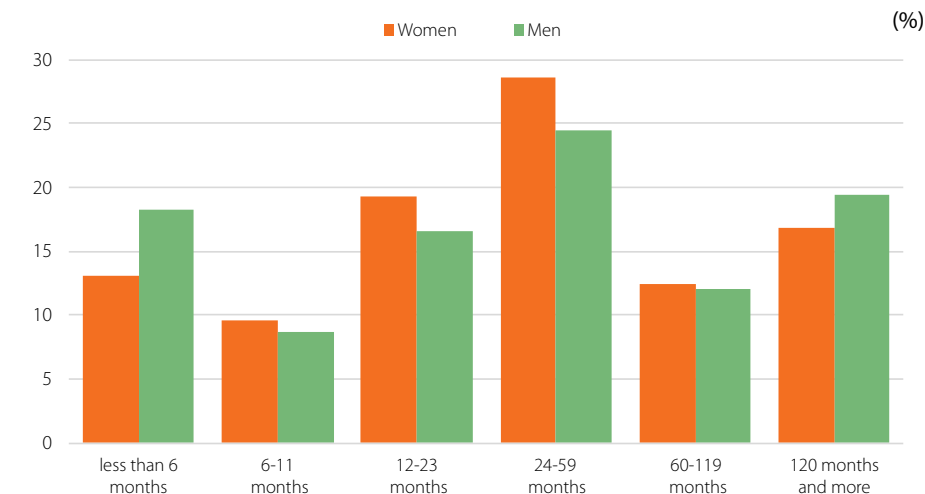
	Women	Men
Full time	94,5	95,5
Part time	5,5	4,5

Source: Labour Force Survey, 2020

### Average hours usually worked per week on main job by groups of sections of economic activities in 2020

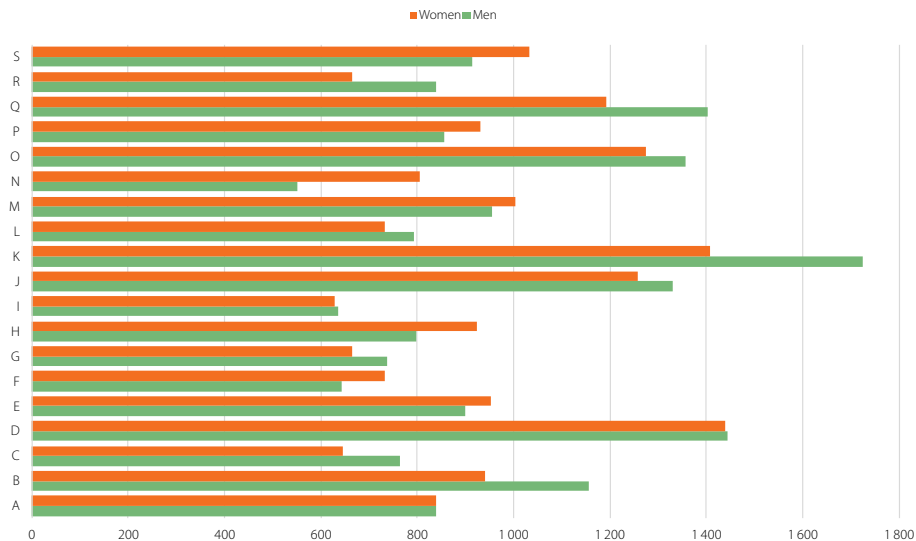
	Women	Men
Total	39,6	41,5
Agriculture	32,9	40,6
Industry	40,4	42,0
Services	40,8	41,2

### Structure of unemployed persons by duration of unemployment in 2020



Source: Labour Force Survey, 2020

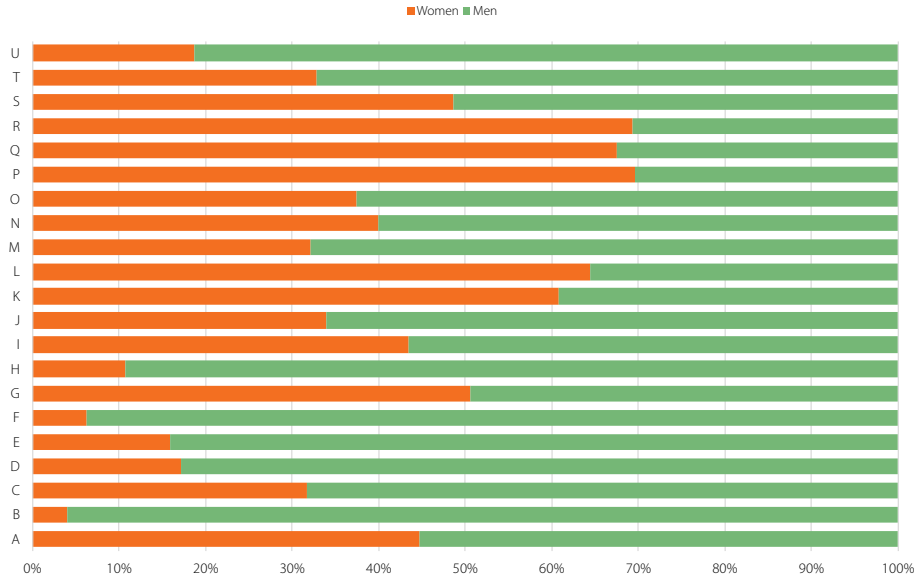
### Average wages by sections of activities and sex in 2020



### Sections of economic activities according the Classification of Economic Activities (NACE Rev 2)

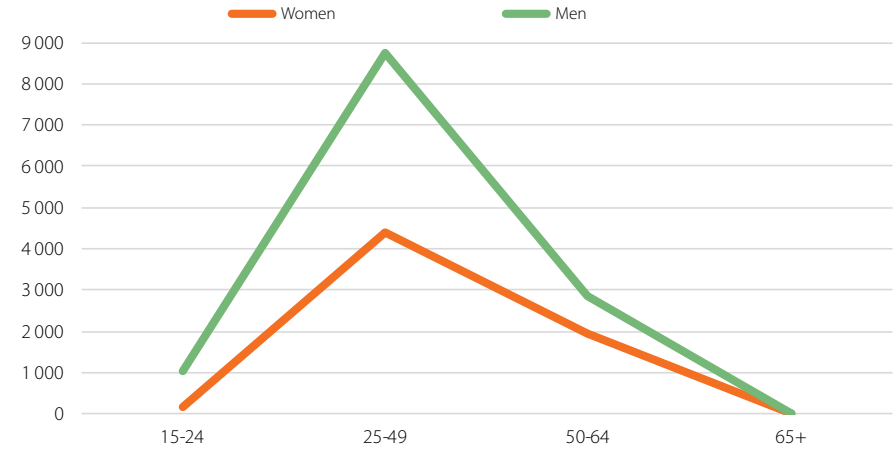
- A Agriculture, forestry and fishing
- B Mining and quarrying
- C Manufacturing
- D Electricity, gas, steam and air conditioning supply
- E Water supply, sewerage, waste management and remediation activities
- F Construction
- G Wholesale and retail trade
- H Transportation and storage
- I Accommodation and food service activities
- J Information and communication
- K Financial and insurance activities
- L Real estate activities
- M Professional, scientific and technical activities
- N Administrative and support service activities
- O Public administration and defence; compulsory social security
- P Education
- Q Human health and social work activities
- R Arts, entertainment and recreation
- S Other service activities
- T Activities of households as employers
- U Activities of extraterritorial organisations and bodies

## Employed people by the sections of economic activities in 2020



Source: Labour Force Survey, 2020

## Employed persons in ICT sector in 2020



In ICT sector, the largest number of employees belong to the age group of 25 to 49 years of age, and there is the largest difference in gender representation as well.

In that age group, in ICT sector, there are twice as many men employed in relation to women, which is also the ratio of total employment in this sector in 2020. i.

Source: Labour Force Survey, 2020

## Share of women with young children who were employed full time in 2020



In 2020, there were less than half of women (42%) with children under the age of 6 who were employed full time. The share of employed women having young children is slightly increasing compared to previous years.

Source: Labour Force Survey, 2020

## Unemployed national minorities' citizens registered in the employment bureaus in BiH

	Women				
	2016	2017	2018	2019	2020
<b>Total</b>	<b>2 855</b>	<b>2 961</b>	<b>2 952</b>	<b>3 085</b>	<b>3 288</b>
out of which Roma people	1 505	1 635	1 678	1 749	1 799
other national minorities citizens*	1 350	1 326	1 274	1 336	1 489

	Men				
	2016	2017	2018	2019	2020
<b>Total</b>	<b>2 876</b>	<b>2 915</b>	<b>2 865</b>	<b>2 981</b>	<b>3 146</b>
out of which Roma people	1 699	1 776	1 806	1 872	1 909
other national minorities citizens*	1 177	1 139	1 059	1 109	1 237

\* The Employment Bureau of Brčko District has not processed data on unemployed people belonging to national minorities so far. Only the data for unemployed Roma people were followed and they are shown in the table.

Source: Labour and Employment Agency of Bosnia and Herzegovina

## Unemployed disabled people registered in the employment bureaus in BiH

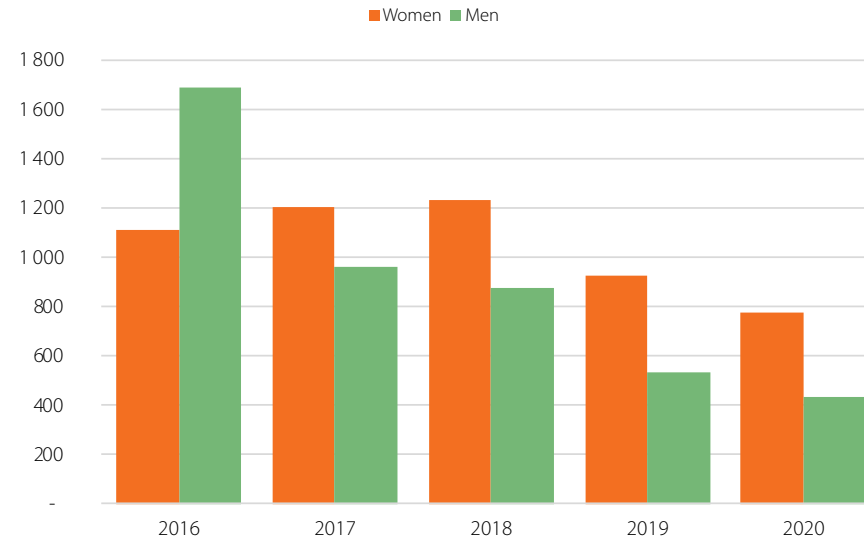
	Women				
	2016	2017	2018	2019	2020
<b>Total</b>	<b>1 811</b>	<b>1 878</b>	<b>1 851</b>	<b>1 886</b>	<b>1 950</b>
War invalids	92	87	83	91	86
Other persons with disabilities	1 719	1 791	1 768	1 795	1 864

	Men				
	2016	2017	2018	2019	2020
<b>Total</b>	<b>8 238</b>	<b>7 735</b>	<b>7 137</b>	<b>6 884</b>	<b>7 234</b>
War invalids	5 528	5 021	4 546	4 339	4 599
Other persons with disabilities	2 710	2 714	2 591	2 545	2 635

**Note:** Data for Brčko District are shown only from 2019 onwards. In Brčko District of BiH a new Draft of Law on professional rehabilitation, training and employment of persons with disabilities is in preparation phase, therefore the special statuses for employing persons with disabilities have not been regulated yet. Accordingly, very few people have declared their status when applying to the Employment Bureau.

Source: Labour and Employment Agency of Bosnia and Herzegovina

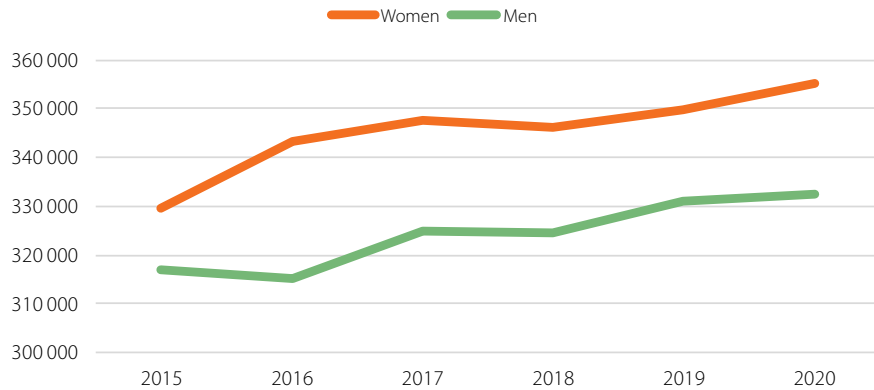
## Employment programs for interns registered in employment bureaus of BiH



**Note:** Data for Brčko District are shown in the chart only from 2019 onwards.

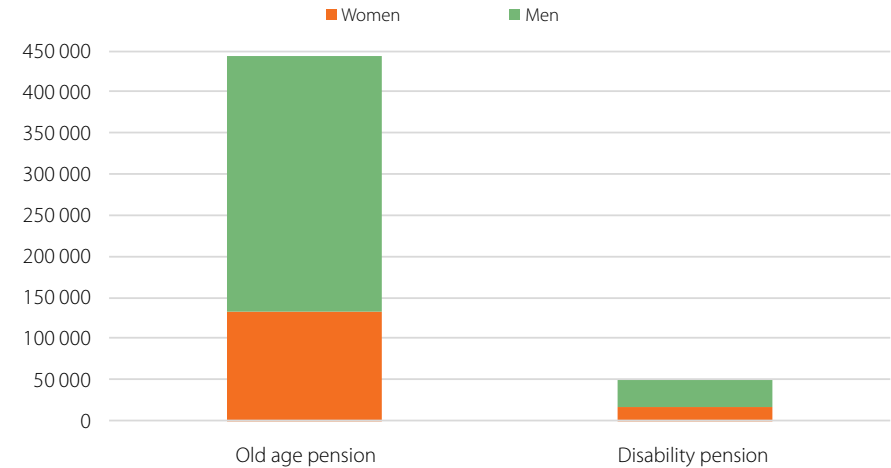
Source: Labour and Employment Agency of Bosnia and Herzegovina

## Pension beneficiaries in BiH



Three types of pension are paid in BiH: **old age, disability and survivors' pension**. Republika Srpska Pension and Disability Insurance Fund does not classify the survivors' pension beneficiaries by gender because in certain cases there are more than one person entitled to receive the pension of a deceased beneficiary.

## Beneficiaries of old age and disability pension in 2020



In 2020, in total, in Republika Srpska, 73 763 survivors' pensions were allocated and in Federation of BiH 119 752 survivors' pensions were allocated.

Source: Federal pension and disability insurance institute and Fund for pension and disability insurance of Republika Srpska

## Employees engaged in research and development by sector in 2019

	Women	Men
<b>TOTAL</b>	<b>1 496</b>	<b>1 387</b>
Researchers	1 061	1 060
Technicians	185	148
Other supporting staff	250	179
<b>BUSINESS SECTOR</b>	<b>249</b>	<b>259</b>
Researchers	107	90
Technicians	70	72
Other supporting staff	72	97
<b>GOVERNMENT SECTOR</b>	<b>46</b>	<b>58</b>
Researchers	27	26
Technicians	5	17
Other supporting staff	14	15
<b>HIGHER EDUCATION</b>	<b>1 201</b>	<b>1 070</b>
Researchers	927	944
Technicians	110	59
Other supporting staff	164	67

**Research and development** comprise systematic creative work aimed at increasing knowledge about nature, man, culture and society and its use in practice.

## Researchers engaged in research and development by field of science in 2019

	Women	Men
<b>TOTAL</b>	<b>1 061</b>	<b>1 060</b>
Natural sciences	73	92
Engineering and Technology	327	482
Medical and Health sciences	123	47
Agricultural sciences	102	87
Social sciences	247	239
Humanities	189	113
Multidisciplinary sciences	-	-

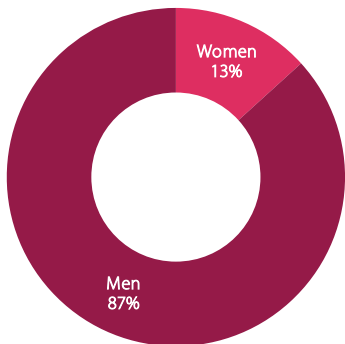
## Researchers engaged in research and development by age in 2019

	Women	Men
<b>Total</b>	<b>1 061</b>	<b>1 060</b>
25 and under	15	6
25-34	225	188
35-45	376	341
45-54	265	301
55-64	173	183
65 and more	7	41

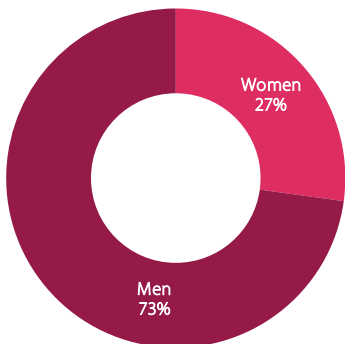
**Researchers** are professionals engaged in the creation of new knowledge, methods and systems, and also in the management of the projects concerned.



### Registered patents in the period 2018-2020

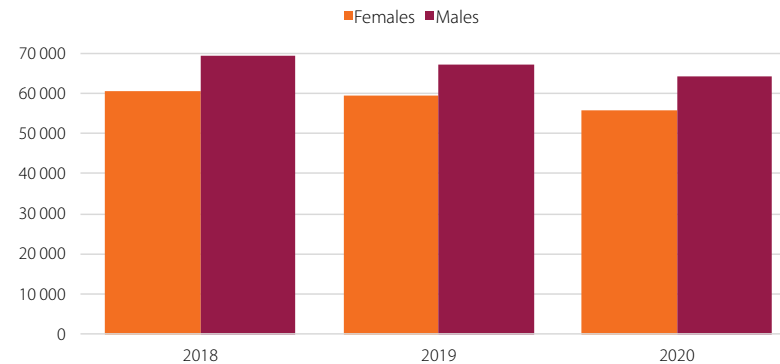


### Registered copyrights and related rights in the period 2018-2020

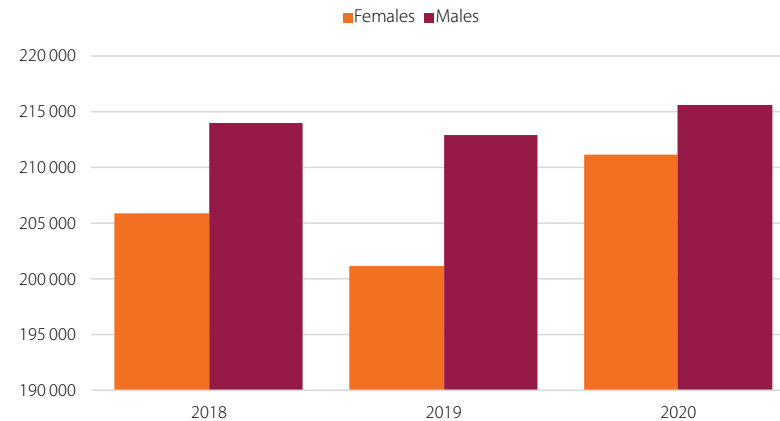


Source: Institute for Intellectual Property of BiH

### Minor social welfare beneficiaries



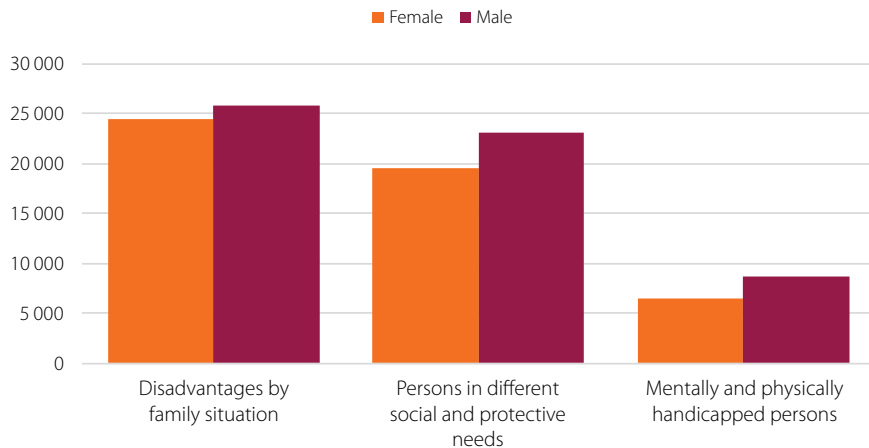
### Adult social welfare beneficiaries



**Social welfare beneficiary** is every person who has used certain forms and measures of social welfare and social work services, once or several times during the reference year.

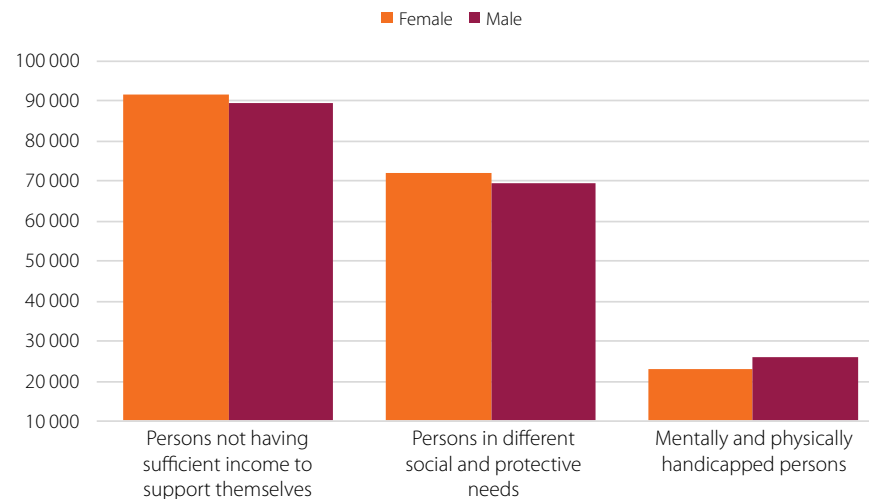
**Minor social welfare beneficiaries** are divided in following groups: minor beneficiaries disadvantaged by family situation, physically and mentally handicapped minors, minors with behavioural and personality disorders, mentally ill persons and minor beneficiaries in need of different social and protective services.

### Minor beneficiaries of social welfare by leading categories and sex in 2020

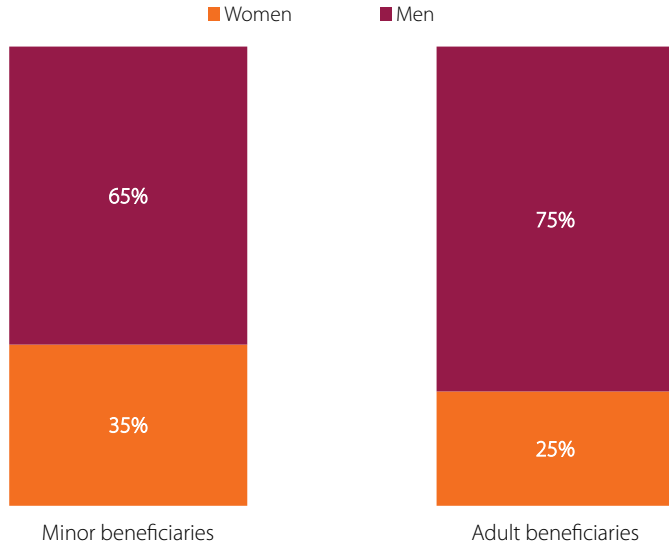


**Adult social welfare beneficiaries** are divided in following groups: beneficiaries of subventions (for rents, heating, funeral), physically and mentally disabled and persons not having a sufficient income to support themselves.

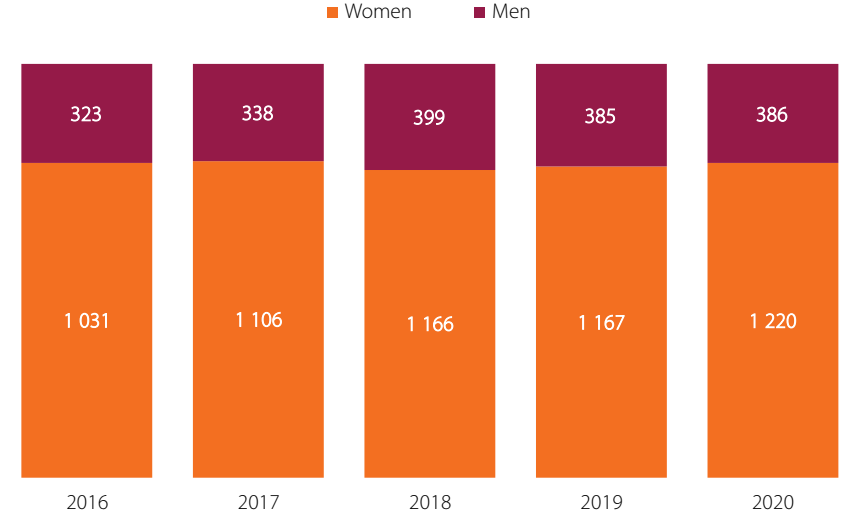
### Adult beneficiaries of social welfare by leading categories and sex in 2020



**Sex structure of social welfare beneficiaries with socially unacceptable behaviour in 2020**



**Employees in the social welfare institutions**

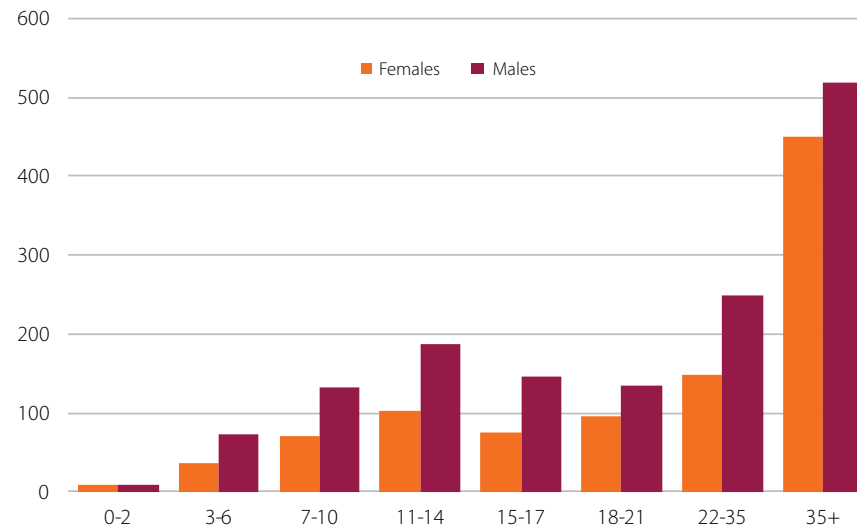


3/4 of employees in social welfare centres are women.

### Residents of institutions for children and adolescents without parental care by sex and age groups

		Total	Age of beneficiaries					
			0-2	3-6	7-10	11-14	15-17	18+
2018	<b>Total</b>	<b>965</b>	<b>64</b>	<b>102</b>	<b>148</b>	<b>199</b>	<b>260</b>	<b>192</b>
	Females	489	30	51	69	96	133	110
	Males	476	34	51	79	103	127	82
2019	<b>Total</b>	<b>1 121</b>	<b>70</b>	<b>135</b>	<b>181</b>	<b>259</b>	<b>240</b>	<b>236</b>
	Females	607	46	76	113	141	126	105
	Males	514	24	59	68	118	114	131
2020	<b>Total</b>	<b>1 103</b>	<b>63</b>	<b>155</b>	<b>175</b>	<b>255</b>	<b>247</b>	<b>208</b>
	Females	590	43	92	100	141	113	101
	Males	513	20	63	75	114	134	107

### Beneficiaries of social welfare institutions for physically and mentally disabled children, adolescents and adults by sex and age groups in 2020



Beneficiaries of social welfare institutions

*for adult persons*

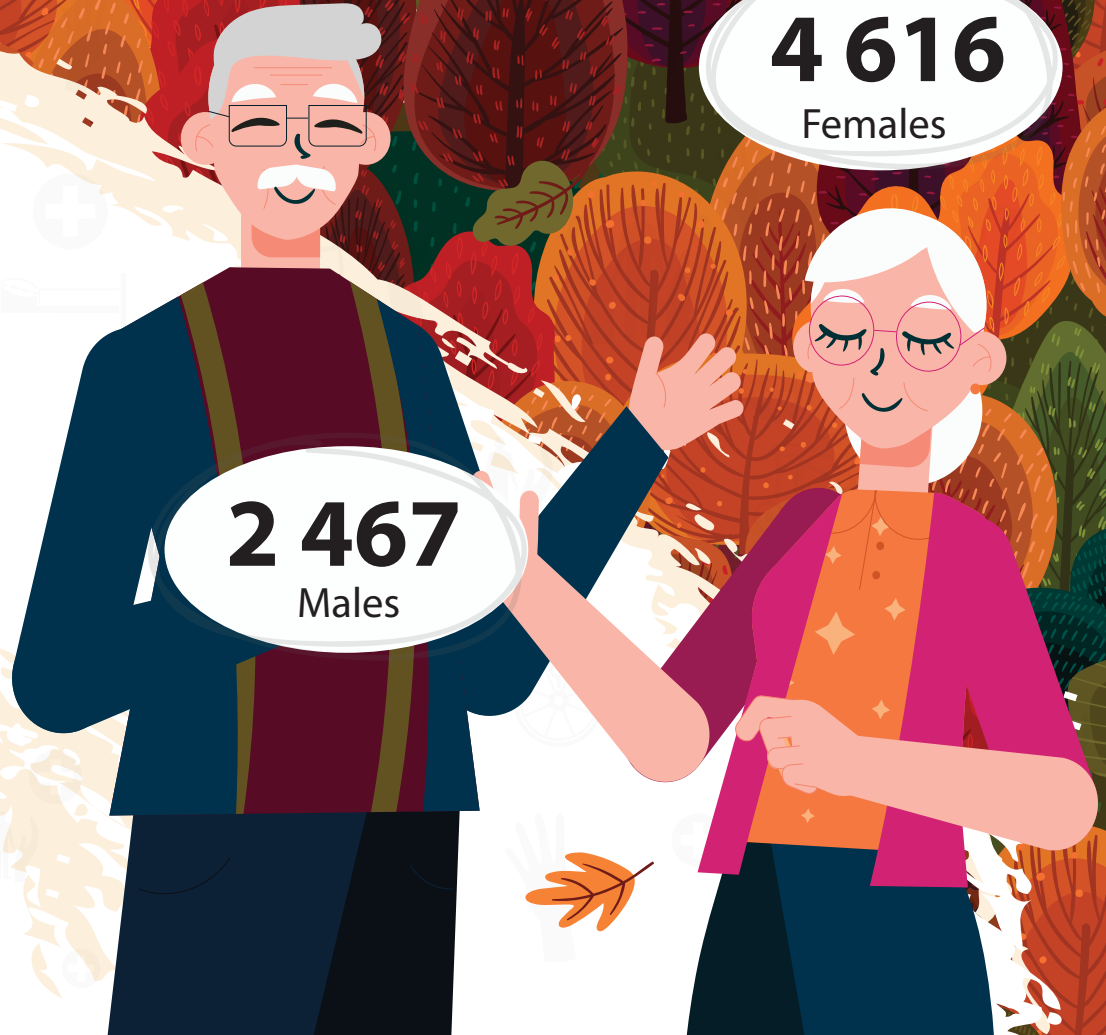
in 2020

**7 083**

All

**2 467**  
Males

**4 616**  
Females



### Guardianship of minors by age

		Total	By age					From the total number: children with special needs
			0-2	3-5	6-10	11-14	15-18	
2018	<b>Total</b>	<b>1 219</b>	<b>44</b>	<b>86</b>	<b>278</b>	<b>356</b>	<b>455</b>	<b>73</b>
	Females	573	19	40	141	158	215	31
	Males	646	25	46	137	198	240	42
2019	<b>Total</b>	<b>1 212</b>	<b>66</b>	<b>106</b>	<b>272</b>	<b>314</b>	<b>454</b>	<b>152</b>
	Females	630	32	55	139	167	237	82
	Males	582	34	51	133	147	217	70
2020	<b>Total</b>	<b>1 227</b>	<b>87</b>	<b>113</b>	<b>287</b>	<b>360</b>	<b>380</b>	<b>84</b>
	Females	640	45	61	150	192	192	37
	Males	587	42	52	137	168	188	47

### Adopted children by age

		Total	Fully and partially adopted				
			0-2	3-5	6-10	11-14	15-18
2018	<b>Total</b>	<b>43</b>	<b>17</b>	<b>16</b>	<b>5</b>	<b>1</b>	<b>4</b>
	Females	18	5	9	3	0	1
	Males	25	12	7	2	1	3
2019	<b>Total</b>	<b>29</b>	<b>12</b>	<b>10</b>	<b>6</b>	<b>1</b>	<b>0</b>
	Females	13	3	5	4	1	0
	Males	16	9	5	2	0	0
2020	<b>Total</b>	<b>30</b>	<b>10</b>	<b>10</b>	<b>9</b>	<b>0</b>	<b>1</b>
	Females	13	6	4	3	0	0
	Males	17	4	6	6	0	1

### Reported, accused and convicted juvenile persons

	Reported		Accused		Convicted	
	Women	Men	Women	Men	Women	Men
2016	37	593	7	132	5	127
2017	36	536	8	115	5	91
2018	43	492	9	109	7	88
2019	21	468	4	122	3	113
2020	24	386	2	118	1	106

The most of accused juvenile persons in 2020 were accused for criminal offence against property.

Out of 107 imposed criminal sanctions to juvenile persons in 2020, 104 were corrective measurements and 3 cases were juvenile imprisonment.

### Reported, accused and convicted adult persons

	Reported		Accused		Convicted	
	Women	Men	Women	Men	Women	Men
2016	1 643	18 965	818	11 878	729	11 022
2017	2 012	19 894	729	10 721	660	9 870
2018	2 226	17 926	691	10 576	673	9 633
2019	2 103	16 811	860	10 474	748	9 629
2020	1 702	14 555	690	9 041	621	8 051

Out of total number of criminal reports pertaining to known adult perpetrators in 2020, **almost 90% are related to men.**

In the case of both registered and convicted adult persons, criminal offences against property were the most numerous.

### Reported, accused and convicted criminal cases of family violence by perpetrators' and victims' age and sex

	2019					
	Perpetrators			Victims		
	Women	Men	n/a*	Women	Men	n/a*
	<b>Reported</b>					
<b>Total</b>	<b>152</b>	<b>1 699</b>	<b>27</b>	<b>1 297</b>	<b>306</b>	<b>85</b>
Younger than 18 years	2	5	0	92	46	8
18-30	61	583	5	486	67	16
31-50	56	663	5	376	57	10
51-64	22	307	3	186	75	5
65+	10	110	1	111	44	3
Not recorded	1	31	13	46	17	43

	Accused					
	Women	Men	n/a*	Women	Men	n/a*
<b>Total</b>	<b>31</b>	<b>778</b>	<b>10</b>	<b>625</b>	<b>127</b>	<b>57</b>
Younger than 18 years	0	2	0	39	20	9
18-30	11	274	2	227	33	10
31-50	13	300	2	194	20	9
51-64	6	146	3	85	24	3
65+	1	51	0	58	22	2
Not recorded	0	5	3	22	8	24

	Convicted					
	Women	Men	n/a*	Women	Men	n/a*
<b>Total</b>	<b>36</b>	<b>736</b>	<b>12</b>	<b>559</b>	<b>125</b>	<b>88</b>
Younger than 18 years	0	0	0	25	12	13
18-30	11	236	0	207	30	17
31-50	15	281	4	184	28	10
51-64	9	178	4	79	30	10
65+	1	37	2	51	20	6
Not recorded	0	4	2	13	5	32

\* Data are not available

	2020					
	Perpetrators			Victims		
	Women	Men	n/a*	Women	Men	n/a*
	<b>Reported</b>					
<b>Total</b>	<b>157</b>	<b>1 841</b>	<b>18</b>	<b>1 437</b>	<b>381</b>	<b>37</b>
Younger than 18 years	3	18	0	65	49	2
18-30	53	604	3	514	81	8
31-50	67	726	3	469	76	4
51-64	20	344	2	220	89	3
65+	10	117	1	122	62	3
Not recorded	4	32	9	47	24	17

	Accused					
	Women	Men	n/a*	Women	Men	n/a*
<b>Total</b>	<b>36</b>	<b>704</b>	<b>3</b>	<b>576</b>	<b>115</b>	<b>19</b>
Younger than 18 years	0	5	0	33	24	4
18-30	6	236	1	200	26	8
31-50	22	292	2	191	21	1
51-64	7	120	0	87	25	0
65+	1	45	0	45	13	1
Not recorded	0	6	0	20	6	5

	Convicted					
	Women	Men	n/a*	Women	Men	n/a*
<b>Total</b>	<b>26</b>	<b>582</b>	<b>2</b>	<b>473</b>	<b>89</b>	<b>25</b>
Younger than 18 years	0	0	0	26	20	2
18-30	6	183	1	171	24	4
31-50	13	243	1	147	11	2
51-64	5	117	0	68	16	2
65+	2	35	0	43	12	0
Not recorded	0	4	0	18	6	15

Source: High Judicial and Prosecutorial Council of BiH



## Reported, accused and convicted cases of crimes against sexual freedom and morals/sexual integrity, by age and sex of perpetrator and victim

	2019					
	Perpetrators			Victims		
	Women	Men	n/a*	Women	Men	n/a*
	<b>Reported</b>					
<b>Total</b>	<b>17</b>	<b>278</b>	<b>8</b>	<b>177</b>	<b>27</b>	<b>26</b>
Younger than 18 years	3	21	0	93	13	10
18-30	7	103	2	38	4	1
31-50	1	65	0	16	2	0
51-64	2	55	0	6	3	0
65+	1	22	1	6	0	0
Not recorded	3	12	5	18	5	15
	<b>Accused</b>					
<b>Total</b>	<b>7</b>	<b>133</b>	<b>10</b>	<b>68</b>	<b>9</b>	<b>32</b>
Younger than 18 years	2	5	1	38	7	15
18-30	3	56	4	14	0	5
31-50	2	28	0	7	0	0
51-64	0	33	0	3	1	0
65+	0	8	1	2	0	0
Not recorded	0	3	4	4	1	12
	<b>Convicted</b>					
<b>Total</b>	<b>4</b>	<b>113</b>	<b>2</b>	<b>49</b>	<b>11</b>	<b>70</b>
Younger than 18 years	0	0	0	26	6	20
18-30	3	49	0	14	0	4
31-50	1	27	0	3	2	2
51-64	0	26	0	2	2	1
65+	0	9	1	1	0	27
Not recorded	0	2	1	3	1	16

The data comprise the following crimes: Crimes against sexual freedom and morals (Crime of trafficking in human beings included) according to the Criminal Code of the Federation Bosnia and Herzegovina and Criminal Code of the Brčko District of

	2020					
	Perpetrators			Victims		
	Women	Men	n/a*	Women	Men	n/a*
	<b>Reported</b>					
<b>Total</b>	<b>11</b>	<b>234</b>	<b>2</b>	<b>171</b>	<b>23</b>	<b>2</b>
Younger than 18 years	2	23	0	105	13	0
18-30	3	84	1	29	1	0
31-50	5	59	0	8	2	0
51-64	0	35	1	6	2	0
65+	0	27	0	2	0	0
Not recorded	1	6	0	21	5	2
	<b>Accused</b>					
<b>Total</b>	<b>3</b>	<b>128</b>	<b>3</b>	<b>69</b>	<b>9</b>	<b>8</b>
Younger than 18 years	0	9	0	40	1	6
18-30	1	46	1	10	2	0
31-50	1	30	0	4	1	0
51-64	1	28	0	3	3	0
65+	0	14	1	4	0	0
Not recorded	0	1	1	8	2	2
	<b>Convicted</b>					
<b>Total</b>	<b>5</b>	<b>97</b>	<b>10</b>	<b>55</b>	<b>6</b>	<b>36</b>
Younger than 18 years	0	0	0	29	5	12
18-30	1	35	1	14	0	4
31-50	1	24	1	4	0	1
51-64	1	30	2	1	0	1
65+	1	6	4	2	0	14
Not recorded	1	2	2	5	1	4

Bosnia and Herzegovina; Crimes against sexual integrity, Crimes of sexual abuse and exploitation of a child and Crimes of trafficking in human beings according to the Criminal Procedure Code of Republika Srpska.

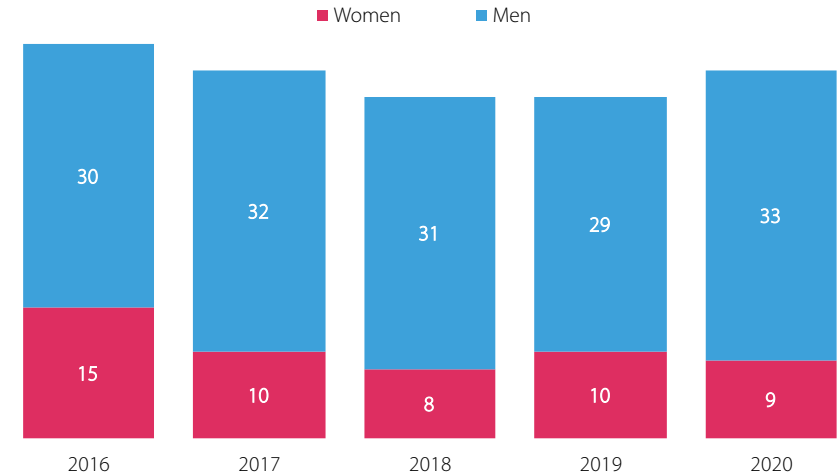
Source: High Judicial and Prosecutorial Council of BiH

### Prisoners and staff employed in prisons by sex in BiH

	Prisoners		Prison staff	
	Women	Men	Women	Men
2016	48	2 166	284	1 519
2017	74	2 287	290	1 515
2018	71	3 040	308	1 534
2019	109	4 332	322	1 538
2020	73	2 823	187	1 688

Source: Ministry of Justice of Bosnia and Herzegovina

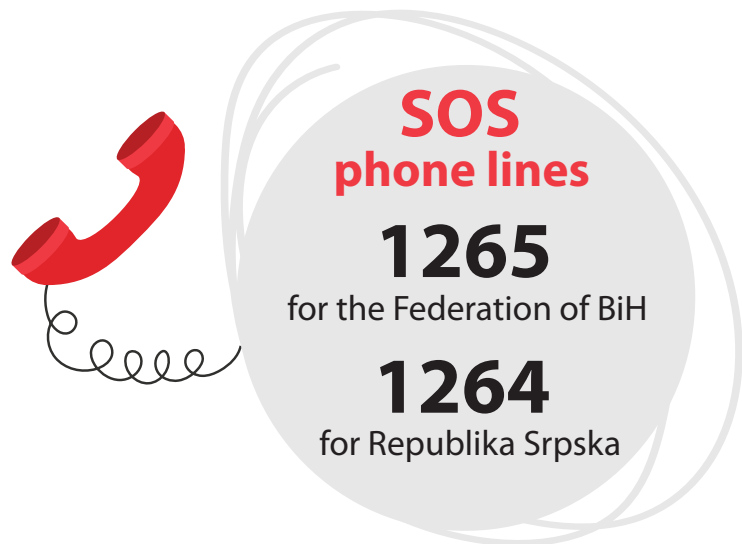
### Murders by sex of the victim in BiH



Source: Ministry of Interior of Federation on BiH, Ministry of Interior of Republika Srpska and Ministry of Interior of Brčko District

## Number of calls to SOS lines for victims of domestic violence

	Total	Women	% of women	Men	% of men
2019	4 202	4 103	98	99	2
2020	5 011	4 910	98	101	2



Source: Federal Ministry of work and social welfare and Ministry of family, youth and sport of Republika Srpska

**There are two active SOS phone lines** for reporting domestic violence in BiH - **1264 for Republika Srpska** and **1265 for the Federation of BiH**.

**These lines receive calls almost exclusively by women.**

**In 2020, during the Corona virus pandemic, there were 800 more calls than in 2019 and almost all the callers were women.**

Source: Federal Ministry of work and social welfare and Ministry of family, youth and sport of Republika Srpska

In the first seven months of 2019, in the safe houses accross BiH there were 347 victims of violence against women and domestic violence victims, while for the same period in 2020 that number increased to 519 victims. They were not accepting new victims during the state of emergency. There are 8 active safe houses in BiH: "Fondacija lokalne demokratije" in Sarajevo, "Udružene žene" in Banja Luka, "Žena BiH" in Mostar, "Vive žene" in Tuzla, "Budućnost" in Modriča, "Žene sa Une" in Bihać, "Medica" in Zenica and "Lara" in Bijeljina.

Source: Agency for Gender Equality of BiH

### Administration of justice by the institution type and sex in 2019 and 2020

	2019		2020	
	Female judges	Male judges	Female judges	Male judges
BiH Court	25	27	25	25
Supreme Court of Federation BiH	32	14	32	13
Supreme Court of Republika Srpska	16	7	17	6
High Commercial Court	3	3	3	3
Cantonal Courts	106	36	107	35
Regional Courts	70	37	74	39
Municipal Courts	265	148	267	151
Courts of first instance	121	75	122	77
Brčko District Court of first instance	7	11	8	11
Brčko District Appeal Court	4	4	4	4

According to 2020 data, **representation of women in BiH Courts is 64%.**

Source: High Judicial and Prosecutorial Council of BiH

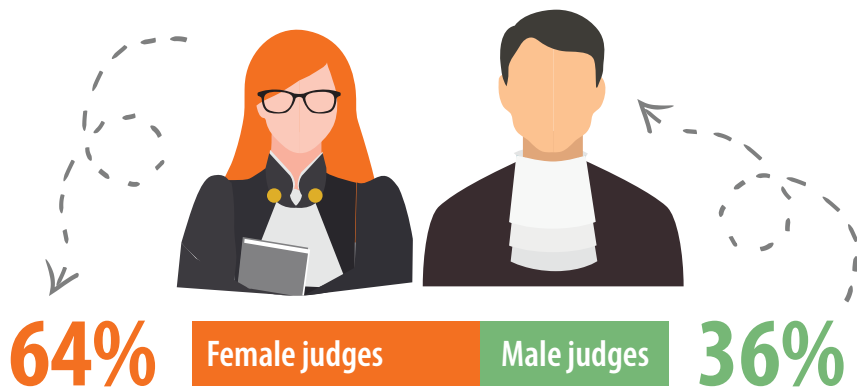
### Prosecutors' offices by the institution level and sex in 2019 and 2020

	2019		2020	
	Female prosecutors	Male prosecutors	Female prosecutors	Male prosecutors
BiH Country Prosecutors	27	31	28	30
Prosecutors' office of Federation BiH	5	5	6	5
Prosecutors' office of Republika Srpska	5	5	5	4
Cantonal Prosecutors' offices	105	95	99	92
Regional Prosecutors' offices	44	41	43	37
Brčko District Prosecutors' office	5	4	4	4

According to 2020 data, **representation of women in Prosecutors' offices in BiH was 52%.**

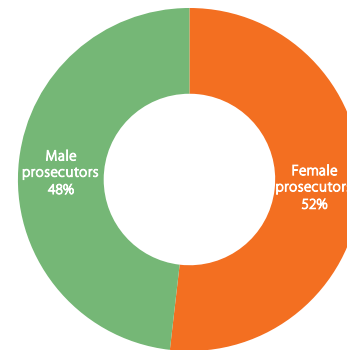
Source: High Judicial and Prosecutorial Council of BiH

### Administration of justice in BiH in 2020



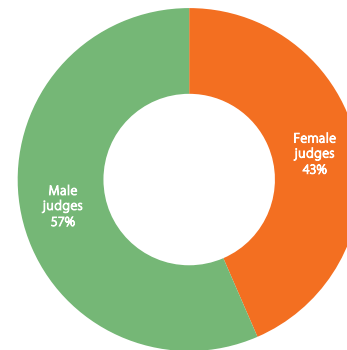
Source: High Judicial and Prosecutorial Council of BiH

### Prosecutors' offices in BiH in 2020



Source: High Judicial and Prosecutorial Council of BiH

### Sex structure of judges of Constitutional Courts of BiH, Federation BiH and Republika Srpska (on November 30<sup>th</sup> 2021)



Source: Constitutional Court of BiH, Constitutional Court of Federation BiH and Constitutional Court of Republika Srpska

## Elected candidates in Local Elections 2020, by sex structure

	Women	% of women
<b>Total</b>	<b>627</b>	<b>18,9</b>
Mayors	5	4,0
Municipal/city councils and assemblies of municipalities/cities	662	20,6

	Men	% of men
<b>Total</b>	<b>2 692</b>	<b>81,1</b>
Mayors	137	96,0
Municipal/city councils and assemblies of municipalities/cities	2 555	79,4

The table shows consolidated data of Local Elections held on 15 November 2020, as well as Local Elections in the city of Mostar and repeated Elections in the city of Dobož and Srebrenica municipality.

According to the Central Election Commission of BiH, **one in five women has been elected** to municipal/city councils and assemblies of municipalities/cities. There was the same ration in the previous Local Elections.

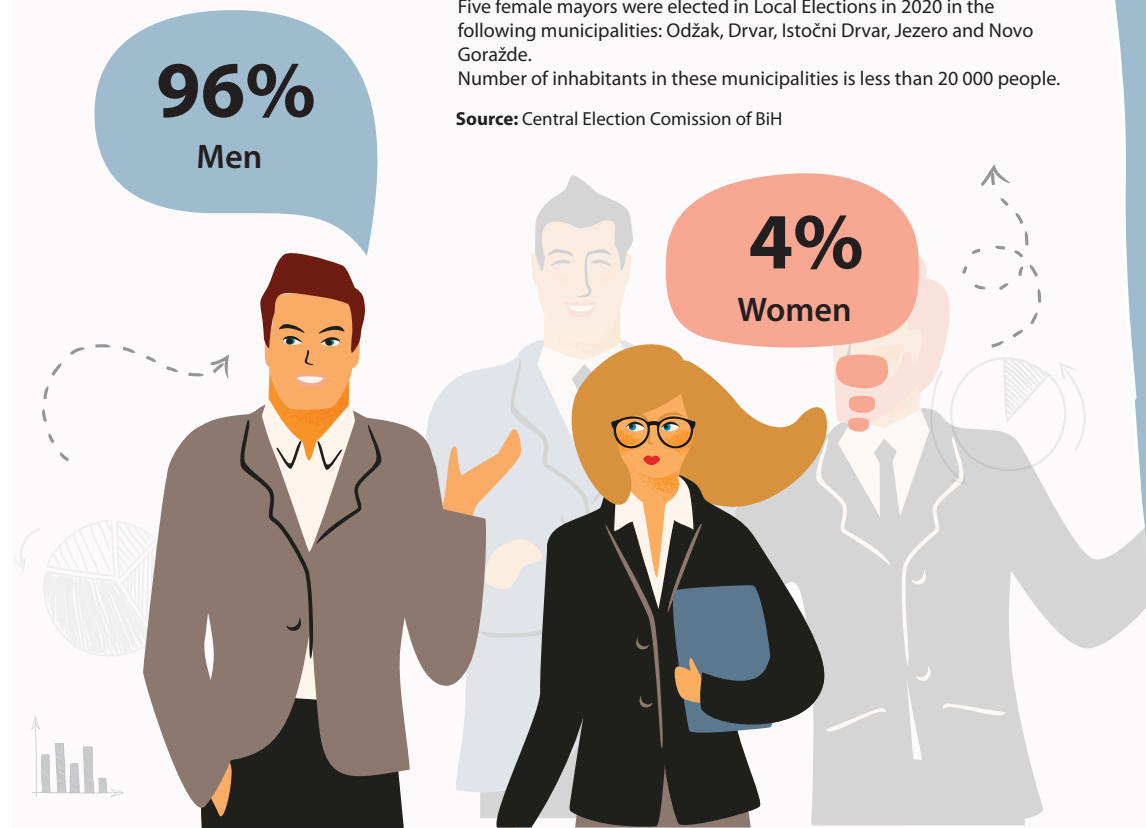
Source: Central Election Commission of BiH

## Sex structure of elected mayors

in Local Elections 2020

Five female mayors were elected in Local Elections in 2020 in the following municipalities: Odžak, Drvar, Istočni Drvar, Jezero and Novo Goražde. Number of inhabitants in these municipalities is less than 20 000 people.

Source: Central Election Commission of BiH



### Elected candidates in Local Elections 2020, by sex and age

	Women	
	up to 30 years of age	above 30 years of age
<b>Total</b>	<b>148</b>	<b>479</b>
Mayors	0	5
Municipal/city councils and assemblies of municipalities/cities	148	474

	Men	
	up to 30 years of age	above 30 years of age
<b>Total</b>	<b>277</b>	<b>2 415</b>
Mayors	2	135
Municipal/city councils and assemblies of municipalities/cities	275	2 280

Source: Central Election Commission of BiH

### Ministers in the Council of Ministers in BiH (on September 21<sup>st</sup> 2021)

	Women		Men	
Ministers	20		80	

**Women are ministers in two ministries at BiH level:** Ministry of Foreign Affairs of BiH and Ministry of Civil Affairs of BiH. Chairman of the Council of Ministers of BiH is male.

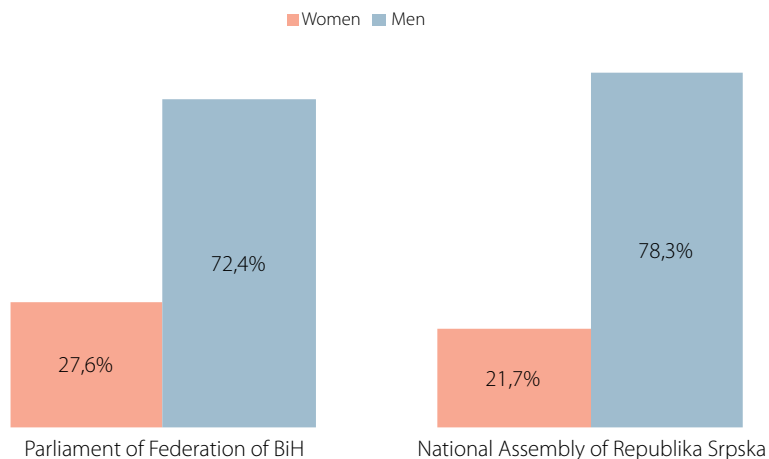
Source: Council of Ministers of BiH

### Delegates in The House of Peoples and The House of Representatives in The Parliamentary Assembly of BiH in 2020

	The House of Peoples		The House of Representatives	
	Women	Men	Women	Men
2017	2	13	10	32
2018	2	13	10	32
2019	3	12	9	33
2020	3	12	11	31



### Gender structure of deputies and representatives in the Parliament of the Federation of BiH and the National Assembly of the Republika Srpska, 2020



Source: European Institute for Gender Equality (EIGE) Gender Statistics Database – Women and men in decision-making

According to the amendments of the BiH Election Law and its alignment with the Law on Gender Equality from 2013, 40% quota for less represented sex on the electoral lists of political parties was secured. Nevertheless, the representation of women (in this case less represented gender) in politics is considerably smaller. In the mandate period 2018-2022, the percentage of women in national and entities' Parliaments/Assembly is less than 25%.

### Sex structure of civil servants of BiH by official title (on August 30<sup>th</sup> 2021)

	Women	Men	Sex structure, %	
			females	males
Junior officer	360	224	61,6	38,4
Senior Associate	552	436	55,9	44,1
Senior Adviser	722	568	56,0	44,0
Head of internal organizational unit	338	356	48,7	51,3
Minister/director Assistant	93	115	44,7	55,3
Secretary	5	11	31,3	68,8
Secretary with a special assignment (Heads of institutions)	19	44	30,2	69,8

Source: Civil Service Agency of BiH

In total, comparing to men some more women are employed in state institutions (54%). However, gender imbalance is noticeable when observing the gender structure of managerial positions – the representation of men in managerial positions is considerably higher.



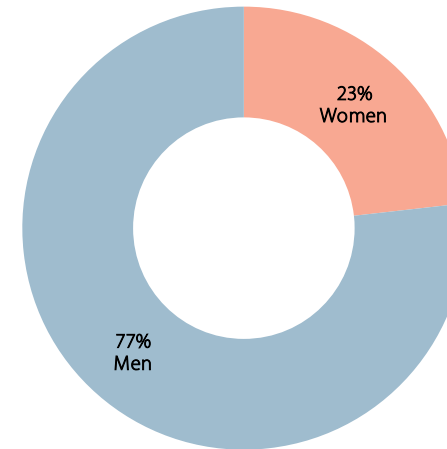
**Beneficiaries of parental and maternity leave in institution on BiH level**

	Women	Men
2016	326	6
2017	300	11
2018	273	11
2019	257	6
2020	256	11

According to the “Law on Civil Service in the Institutions of Bosnia and Herzegovina”, since 2013 a father has the right to use paternal leave instead of a mother, starting 60 days after the child is born.

Source: Ministry of Finance and Treasury of BiH

**Participation in diplomatic missions by sex in 2020**



Source: Ministry of Foreign Affairs of BiH

### Share of women in the security system in BiH in 2019 and 2020

	% of women	
	2019	2020
Directorate for Coordination of Police Bodies of BiH	5,3	6,6
State Investigation and Protection Agency	14,6	15,7
Border Police of BiH	7,8	8,8
Ministry of Interior of Republika Srpska	9,0	9,3
Brčko District Police	5,5	6,1
Cantonal Ministries of Interior	7,6	8,2
Federal Police Administration	9,4	10,5

**Share of women in the security system** refers to following police ranks: senior Sergeant, Sergeant, senior Policeman, Policeman, junior Inspector, Inspector, senior Inspector, independent Inspector and chief Inspector.

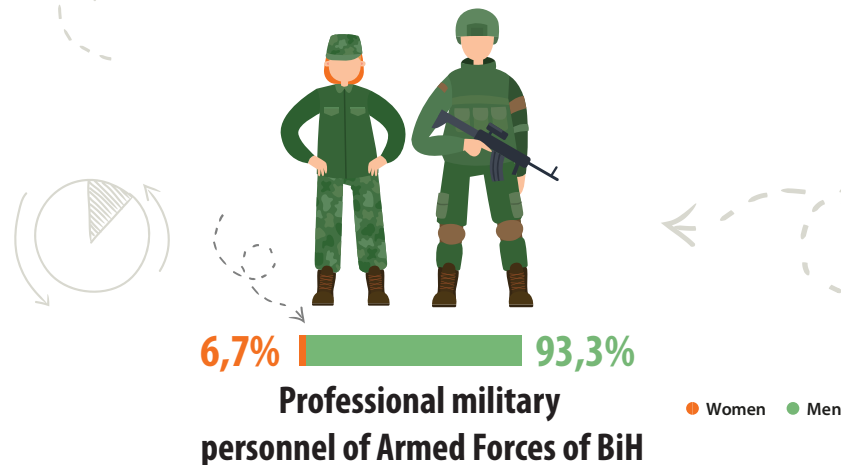
**Share of women in the police forces increases** year after year at all levels of authority. Still, women mostly occupy the positions of policemen and senior policemen, junior inspectors, inspectors and senior inspectors.

**Smaller percentage of female police officers are in the positions of independent and chief inspectors.**

Source: Report on the implementation of the Action plan for the UN Resolution 1325 "Women, peace and security" in BiH, 2020

### Civilians serving in the Armed Forces of BiH and professional military personnel of Armed Forces of BiH in 2020

	Women	Men
Civilians serving in the Armed Forces of BiH	143	428
%	25,0	75,0
Professional military personnel of Armed Forces of BiH	581	8 149
%	6,7	93,3



### Trafficking victims in BiH

	Females	Males
2018	21	15
2019	49	12
2020*	32	11

\* Data refer for the period January - June 2020

In that period in Bosnia and Herzegovina 48 potential trafficking victims were identified (32 female, 11 male and 5 victims of unknown sex).

26 victims are adults (19 females, 6 males and 1 unknown), while 22 victims are minors (13 females, 5 males and 4 unknown).

Out of total, 24 persons were victims of forced labor - begging, 12 persons were victims of sexual harassment and 12 persons were victims of other form of trafficking.

Source: Ministry of Security of BiH

## Possession of driving and traffic licences by sex in 2020

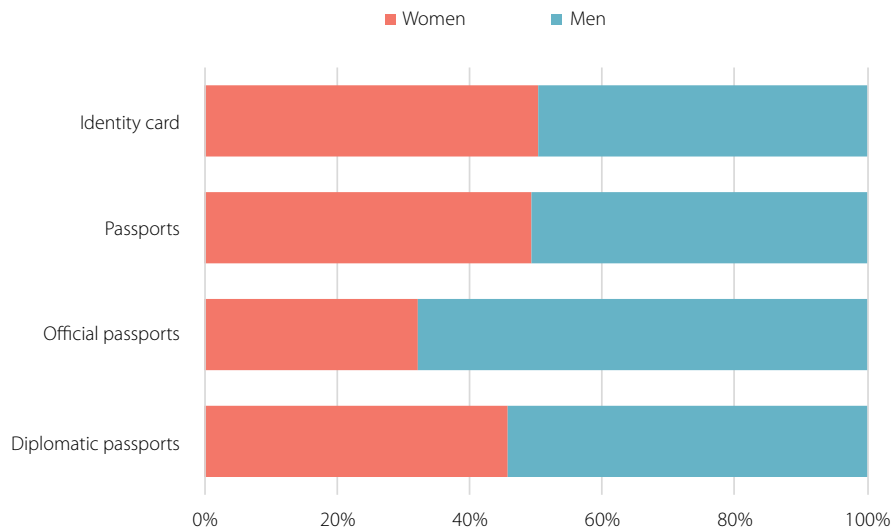


Possession of a traffic license in relation to possession of a driving license

Less than a half of women drivers (44%) own a car at the same time, while 80% of men who have the driving licence own a car.

Source: Agency for Identification Documents, Registers and Data Exchange of BiH

### Possession of identity card and different types of passports by sex, in 2020



Although there is an equal number of adult men and women who own an identity card, 1% less women own a passport in BiH.

**Men own 2/3 more official passports than women.**

Source: Agency for Identification documents, registers and data exchange of BiH

### Members of Boards of Public broadcaster and Communications Regulatory Agency of BiH in 2020

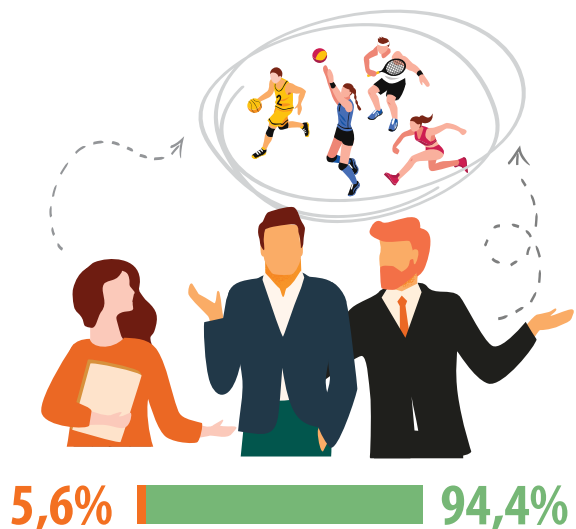
	Women	Men
Radio and Television of Bosnia and Herzegovina (BHRT)	1	3
Communications Regulatory Agency of BiH	0	6

Source: European Institute for Gender Equality (EIGE) Gender Statistics Database – Women and men in decision-making

### Members of highest decision-making body of sports federations in BiH, 2020

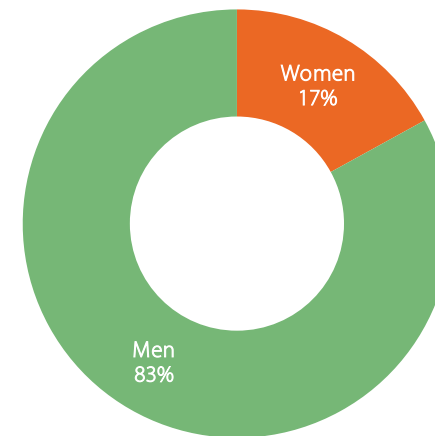
Data are based on a sample of top ten most funded Olympic sports in BiH and they include following sport federations: taekwondo, cycling, judo, athletic, tennis, boxing, basketball, ice hockey, skating and volleyball.

**No woman is a president of decision-making body of sports federation, and out of 17 chairman deputies of decision-making body, there is only one woman.**



Source: European Institute for Gender Equality (EIGE) Gender Statistics Database – Women and men in decision-making

### Share of Board members of largest listed companies in BiH, 2020



Data in the chart were obtained based on gender structure of decision-making bodies of ten top-ranked companies in BiH stock market in 2020.

Management structure of chosen companies in 2020 was made out of 17% of women and 83% of men.

**Only one company had female president**, while the remaining nine companies had male presidents.

Source: European Institute for Gender Equality (EIGE) Gender Statistics Database – Women and men in decision-making





Bosnia and Herzegovina



Agency for Statistics of  
Bosnia and Herzegovina



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